

SB-3207

Submitted on: 1/31/2024 1:58:08 AM

Testimony for EDU on 2/2/2024 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
TERI SAVAIINAEA	Individual	Oppose	Written Testimony Only

Comments:

I oppose SB 3207.

Thank you,

Teri Savaiinaea

SB-3207

Submitted on: 1/31/2024 9:08:58 AM

Testimony for EDU on 2/2/2024 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Rita Kama-Kimura	Individual	Oppose	Written Testimony Only

Comments:

I strongly oppose the passing of this bill. The bill states in part: "... The salary of the superintendent of education shall be set by the board of education at a rate no greater than [\$250,000] \$350,000 a year." How insane and my answer is no! I do not support this bill; I support the struggling taxpayers. This is why we, the people should be electing the members of the BofE and not having them assigned!

SB-3207

Submitted on: 1/31/2024 9:46:43 AM

Testimony for EDU on 2/2/2024 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Loree Jean Searcy	Individual	Oppose	Written Testimony Only

Comments:

The Superintendent of Education, esp Hayashi, does not warrant a 100k increase in wages!
Hawaii's education system is one of the worst in the nation in comparison to other states.

I oppose this bill!

SB-3207

Submitted on: 1/31/2024 3:18:59 PM

Testimony for EDU on 2/2/2024 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Kianna Carson	Individual	Oppose	Written Testimony Only

Comments:

I don't think that they should get a raise. What exactly does he do to make that kind of money yet he can make more than a quarter of \$1 million and our schools still do without air-conditioning Good classrooms and the list goes on and on.

as a taxpayer and a huge door in this community, this is not right

SB-3207

Submitted on: 1/31/2024 3:25:06 PM

Testimony for EDU on 2/2/2024 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Alana Kanohe Kalahiki	Individual	Oppose	Written Testimony Only

Comments:

I oppose this bill because our tax payers cannot afford any more! The people of Hawai'i cannot afford to live on our islands or own anything here. People are struggling as it is with so much expensive bills, expensive groceries, and they are other areas that need attention for money such as the housing crisis and Hawaiian people leaving Hawaii because they've been priced out of paradise. There's no consideration for the people of Hawaii and raising all these taxes on us to pay for things that we don't need!!! The focus should be to lower the taxes in the state and to stop pushing Hawaii people out to the west side and off the island because they can't afford anything.

SB-3207

Submitted on: 1/31/2024 3:46:24 PM

Testimony for EDU on 2/2/2024 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
jason timm	Individual	Oppose	Written Testimony Only

Comments:

I do not support bill SB3207.

Many teachers struggle to earn a living in Hawaii and they are the people who deserve a raise, not the superintendent of education. Our tax dollars should be used with care and respect to the people who educate Hawaii's future. The tax dollars for the superintendents raise should be going to the teachers who put in the hard work day after day in the classroom. It is the superintendents job to monitor students success, but Hawaii has one of the lowest education scores in the nation. We can blame the superintendent for that and not our underpaid teachers. I do not support a raise for the superintendent of education and do not support the bill SB3207.

SB-3207

Submitted on: 1/31/2024 3:51:13 PM

Testimony for EDU on 2/2/2024 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Leonard Nakoa III	Individual	Oppose	Remotely Via Zoom

Comments:

I in no way support this salary for the superintendent. \$350,000 for 1 guy. And we don't have buses for our Lahaina kids. Heck no

SB-3207

Submitted on: 1/31/2024 4:07:18 PM

Testimony for EDU on 2/2/2024 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
William Lono	Individual	Oppose	Written Testimony Only

Comments:

I **OPPOSE** bill **SB3207**. How is it that you bump the Superintendent of Education pay to \$350K? Why not give the teachers a raise since they're doing all the job...this state's thinking is so backwards. MAHALO for your time!!!

SB-3207

Submitted on: 1/31/2024 4:09:57 PM

Testimony for EDU on 2/2/2024 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Janice Giles	Individual	Oppose	Written Testimony Only

Comments:

We need more money going towards our schools and the students, not the salary of the superintendent!

