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The Twenty-Fifth Legislature, State of Hawaii  
Hawaii State Senate  
Committee on Education & Housing  
And  
Committee on Labor  
Testimony by  
Hawaii Government Employees Association  
March 15, 2010

LATE

S.C.R. 141 – 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

The Hawaii Government Employees’ Association, AFSCME Local 152, AFL-CIO provides the following comments.

Prior to 2004, the classification and compensation of educational officers was studied as a result of initiative by the Board of Education and legislative mandates. Act 51, SLH 2004 in part required the department of education to adopt two separate classification/compensation plans for educational officers. One classification/compensation plan shall be for principals and vice principals and a separate classification/compensation plan for all other educational officers. To date, this is still an outstanding issue and there has been no discussion with the HGEA as the exclusive representative. The department should be held accountable for the classification/compensation study required under Act 51.

Thank you for the opportunity to provide our testimony.

Respectfully submitted,

Leiomalama Desha  
Executive Assistant

**Date:** 03/15/2010

**Committee:** Senate Education and Housing

**Department:** Education

**Person Testifying:** Kathryn Matayoshi, Interim Superintendent of Education

**Title of Resolution:** SCR 141

**Purpose of 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.

**Department's Position:** The Department supports the intent of the resolution. For the committee's information, the Board of Education approved the Watson Wyatt study completed in 2009, that assessed the Educational Officer (EO) personnel system and recommended a restructuring. The intent of SCR 141 parallels the intent of the work done by Watson Wyatt.

- Act 51 (§302A-619) required the Board to review the classification and compensation systems for EOs. In response to Act 51, the Board requested a formal review be done, which resulted in the Board's approval of the Watson Wyatt study entitled, "Review of the Current Classification and Compensation System of Educational Officers and Professional Employees and Recommendations," dated April 2009.

- The Watson Wyatt study reviewed practices in 17 of the 25 largest educational districts across the nation. The study identified a compensation philosophy based on benchmark job classes in relevant labor markets, incentive programs, and performance based compensation. Desired outcome of the study, as it is for S.C.R. 141, was to, "...enable the DOE to attract, retain, and motivate those employees

with skill sets needed to excel in their specialty areas."

- There are many complex and interrelated factors that must be considered in order to implement a comprehensive classification and compensation system for EOs. The matter raised by SCR 141 of a career ladder for non-supervisory EO employees is but one. The Board, in approving the Watson Wyatt study, hopes its study can guide the development of a comprehensive system to replace the existing EO personnel system.