
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, AND A STUDY OF THE ADVANTAGES AND DISADVANTAGES OF THE DEPARTMENT OF EDUCATION'S ADOPTION OF A SYSTEM SIMILAR TO THE UNIVERSITY OF HAWAII'S EXECUTIVE/MANAGEMENT SYSTEM.

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



1 Branch Chief under the civil service classification system, each
2 with progressively higher supervisory responsibilities); and
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4 WHEREAS, Act 51, Session Laws of Hawaii 2004, required the
5 Board of Education to adopt two separate
6 classification/compensation plans for educational officers, one
7 for principals and vice principals and the other for all other
8 educational officers; and
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10 WHEREAS, in May 2009, the Board of Education approved a
11 report, contracted by the Department of Education, by Watson
12 Wyatt, entitled "Review of the Current Classification and
13 Compensation System of Educational Officers and Professional
14 Employees and Recommendations," which reviewed practices in
15 seventeen of the twenty-five largest educational districts in
16 the United States and identified a compensation philosophy based
17 on benchmark job classes in relevant labor markets, incentive
18 programs, and performance based compensation and made
19 recommendations; and
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21 WHEREAS, the Department of Education would like to retain,
22 promote, and competitively compensate skilled and productive
23 professional employees who excel in their respective fields,
24 without requiring them to assume supervisory responsibilities;
25 now, therefore,
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27 BE IT RESOLVED by the Senate of the Twenty-fifth
28 Legislature of the State of Hawaii, Regular Session of 2010, the
29 House of Representatives concurring, that the Legislative
30 Reference Bureau is requested to examine and assess various
31 types of classification and compensation plans of selected
32 public education organizations and recommend systems or plans
33 that may allow for competitive salaries for executive officers,
34 other than principals and vice principals, that are in highly-
35 skilled professional or managerial positions that may not
36 necessarily require supervisory responsibilities; and
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38 BE IT FURTHER RESOLVED that in examining and assessing the
39 various types of classification and compensation plans, the
40 Legislative Reference Bureau is requested to review the Watson
41 Wyatt study, entitled "Review of the Current Classification and
42 Compensation Systems of Educational Officers and Professional
43 Employees and Recommendations"; and
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1 BE IT FURTHER RESOLVED that the Legislative Reference
2 Bureau is also requested to report on the Board of Education's
3 progress in adopting separate classification/compensation plans
4 for principals and vice principals and other educational
5 officers, as mandated by Act 51, Session Laws of Hawaii 2004;
6 and

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8 BE IT FURTHER RESOLVED that the University of Hawaii is
9 requested to report on the University's executive/management
10 system that allows for negotiations of initial salaries within
11 established ranges, allowances for salaries outside of
12 established ranges with proper approval, and salary adjustments
13 based on performance evaluations rather than on across-the-board
14 adjustments; and

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16 BE IT FURTHER RESOLVED that the report by the University of
17 Hawaii is requested to address the advantages and disadvantages
18 of the executive/managerial system and the collective bargaining
19 issues that were involved in the establishment of the
20 executive/managerial system at the University of Hawaii; and

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22 BE IT FURTHER RESOLVED that the Legislative Reference
23 Bureau and the University of Hawaii are each requested to submit
24 their respective reports of findings and recommendations no
25 later than twenty days prior to the convening of the Regular
26 Session of 2011; and

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28 BE IT FURTHER RESOLVED that certified copies of this
29 Concurrent Resolution be transmitted to the Director of the
30 Legislative Reference Bureau, the President of the University of
31 Hawaii, the Chairperson of the Board of Education, the
32 Superintendent of Education, the Director of Human Resources
33 Development, the Hawaii State Teachers Association, and the
34 Hawaii Government Employees Association.