SB-3207

Submitted on: 1/31/2024 4:11:26 PM

Testimony for EDU on 2/2/2024 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Tara Rojas	Individual	Oppose	Written Testimony Only

Comments:

This is RIDICULOUS and THIEVERY of our Taxpayer monies = I DO NOT CONSENT to this continuous salary raise. I am in COMPLETE OPPOSITION to this unnecessary and wasteful use of our taxpayer monies and funds.

SB-3207

Submitted on: 1/31/2024 7:47:04 PM

Testimony for EDU on 2/2/2024 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Anela Kealakai	Individual	Oppose	In Person

Comments:

Honorable Committee Members,

My name is Anela, a dedicated mother homeschooling her daughters. I am deeply invested in the educational welfare of not only my children but also all the young students in our community. I am here to express my opposition to HB3207, which proposes to increase the Superintendent of Education's salary to \$350,000.

- **Budget Priorities:** While I understand the importance of attracting skilled professionals for such a crucial role, my concern is about prioritizing our budget. The proposed salary increase seems excessive, especially considering other areas within our education system that desperately need funding – like resources for public schools, support for special needs programs, and teacher salaries.
- **Community Impact:** As someone who cares deeply about the education of all children in our community, I believe that a significant portion of our educational budget should be allocated directly to classrooms and student-related resources, rather than substantially increasing administrative salaries.
- **Message to Teachers and Staff:** The substantial increase in the Superintendent's salary might send an unintended message to our hardworking teachers and educational staff who are on the front lines, often with inadequate compensation. It's crucial that they feel valued and supported, as they are the backbone of our children's daily learning experience.
- **Performance-Based Compensation:** While I appreciate the annual performance evaluation component of the bill, tying such a high salary to performance could create undue pressure and potentially shift focus from long-term educational goals to short-term metrics.
- **Involvement of All Stakeholders:** As a homeschooling parent, I recognize the importance of involving all stakeholders, including parents, teachers, and community members, in decisions that significantly impact our education system. A decision of this magnitude should be made with broader consultation and transparency.

In conclusion, while I fully support the need for competent leadership in our education system, I believe that the proposed salary increase in HB3207 is disproportionate and could be better allocated to directly benefit our students' educational environment and resources.

Thank you for considering my perspective as a parent and community member deeply committed to the quality and fairness of our education system.

SB-3207

Submitted on: 1/31/2024 7:44:48 PM

Testimony for EDU on 2/2/2024 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Tracy Gillard	Individual	Oppose	Written Testimony Only

Comments:

Unacceptable! How dare this Senate even think of giving the superintendent a \$100,000 raise when our teachers are struggling and our kids are lacking so much. Put that money towards free food for the kids, better learning environment, helping kids get to school, which is a big issue throughout the State. This should be on the November Ballet for the tax payers to decide.

SB-3207

Submitted on: 1/31/2024 7:42:02 PM

Testimony for EDU on 2/2/2024 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Cherae Hulama	Individual	Oppose	Written Testimony Only

Comments:

Aloha,

I am a native Hawaiian born and raised on the leeward coast. I am a first generation college graduate and a 2nd year public school special educator and I oppose the salary increase for the superintendent position.

What a message to send the largest union in Hawaii who serves our communities and youth, working in subpar working conditions and using outdated content because why? The state is not allocating nearly enough to fully outfit schools with proper equipment and resources. But they can give the big guys a raise?

What a message to send to the public school students that they cannot get school buses or a better quality and more fulfilling meal at school. But the big guy gets a raise!

Read the existing literature. Review the data. Hawaii's public school system is failing. Not because of the teachers. We are trying! We show up. It's failing because the policymakers are selfish and it shows!

SB-3207

Submitted on: 1/31/2024 6:43:39 PM

Testimony for EDU on 2/2/2024 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Sharee Orr	Individual	Oppose	Written Testimony Only

Comments:

I oppose an increase to the superintendent's salary. Our schools need funds not the superintendent.

SB-3207

Submitted on: 1/31/2024 5:46:31 PM

Testimony for EDU on 2/2/2024 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Jolene Machado	Individual	Oppose	Written Testimony Only

Comments:

I oppose this bill!

