



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

February 17, 2022

TO: Kaimana Barcarse
Committee Chairperson, Human Resources Committee

FROM: Bill Arakaki
Chairperson, 2022 Legislative Ad Hoc Committee

AGENDA ITEM: Committee Action on recommendation concerning Board Policy positions for the 2022 Legislative Session: school level staff compensation

I. BACKGROUND

At its December 16, 2021 general business meeting, the Board established an ad hoc committee to present, discuss, and negotiate its policy positions for the purposes of engaging in the 2022 Legislative Session (“Legislative Ad Hoc Committee”).¹ The Board also adopted legislative policy positions for the Legislative Ad Hoc Committee to use during the 2022 Legislative Session.²

II. DESCRIPTION

Currently, several legislative bills propose increasing teacher compensation, including:

- HB1510: Increases the number of classifications on the salary schedule for teachers of the department of education. Specifies that additional classifications may be included in the teachers' salary schedule pursuant to a collective bargaining agreement negotiated for bargaining unit (5).
- HB1511: Appropriates funds for an experimental modernization project to address compensation equity issues and make necessary salary adjustments

¹ See this memorandum for more information on the Legislative Ad Hoc Committee: https://boe.hawaii.gov/Meetings/Notices/Meeting%20Material%20Library/GBM_20211216_Action%20on%20Ad%20Hoc%20Committee%20re%202022%20Legislative%20Session.pdf.

² See Exhibit A of this memorandum for the policy positions the Board adopted at its December 16, 2021 general business meeting: https://boe.hawaii.gov/Meetings/Notices/Meeting%20Material%20Library/GBM_20211216_Action%20on%20legislative%20policy%20positions%20for%202022%20Legislative%20Session.pdf.

for senior teachers whose current base salary does not reflect their years of professional service.

- HB1740: Creates a new classification of temporary teacher so that long-term substitute teachers are compensated for a full eight-hour work day of teaching and the additional necessary tasks associated with long-term substitute teaching positions. Compensates temporary teachers for designated state holidays and intersessions. Appropriates funds.
- HB2359: Appropriates moneys to fund experimental modernization projects pursuant to section 78-3.5, HRS, to make necessary discretionary salary adjustments.
- SB2632: Makes an appropriation to fund pay raises for certain teachers.
- SB2819: Makes an appropriation to fund an experimental modernization project pursuant to section 78-3.5, Hawaii Revised Statutes, to make necessary discretionary salary adjustments.
- SB2820 SD1: Appropriates funds for various teacher differentials to help address various labor shortages.

If the Board would like its Legislative Ad Hoc Committee to take positions on these bills, it will need to amend its legislative policy positions. However, because all school-level employees are important to school quality and student achievement, I recommend adopting a policy position that broadly addresses compensation for all school-level employees and not just teachers.

Therefore, I recommend adding a general policy position that supports proposed legislation that increases the compensation of school-level employees in public schools.

III. RECOMMENDATION

Based on the foregoing, I recommend that the Board amend its policy positions it adopted at its December 16, 2021 general business meeting for the 2022 Legislative Session by adopting the policy positions proposed in this memorandum, as shown in **Exhibit A** attached to this memorandum (amendments shown in red, underlined text).

Proposed Motion

“Move to amend the Board’s policy positions for the 2022 Legislative Session as proposed in Exhibit A of Legislative Ad Hoc Committee Chairperson Bill Arakaki’s memorandum dated February 17, 2022.”

Exhibit A

**Board of Education 2022 Legislative Policy Positions with Proposed
Amendments**

BOARD OF EDUCATION 2022 LEGISLATIVE POLICY POSITIONS

DEPARTMENT OF EDUCATION POLICY POSITIONS

The Board supports proposed legislation that addresses the needs identified in the Department's Board-approved supplemental operating and Capital Improvement Program budget requests for Fiscal Year 2023.

LIBRARIES POLICY POSITIONS

The Board supports proposed legislation that addresses the needs identified in the Hawaii State Public Library System's Board-approved supplemental operating and Capital Improvement Program budget requests for Fiscal Year 2023.

CHARTER SCHOOL POLICY POSITIONS

The Board supports proposed legislation that addresses charter school facilities needs as a longstanding and unresolved issue that the Board cites in its annual charter school report to the Legislature every year.

The Board supports measures that seek to reexamine governance, authority, and accountability structures of the charter school system as recommended in the Board's most recent annual charter school report to the Legislature.

EARLY LEARNING POLICY POSITIONS

The Board supports proposed legislation that expands access to quality early learning opportunities for more children.

GENERAL POLICY POSITIONS

The Board supports proposed legislation that:

- Increases the compensation of school-level employees in public schools;
- Support informed decision-making and priority setting through thoughtful and intentional engagement with stakeholders; and/or
- Improve transparency and access to information to encourage an informed and engaged community of citizens.

The Board opposes proposed legislation that:

- Diminishes the Board's power to formulate statewide educational policy as envisioned and established by Article X, Section 3, of the Constitution of the State of Hawaii;
- Requires the Board to assume management responsibilities over employees other than the Superintendent of Education and the State Librarian (or heads of other agencies over which the Board has governance authority) rather than remain focused on its constitutional responsibility of policymaking;
- Creates additional duties or responsibilities for the Department or Board without appropriating adequate, commensurate resources to accomplish such duties or responsibilities; and/or

- Makes the organizational structure and lines of authority within the public education system, including the Department of Education and its attached agencies, less clear and more confusing.

The Board takes no position on legislation relating to the Board's membership, as the Board believes it is most appropriate for the Legislature and Governor to decide such matters. The Board will endeavor to provide the Legislature with any relevant information relating to Board membership matters to enable to the Legislature to make informed decisions.

The Board's positions on proposed legislation are from a policy-level standpoint, and the Board defers to the Department (or its administratively attached agencies when appropriate) on operational and implementation matters.