

STATE OF HAWAII
DEPARTMENT OF EDUCATION
P.O. BOX 2360
HONOLULU, HAWAII 96804

OFFICE OF THE SUPERINTENDENT

July 23, 2020

TO: The Honorable Catherine Payne
Chairperson, Board of Education

FROM: Dr. Christina M. Kishimoto
Superintendent

A blue ink signature of Dr. Christina M. Kishimoto.

SUBJECT: **Board Action on Temporary Discontinuance of Extra Compensation for Classroom Teachers in Special Education, Hard-to-Staff Geographical Locations, and Hawaiian Language Immersion Programs for the 2020-2021 School Year**

1. EXECUTIVE SUMMARY

On December 5, 2019, the Board of Education (BOE) took action to address teacher recruitment and retention by approving extra compensation to qualified and licensed teachers to fill vacancies in the areas of special education, hard-to-staff geographical locations, and the Hawaiian language immersion program. The effective date was January 7, 2020.

However, these past few months have been extraordinarily challenging due to the novel coronavirus (COVID-19). The COVID-19 pandemic has severely curtailed economic activity in the state and has negatively impacted the state's overall revenue and budget. Therefore, the Department is requesting a temporary discontinuance of the extra compensation.

2. BACKGROUND

Update on extra compensation for classroom teachers in special education, hard-to-staff geographical locations, and Hawaiian language immersion programs: Extra compensation funding sources (January 16, 2020):

http://boe.hawaii.gov/Meetings/Notices/Meeting%20Material%20Library/FIC_01162020_Update%20on%20Extra%20Compensation%20for%20Classroom%20Teachers.pdf

Minutes of the January 16, 2020 Finance and Infrastructure Meeting:

<https://alala1.k12.hi.us/STATE/BOE/Minutes.nsf/7d59b00aff8d3cf50a2565cb00663e82/9c202a316f5c9ba20a25850f000021e3?OpenDocument>

3. DISCUSSION

The following is current metric data for the differentials:

- a. What are the vacancies as a percent of positions filled with licensed teachers?

	Filled with a licensed teacher	Filled (including non-licensed)	Vacant	Total positions
1-7-20 (effective date for differentials)	12,389 (92%)	12,967 (96%)	496 (4%)	13,463
6-1-20 (SY 20-21 baseline)	11,975 (89%)	12,046 (89%)	1,422 (11%)	13,468
7-13-20	12,264 (91%)	12,715 (94%)	824 (6%)	13,539

- b. What are the number and type of transfers to positions in the three differential areas?

SpEd Licensed Teachers	For SY 20-21	For SY 19-20	Difference
Teachers transferred to a SpEd titled position	106	82	+24
Teachers out of a SpEd titled position	40	92	-52
SpEd Teachers that Separated from Service	85*	131	-46
Hard-to-Staff (HTS)	For SY 20-21	For SY 19-20	Difference
Teachers who transferred to a HTS location	40	22	+18
Teachers who transferred out of a HTS location	26	44	-18
Teachers that separated from a HTS location	106*	197	-91
Hawaiian Language Immersion (HLIP)	For SY 20-21	For SY 19-20	Difference
Teachers transferred to another Hawaiian Immersion school	7*	n/a	n/a

Teachers who remained in their current position	80*	n/a	n/a
Teachers that became qualified for the differential since 1-7-20	87	n/a	n/a

*number subject to change

c. What are the number of new hires?

Subject Area	SY 20-21
Special Education	42
HTS	58
HLIP	0

d. What are the retention rates at each school/complex?

Below is retention data from October 1, 2019 through July 15, 2020.

Complex Area	% Retained within the DOE	% Retained as a Teacher at their same school
Aiea-Moanalua-Radford	90%	86%
Baldwin-Kekaulike-Maui	91%	86%
Campbell-Kapolei	93%	87%
Castle-Kahuku	93%	90%
Farrington-Kaiser-Kalani	94%	90%

Hana-Lahainaluna-Lanai-Molokai	89%	87%
Hawaii-West	89%	85%
Hilo-Waiakea	96%	92%
Kailua-Kalaheo	91%	88%
Kaimuki-McKinley-Roosevelt	93%	90%
Kapaa-Kauai-Waimea	92%	88%
Kau-Keaau-Pahoa	93%	90%
Leilehua-Mililani-Waialua	93%	90%
Nanakuli-Waianae	91%	87%
Pearl City-Waipahu	96%	93%
TOTAL	92%	89%

The above retention data is preliminary data. Official retention data will not be available until the end of the contract period of July 30, 2020.

e. What are the number of differentials paid?

The number of teacher differentials paid for the second semester of school year 2019-2020:

SpEd (\$10,000)	HTS Tier 1 (\$3,000)	HTS Tier 2 (\$5,000)	HTS Tier 3 (\$7,500)	HTS Tier 4 (\$8,000)	HLIP (\$8,000)	Total
1,950	364	805	208	799	87	4,213

*differentials are a yearly amount

The total cost of the teacher differentials for the second semester of school year 2019-2020 was \$16,585,000.

The Department requested funding in its FY 2020-21 supplemental budget request for the differentials during the 2020 Legislative session. However, the supplemental budget request for funding was not approved.

Additionally, [Senate Bill 2488](#) was introduced during the 2020 Legislative session that appropriated funds for the differentials. Although this measure was advanced by two committees in the Senate and two in the House, ultimately, the bill did not pass.

4. RECOMMENDATION

The Department recommends that the Board approve the Department's request to temporarily suspend the extra compensation for classroom teachers in special education, hard-to-staff geographical locations, and Hawaiian language immersion programs for SY 2020-2021.

The Department remains committed to addressing Hawaii's teacher shortage and intends to include a request for funding as part of its Fiscal Biennium 2021-2023 budget request to continue the extra compensation. The Department will revert back to only paying for the differentials as negotiated in Appendix VII of the current Hawaii State Teachers Association collective bargaining agreement.

APPENDIX VII

**MEMORANDUM OF UNDERSTANDING
BETWEEN
STATE OF HAWAII
BOARD OF EDUCATION AND
HAWAII STATE TEACHERS ASSOCIATION
(RECRUITMENT/RETENTION INCENTIVE FOR
HARD-TO-STAFF LOCATIONS)**

This Memorandum of Understanding is effective as of July 1, 2017 by and between the State of Hawaii, Board of Education and the Hawaii State Teachers Association. In an effort to provide stability and continuity in the learning communities of hard-to-staff schools, the parties mutually agree to a differential for licensed teachers, including public charter school teachers, employed in the following geographical areas and campuses, shall be paid a hard-to-staff incentive as follows:

An annual differential of \$3,000 shall be paid at the following geographical areas and campuses:

- Hana Complex
- Keaau Complex
- Lanai Complex
- Molokai Complex
- Kau Complex
- Nanakuli Complex
- Pahoia Complex
- Waianae Complex

The funding for the retention incentive shall not come out of public charter school per pupil allocations.

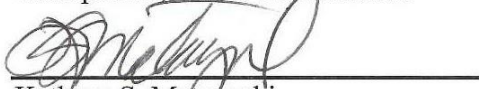
This Memorandum of Understanding shall expire on June 30, 2021.

STATE OF HAWAII

By:



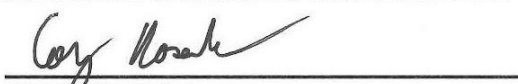
Lance A. Mizumoto
Chairperson, Board of Education



Kathryn S. Matayoshi
Superintendent, Dept. of Education

HAWAII STATE TEACHERS ASSOCIATION

By:



Corey Rosenlee
President



Wilbert Holck
Executive Director