SB-3207

Submitted on: 1/31/2024 5:22:20 PM

Testimony for EDU on 2/2/2024 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Kawai Kauwelo	Individual	Oppose	Written Testimony Only

Comments:

Money could be used for our Keike or better yet the community , better programs for school anything but a pay raise for one person

SB-3207

Submitted on: 1/31/2024 5:18:41 PM

Testimony for EDU on 2/2/2024 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Brandy Ledbetter	Individual	Oppose	Written Testimony Only

Comments:

The extra funding going towards this person's income could go towards the students supplies or the teachers. This is shameful. Senator Awa just mentioned how schools can't afford buses and you want to raise there salary. Give that money to the children of Maui where it is useful.

SB-3207

Submitted on: 1/31/2024 4:25:11 PM

Testimony for EDU on 2/2/2024 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Kade Yam-Lum	Individual	Oppose	Written Testimony Only

Comments:

Dear Members of the Senate,

My name is Kade H. Yam-Lum and I am writing to express my strong opposition to S.B. NO. 3207, which seeks to increase the salary of the Superintendent of Education in Hawaii to \$350,000. As a teacher in Hawaii, I believe that this proposed increase is excessive and inappropriate given the current state of our education system.

While I understand the importance of attracting and retaining qualified leaders in our educational institutions, I believe that such a significant increase in salary for the Superintendent of Education is unjustifiable. Our state is facing numerous challenges in education, including shrinking budgets, overcrowded classrooms, and the need for greater resources and support for our students and teachers. Instead of prioritizing the financial compensation of a single individual, we should be focusing on addressing these pressing issues that directly impact the quality of education our students receive.

Furthermore, I am deeply concerned that this bill does not provide clear guidelines or criteria for the performance evaluation of the Superintendent of Education. While it mentions that the superintendent will be subject to an annual performance evaluation, it does not specify the metrics or outcomes that will be used to assess their performance. Without clear benchmarks, this evaluation process may be subjective and ineffective, ultimately failing to hold our educational leadership accountable for the improvement of our schools.

Instead of focusing solely on increasing salaries, we should be investing in our teachers and students. By providing adequate funding for resources and support, promoting professional development opportunities for teachers, and reducing class sizes, we can create a system that truly prioritizes the educational needs of our students. This should be our primary goal as we strive to improve the quality of education in Hawaii.

In conclusion, I strongly urge you to reject S.B. NO. 3207. Let us focus our efforts and resources on addressing the urgent needs of our education system rather than providing

excessive compensation to a single individual. Together, we can work towards creating a better future for our students and ensuring that they receive the quality education they deserve.

Thank you for considering my testimony.

**Sincerely,
Kade Yam-Lum
Teacher
Ke Kula Kaiapuni 'o Kapolei**

SB-3207

Submitted on: 1/31/2024 5:14:10 PM

Testimony for EDU on 2/2/2024 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Ikaika Rosa	Individual	Oppose	Written Testimony Only

Comments:

This proposal to increase the DOE Superintendent salary to \$350k is fiscally irresponsible and an affront to the tax paying citizens of Hawaii. The issues with our public education system and the DOE are numerous and outweighs one persons salary dramatically.

The underperformance of the education system warrants termination or performance initiatives rather than a reward or a bloated salary.

Do the right thing for once and end this charade. The people are watching.

SB-3207

Submitted on: 1/31/2024 5:12:55 PM

Testimony for EDU on 2/2/2024 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
james wallace	Individual	Oppose	Written Testimony Only

Comments:

No government official should be getting raise at this time.City council got a whopping 130,000 + last year and they was useless.Hawaii is the worst in every category,so nobody deserves raise.We were voted the most corupt state in the nation.Sad to see people in high placesrobbing us "WE THE PEOPLE" and getting away with it.Make a Bill if you fail your fired!!!

SB-3207

Submitted on: 1/31/2024 8:11:25 PM

Testimony for EDU on 2/2/2024 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Shivanni Kekahuna	Individual	Oppose	Written Testimony Only

Comments:

All the hardworking staff members throughout the entire public education system should be given a raise just as high. To favor one over the many creates lack of good faith and lack of interest in jobs. This is a disgusting act of self-interested government action and will surely result in civil unrest. Teachers, the backbone who put in the hours of labor on the day to day, with the actual children who this system is supposed to benefit, stand to only make as much as \$80,000. A person can earn a doctorate degree and only make \$80,000 while one person gets a \$100,000 raise. This is shameful and abusive.

