

MAR 04 2010

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# SENATE CONCURRENT RESOLUTION

REQUESTING A STUDY OF SYSTEMS OR PLANS THAT MAY ACCOMMODATE THE DEPARTMENT OF EDUCATION'S NEED TO RETAIN, PROMOTE, AND COMPETITIVELY COMPENSATE PROFESSIONAL EMPLOYEES IN CERTAIN AREAS WITHOUT REQUIRING THOSE EMPLOYEES TO ASSUME SUPERVISORY RESPONSIBILITIES.

1           WHEREAS, in efforts to streamline operations, the  
2 Department of Education would like to utilize its most valued  
3 resource, human resources, more efficiently and effectively; and  
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5           WHEREAS, academic professionals under the Department of  
6 Education fall under either the Teacher (Bargaining Unit 05) or  
7 Educational Officer (Bargaining Unit 06) classifications and are  
8 represented for the purposes of collective bargaining by the  
9 Hawaii State Teachers Association and the Hawaii Government  
10 Employees Association, respectively; and  
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12           WHEREAS, the Educational Officers' Classification Plan was  
13 developed by a former Department of Human Resources Development  
14 (previously known as the Department of Personnel Services)  
15 Classification and Compensation Branch Chief in 1989 and updated  
16 in 1993; and  
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18           WHEREAS, although the Department of Education's Educational  
19 Officers Classification Plan does not include class  
20 specifications according to the Department of Education, in  
21 practice Educational Officer positions are classified based on  
22 the number of employees an Educational Officer supervises (for  
23 example, an individual in an EO 2 position usually does not  
24 supervise any employee, an individual in an EO 3 position is  
25 similar to a Section Head under the civil service classification  
26 system, and an individual in an EO4 position is similar to a  
27 Branch Chief under the civil service classification system, each  
28 with progressively higher supervisory responsibilities); and  
29



1 WHEREAS, the Department of Education would like to retain,  
2 promote, and competitively compensate skilled and productive  
3 professional employees who excel in their respective fields,  
4 without requiring them to assume supervisory responsibilities;  
5 now, therefore,  
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7 BE IT RESOLVED by the Senate of the Twenty-fifth  
8 Legislature of the State of Hawaii, Regular Session of 2010, the  
9 House of Representatives concurring, that the Legislative  
10 Reference Bureau is requested to assess the classification and  
11 compensation plans of public, local, and national K-12 and  
12 higher education organizations and institutions and recommend  
13 systems or plans that may accommodate the Department of  
14 Education's need to retain, promote, and competitively  
15 compensate professional employees in areas that require special  
16 skills without requiring those employees to assume supervisory  
17 responsibilities; and  
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19 BE IT FURTHER RESOLVED that the report include but not be  
20 limited to:  
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- 22 (1) Various types of classification and compensation plans  
23 in K-12 and higher education organizations and  
24 institutions that may allow for competitive salaries  
25 for high-skilled professional or managerial positions  
26 that may not necessarily require supervisory  
27 responsibilities;  
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- 29 (2) The collective bargaining issues surrounding the  
30 possible establishment of a classification and  
31 compensation system in the Department of Education  
32 similar to the executive/managerial system at the  
33 University of Hawaii;  
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- 35 (3) Consideration of expanding Educational Officer studies  
36 previously conducted by the Department of Human  
37 Resources Development (formerly known as the  
38 Department of Personnel Services) to develop clear and  
39 concise class specifications for the Educational  
40 Officer classes that allow for positions to be  
41 classified into higher Educational Officer levels  
42 without requiring assumption of supervisory  
43 responsibilities; and  
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1 (4) The advantages and disadvantages of a system, similar  
 2 to the University of Hawaii executive/management  
 3 system, that allows for negotiations of initial  
 4 salaries within established ranges, allowances for  
 5 salaries outside of established ranges with proper  
 6 approval, and salary adjustments based on performance  
 7 evaluations rather than on across-the-board  
 8 adjustments; and  
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10 BE IT FURTHER RESOLVED that the Legislative Reference  
 11 Bureau submit a report of its findings and recommendations,  
 12 including proposed legislation, no later than twenty days prior  
 13 to the convening of the Regular Session of 2011; and  
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15 BE IT FURTHER RESOLVED that certified copies of this  
 16 Concurrent Resolution be transmitted to the Director of the  
 17 Legislative Reference Bureau, the Superintendent of Education,  
 18 the Director of Human Resources Development, the Hawaii State  
 19 Teachers Association, and the Hawaii Government Employees  
 20 Association.  
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