



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

October 18, 2018

TO: Board of Education

FROM: Brian De Lima
Chairperson, Human Resources Committee

AGENDA ITEMS: Board Action on designation of Board members to an investigative committee (a permitted interaction group pursuant to Hawaii Revised Statutes Section 92-2.5(b)(1)), concerning State Librarian's evaluation

The Board of Education ("Board") has been using the Excluded Managerial Compensation Plan ("EMCP") Performance Evaluation System to evaluate State Librarian Stacey Aldrich since the Board hired her in 2015. The EMCP is the tool used to evaluate division chiefs, chief staff officers, and managers of major branches in Hawaii state government. Over time, however, it has become evident that the Board should review the evaluation system used for the State Librarian to ensure that it reflects the needs, expectations, and demands of the State Librarian.

To do this, I recommend the Board designate two Board Members to establish an investigative committee, pursuant to its by-laws¹ and state law², to work with State Librarian Aldrich in setting her priorities, goals, and targets; to determine the evaluation tool that the Board should use to assess whether or not she has met those priorities, goals, and targets; and anything else necessary to implement the evaluation tool.

¹ Section 5.6 of the Board's by-laws states, "The Board, as provided by law, may designate two or more Board members, but less than the number of members that would constitute a quorum of the Board, to investigate matters concerning Board business. The Board members designated by the Board are required to report their resulting findings and recommendations to the entire Board at a properly noticed meeting."

² Section 92-2.5(b)(1), Hawaii Revised Statutes, states, "Two or more members of a board, but less than the number of members which would constitute a quorum for the board, may be assigned to . . . [i]nvestigate a matter relating to the official business of their board; provided that:

- (A) The scope of the investigation and the scope of each member's authority are defined at a meeting of the board;
- (B) All resulting findings and recommendations are presented to the board at a meeting of the board; and
- (C) Deliberation and decision making on the matter investigated, if any, occurs only at a duly noticed meeting of the board held subsequent to the meeting at which the findings and recommendations of the investigation were presented to the board[.]"

Proposed Motion: Moved that 1) an investigative committee (a permitted interaction group pursuant to Hawaii Revised Statutes §92-2.5(b)(1)) be established and tasked with setting the State Librarian's goals and targets, determining an evaluation tool, and anything else necessary to implement the evaluation tool and 2) Board Members Kili Namau'u and Dwight Takeno serve on the investigative committee, with Board Member Namau'u serving as chairperson.