SB-3207

Submitted on: 1/31/2024 8:23:12 PM

Testimony for EDU on 2/2/2024 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Camlyn Pola	Individual	Oppose	Written Testimony Only

Comments:

I strongly OPPOSE! Hayashi doesn't deserve that pay raise. \$350,000 is ridiculous. His salary would be almost the same as the Mayor.

SB-3207

Submitted on: 1/31/2024 8:47:58 PM

Testimony for EDU on 2/2/2024 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Susan Ching Harbin	Individual	Oppose	Written Testimony Only

Comments:

This testimony is in opposition of sb3207, which would allow public school leaders to make up to 350k in salary a year. This is shameful in this economy of regular people struggling for groceries and rents /mortgages/property taxes all being unaffordable. I cannot believe a public servant would be ok with this!

auwe,

susan ching harbin

SB-3207

Submitted on: 1/31/2024 9:03:31 PM

Testimony for EDU on 2/2/2024 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Ramsey Calimlim	Individual	Oppose	Written Testimony Only

Comments:

Teachers/schools need a raise before the superintendent. His current salary suffice as proper pay for his role as superintendent.

SB-3207

Submitted on: 1/31/2024 9:17:59 PM

Testimony for EDU on 2/2/2024 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Kainoa	Individual	Oppose	Written Testimony Only

Comments:

In what world is it okay for a Superintendent to get paid up to 350k a year? I strongly oppose allocating more tax payer dollars to increase the salary of the superintendent. If anything, I propose a decrease in pay. How is this bill justified? What metrics is this pay increase based upon?

SB-3207

Submitted on: 1/31/2024 9:25:42 PM

Testimony for EDU on 2/2/2024 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Nicola Lauu	Individual	Oppose	Written Testimony Only

Comments:

I whole heartedly oppose this bill. How dare you put profit above our future generation! Where is this extra money coming from? What are the reason behind the pay increase? Where do you think the extra money you have for the pay increase go? To our keiki for free breakfasts and lunches and resources and room fans? Or in the pockets of the head of the DOE? Do you know how many schools in the DOE are still making our families pay for school breakfasts and lunches?! It should free for every child who attends any public school.
absolutely disgusting!

SB-3207

Submitted on: 1/31/2024 9:40:39 PM

Testimony for EDU on 2/2/2024 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Dominic	Individual	Oppose	Written Testimony Only

Comments:

I OPPOSE THIS BILL.

SB-3207

Submitted on: 1/31/2024 9:38:55 PM

Testimony for EDU on 2/2/2024 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Nyla	Individual	Oppose	Written Testimony Only

Comments:

I OPPOSE THIS BILL

SB-3207

Submitted on: 1/31/2024 9:42:50 PM

Testimony for EDU on 2/2/2024 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Tiva Tatofi	Individual	Oppose	Written Testimony Only

Comments:

This is crazy to increase it to over quarter of a million dollars annually! We need to pay our teachers and nurses before we go increasing a superintendent salary. This is why this state has no positive progress and our in crazy debt because of incompetent leadership and decisions. This superintendent makes more then enough and instead the increase should go to the teachers!

SB-3207

Submitted on: 1/31/2024 9:50:50 PM

Testimony for EDU on 2/2/2024 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
kamakani de dely	Individual	Oppose	Written Testimony Only

Comments:

I absolutely oppose the superintendent getting an increase in pay for the lack of leadership he does.

SB-3207

Submitted on: 1/31/2024 9:51:46 PM

Testimony for EDU on 2/2/2024 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Mallory De Dely	Individual	Oppose	Written Testimony Only

Comments:

I absolutely oppose the superintendent getting an increase in pay for the lack of leadership he does.

SB-3207

Submitted on: 1/31/2024 10:13:40 PM

Testimony for EDU on 2/2/2024 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Shana Cabunoc	Individual	Oppose	Written Testimony Only

Comments:

Aloha,

I oppose this bill. The Kids of Hawaii could use that money for better lunch meals, better pay for TEACHERS, STAFF. Thank you.

SB-3207

Submitted on: 1/31/2024 10:33:07 PM

Testimony for EDU on 2/2/2024 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Aldarah Kumura	Individual	Oppose	Written Testimony Only

Comments:

I oppose this bill.

SB-3207

Submitted on: 1/31/2024 10:34:28 PM

Testimony for EDU on 2/2/2024 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Leimomi Ka'aihili Leong	Individual	Oppose	Written Testimony Only

Comments:

We can't be giving that much to one person when he can't do his job without the support of so many others.

SB-3207

Submitted on: 1/31/2024 10:50:51 PM

Testimony for EDU on 2/2/2024 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Cynthia Decenzo	Individual	Oppose	Written Testimony Only

Comments:

I oppose this bill/measure

SB-3207

Submitted on: 1/31/2024 11:02:37 PM

Testimony for EDU on 2/2/2024 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Alexandra Love	Individual	Oppose	Written Testimony Only

Comments:

I oppose this bill. The DOE superintendent is already paid very, very well. He has staff who work or shield him from facing parents or dealing with things he would rather pass off. What is the budget for his entire office? I'm sure it's astronomical. He doesn't need a raise. Give the additional \$100,000 you are proposing to give to him to the teachers instead. An extra \$1,000 a year to 100 teachers would be huge for them. The superintendent is already living well on the existing salary.

SB-3207

Submitted on: 2/1/2024 12:28:21 AM

Testimony for EDU on 2/2/2024 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Alisa Hamasaki	Individual	Oppose	Remotely Via Zoom

Comments:

I strongly oppose SB3207. I don't understand the justification for any person to get a 46%, at any point in having a job, let alone Keith Hayashi who had his job since 2021. Senate, Board of Education, Department of Education why do you feel that he should have this raise or if not him, why create this bill to set this position's salary to not exceed \$350,000?

When looking up information about Keith Hayashi's salary, I came across an article "Board of Education defers pay raise for Hawai'i Superintendent Keith Hayashi" written by Hawaii Public Radio on Dec. 8, 2023. To summarize this article, the Board of Education deferred the proposed pay raise from \$240,000 to \$250,000. The decision comes after the Department of Education [announced](#) it would lapse \$465 million in state funds for school construction projects that would have gone to improving athletics facilities and other maintenance. Hawai'i is the 13th largest school district in the nation, according to [the National Center on Education Statistics](#). But unique to Hawai'i, the state is a single school district, with more than 155,000 students and over 22,100 employees. Hayashi is paid more than some top state officials, including the governor. The board's Human Resources Committee voted 3-4 on the proposal to increase Hayashi's salary. Members Kaimana Barcarse, Kahele Dukelow, Lauren Moriarty and Shanty Asher voted in opposition to the pay raise.

Thank you BOE HR Committee members- Kaimana B., Kahele Dukelow, Lauren M. and Shanty Asher for opposing it. If the BOE opposed this in December, why is this being discussed 2 months later? What changed? What did Hayashi do within these 2 months that demonstrates a 46% pay raise? Why is he getting more than our governor? Why does he have 2 assistants? I was watching the senate meeting on Jan. 31, 2025, when discussing SB2072, why does Hayashi need to look to someone else for the answers instead of knowing the responses himself? DOE is supposed to have the case numbers on their site and when he was asked he didn't know if it was there, he didn't have the stats or numbers of how long the number of cases were 5, he looked to another person to give him the answers. If he is getting paid this already significant amount, he should know the answers and come prepared to meetings.

This pay raise should be further discussed and shared with our keiki's families, teachers, and schools. If they submit testimonies in support of this bill will be evidence for this raise. Why are we looking to pay this one person more money, instead YOU should be looking to use this money to directly impact the 155,000 children and the 22,100 employees in the Hawaii public schools.

The article mentioned above, also states "Most of Hayashi's support for a pay raise comes from complex area superintendents, who wrote a joint letter to the board.

“Recognizing the importance of attracting and retaining top-tier talent, it is imperative that we acknowledge and appropriately compensate the outstanding contributions of our superintendent,” they wrote. “A competitive salary not only reflects the value we place on his leadership but also ensures the continued success and stability of our schools.”

If the complex area superintendents believe wholeheartedly "to compensate the outstanding contributions and attract and retain top tier talent"- complex area superintendents should be looking at the teachers, principals, and all public school employees.

Lastly, teachers got a 4% pay raise over several years but the superintendent gets a 46% pay raise? If you approve this bill, it shows that you don't have best intentions for Hawaii's children and education system and further demonstrates why Hawaii is known to have government corruption.

Again, I oppose SB3207 as a person, public school alumni, public school parent, and a public school teacher.

SB-3207

Submitted on: 2/1/2024 12:38:34 AM

Testimony for EDU on 2/2/2024 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Brett Kulbis	Individual	Oppose	Written Testimony Only

Comments:

While I support making permanent the annual performance evaluation requirements for the Superintendent of Education.

I do not support the increase in the Superintendent of Education’s salary cap \$100K, from \$250K to \$350K.

The current Hawaii Superintendent of Education (\$240,000) already is the highest paid unelected bureaucrat that makes more than our elected Governor of Hawaii (\$184,860). I think we all can agree the Governor has 3-5x more responsibility than the Superintendent of Education, and I don’t believe any unelected state bureaucrat should have a salary greater than the elected Governor.

Addressing the current Superintendent of Education, since this cap will take effect upon approval. I’d like to remind you of some of the concerns I have with approving this increase due to substandard performance.

1. Just last year the Board of Education deferred a pay raise.
2. Reported that 12% of Hawaii public schools have faulty fire alarm systems.
3. Lapsed \$465 million CIP funds school construction projects across the state, that will delay and possibly jeopardize funding for new classrooms, play courts and athletic facilities, with another \$1.2 billion that will lapse by 2026 if not used.
4. A week before schools opened, school bus service was terminated to 10 schools on Oahu and 4 on Kauai due to bus driver shortages, which resulted in the Governor issuing an emergency proclamation.

I would also recommend an amendment to make the effective date July 2025, when the current Superintendent of Education’s current contract should expire.

SB-3207

Submitted on: 2/1/2024 1:09:20 AM

Testimony for EDU on 2/2/2024 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Juliet	Individual	Oppose	Written Testimony Only

Comments:

No one should be getting a raise especially in edu board

SB-3207

Submitted on: 2/1/2024 3:34:16 AM

Testimony for EDU on 2/2/2024 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Vernelle Oku	Individual	Oppose	Written Testimony Only

Comments:

I oppose this bill.

It's outrageous that we are giving the Superintendent a \$100,000 pay raise when we can't even afford to house our local/Hawaiian people on Maui!

SB-3207

Submitted on: 2/1/2024 4:51:26 AM

Testimony for EDU on 2/2/2024 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Mele Balbaugh-Fifita	Individual	Oppose	Written Testimony Only

Comments:

I oppose SB3207 and I propose to decrease the current salary for the HODOE superintendent until all Hawaii teachers' wages/salaries be matched to it.

SB-3207

Submitted on: 2/1/2024 5:15:42 AM

Testimony for EDU on 2/2/2024 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Krista Vessell	Individual	Oppose	Written Testimony Only

Comments:

What has Keith Hayashi done to warrant a \$350,000 salary, when so many teachers are barely able to afford cost of living, when schools are going into lockdown because of bullying that is allowed to turn into all-out fights, when children aren't guaranteed a busride home, and school principals seem to be completely oblivious to parent concerns, let alone the mess going on right in front of them? As a parent of 3 children in the HDOE system who have been the victims of, and have witnessed other children being victims of, systemic harassment, bullying and violence that has been ignored by their school principal, I am absolutely disgusted that you and Keith are even entertaining the thought of increasing his salary at a time like this. A salary increase should be based on performance, and Keith has done NOTHING to justify this. Take care of teachers and our children, first!

SB-3207

Submitted on: 2/1/2024 2:41:08 AM

Testimony for EDU on 2/2/2024 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Alice Abellanida	Individual	Oppose	Written Testimony Only

Comments:

I strongly oppose this bill! This is a disturbing proposal. The superintendent is already overpaid! Some schools are without air conditioning, etc. NO pay raise!

SB-3207

Submitted on: 2/1/2024 7:23:07 AM

Testimony for EDU on 2/2/2024 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Andrew Crossland	Individual	Oppose	Written Testimony Only

Comments:

I **oppose** this Bill.

SB-3207

Submitted on: 2/1/2024 7:44:25 AM

Testimony for EDU on 2/2/2024 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
KELVIN AWAYA	Individual	Oppose	Written Testimony Only

Comments:

I am opposing this proposal being I feel there is no validation as to why a \$100K increase in annual salary is warranted. As per the comment in the description of the bill, performance evaluation should be grounds for an increase. I don't recall any positive highlights that the current DOE superintendent has been recognized for. \$100K is not a small nor reasonable amount. Also, if it in fact were to be validated to increase the salary, where would the funding for this come from? Hawaii schools already lack staffing, and resources within the facilities. It would without question be better suited to put surplus funds towards bettering the staffing shortages/resources rather than increasing the administrators annual salary. Increasing the salary only benefits the recipient to that of which it is being granted, when in reality it should be put towards improving the overall conditions of the schools to increase education levels.

SB-3207

Submitted on: 2/1/2024 8:00:04 AM

Testimony for EDU on 2/2/2024 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Kiele Muraco	Individual	Oppose	Written Testimony Only

Comments:

Aloha,

As a parent of a child who has gone through the DOE system, I oppose this bill. It is apparent with the amount that we have to provide that the keiki do not sufficient school supplies, teachers are requesting simple cleaning materials, bus seVICES have beencut, and the school system already underpays our teachers. Teachers don't even make a sufficient living Hawaii wage as is. At Sunset Beach Elementary School the DOE does not provide a music OR art program. The parents work to fundraiser to pay for two full time teachers and all supplies. Before the Department of Education is going to give those in higher offices a raise, they should ensure each school is properly staffed and supplied before they consider giving anyone else more money.

SB-3207

Submitted on: 2/1/2024 8:42:24 AM

Testimony for EDU on 2/2/2024 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Ryan Willis	Individual	Oppose	Written Testimony Only

Comments:

SB3207 – ABSOLUTLY OPPOSE

Raise the teacher’s salaries, who actually do something. Hayashi just let \$465 million in capital improvement projects lapse. Public School enrollment is declining, why does the superintendent position deserve more salary?

If there are “extra” funds, have it directly benifit the kids, teachers, A/C units, infrastructure, anything but TOP leadership positions.

SB-3207

Submitted on: 2/1/2024 8:42:57 AM

Testimony for EDU on 2/2/2024 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Kanoe Willis	Individual	Oppose	Written Testimony Only

Comments:

SB3207 – ABSOLUTLY OPPOSE

Raise the teacher’s salaries, who actually do something. Hayashi just let \$465 million in capital improvement projects lapse. Public School enrollment is declining, why does the superintendent position deserve more salary?

If there are “extra” funds, have it directly benifit the kids, teachers, A/C units, infrastructure, anything but TOP leadership positions.

SB-3207

Submitted on: 2/1/2024 8:45:15 AM

Testimony for EDU on 2/2/2024 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Nani	Individual	Oppose	Written Testimony Only

Comments:

Subject: Testimony in **OPPOSE** of Bill 3207

To Chair Kidani, Vice Chair Mercado, and the members of the Senate Committees on Education

I am writing as a concerned community member to express my opposition on Bill SB3207, which addresses the salary of the superintendent of education shall be set by the board of education at a rate no greater than \$350,000 a year.

This bill's only furthers neglects our students in providing quality education and update infrastructure. The current rate of \$250,000 per year is more than sufficient to survive in Hawaii's economy. If only we could treat our local famers this well.

Additionally, the extra \$100,000 found to even introduce this measure could go to other areas of much more needed funding. To consider this allocation of funds to salary, only appears to be a further detachment from reality and dereliction of duty for our Keiki.

In summary, SB3207 represents the backwards thinking of our government in handling appropriations that should support proper educational funding with tax payer money in our school system. NOT someone's Salary!

Sincerely,

Nani Be

SB-3207

Submitted on: 2/1/2024 9:15:15 AM

Testimony for EDU on 2/2/2024 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Stacy Rosquita	Individual	Oppose	Written Testimony Only

Comments:

I think that money should be given to the teachers because they're the ones with the kids half the day or more. All the superintendent does is supervise the adults, and he's already making almost 4 times what the teachers make. I see no improvements in the schools either with him in charge.

SB-3207

Submitted on: 2/1/2024 10:16:43 AM

Testimony for EDU on 2/2/2024 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Nikki	Individual	Oppose	Remotely Via Zoom

Comments:

Aloha,

As a parent to 2 children within the DOE system, I am appalled that this bill would even be introduced and pushed forward.

i **STRONGLY** oppose this bill as it completely ignores are true challenges which is taking care of our teachers and staff that care for OUR kids and YOUR kids daily.

A performance review should be mandatory anyway of anyone in a power position. It is mandatory that the heads of our educational system do their job first and foremost and they haven't.

Please **DO NOT** reward poor performance. Please vote no and end this ridiculous bill. I will support one directed to teachers.

Mahalo,

SB-3207

Submitted on: 2/1/2024 10:37:02 AM

Testimony for EDU on 2/2/2024 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Jill Meinecke	Individual	Oppose	Written Testimony Only

Comments:

Dear Chair Kidani, Vice Chair Mercado, and members of the committee,

I am writing to express my strong opposition to SB3207 which proposes to raise the Hawaii Superintendent of Schools' salary to \$350,000.

I am actually shocked this bill is even on the table considering the multiple, very public ways Keith Hayashi has been mismanaging the Hawaii Department of Education at its helm since he took his position.

Keith Hayashi has proven time and again to be an incapable leader, allowing half a billion dollars in hard-fought funding lapse due to his oversight and mismanagement. While schools statewide are in desperate need of repairs, facing issues like mold, crumbling infrastructure, rat infestations, defunct fire alarm systems, and more, he couldn't be bothered to ENSURE the funding he was granted would be going to these projects. How, as a top leader of the HIDEOE, do you let one of your most important job duties, simply slip through the cracks? And why are we in the position to reward that behavior with a pay raise?

He has come under scrutiny time and again for low test scores, poorly performing schools, and taking a lackadaisical approach to jeopardizing the success of public education in Hawaii from top lawmakers, the Hawaii Board of Education, Hawaii leaders, you name it.

Considering giving this man a raise is offensive to me as a tax payer. I strongly oppose giving him a raise until things turn around for the better in specific, measurable ways. Hold our leaders accountable, otherwise things will never change!

Mahalo for your consideration.

SB-3207

Submitted on: 2/1/2024 10:51:52 AM

Testimony for EDU on 2/2/2024 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Karen A Kama	Individual	Oppose	Written Testimony Only

Comments:

I oppose Bill SB3207. The Department of Education absolutely does NOT need to raise the salary of the Superintendent nor any other higher paid official until they reprice and give competitive market salaries that match Hawai'i's cost of living to the employees that provide DIRECT services to students (EAs, Speech Language Pathologists, Occupational Therapists, Physical Therapists, etc.) The number of vacant/unfilled DOE positions are astounding and focus should be putting money toward recruitment and RETENTION of qualified staff. We the people do NOT need top heavy leadership.

SB-3207

Submitted on: 2/1/2024 11:06:53 AM

Testimony for EDU on 2/2/2024 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Evelyn Cullen	Individual	Oppose	Written Testimony Only

Comments:

I am a public school teacher, and I oppose this crazy increase in wages. Enriching oneself with the help of the Board of Education is robbing me as a frontline worker and the keiki of money we need to survive. Of course, whoever introduced this bill doesn't care either. It's scratch my back and I scratch yours. But I do.

SB-3207

Submitted on: 2/1/2024 11:16:02 AM

Testimony for EDU on 2/2/2024 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
kelly anne olayan	Individual	Oppose	Written Testimony Only

Comments:

Our superintendent of the DOE has done nothing more than let down the keiki of Hawai'i and does not deserve a salary increase to \$350,000/annually! Not one person in the legislature deserves a penny near that amount as they are the ones whoe are continually letting down the peope of Hawai'i and the keiki of Hawai'i who are our future. The future is now and if we keep putting money in the wrong hands there will be no future for Hawai'i! Our keiki deserve better and the funding could be put towards better education which intails hiring more teachers and paying them what they deserve as they are the ones educating our future! Also, putting more funding into their school meals which will provide them with proper nutrition to give them the the right nutrients to promote better develoment, brain health and also promoting the healthy balance that they are taught in school. This pay increase for the superintendent is unnessasary and a poor decision for all.

SB-3207

Submitted on: 2/1/2024 11:35:26 AM

Testimony for EDU on 2/2/2024 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Michelle Pieper	Individual	Oppose	Remotely Via Zoom

Comments:

Honorable Members of the Board and Fellow Community Members,

Today, I stand before you not just as a teacher with 24 years of service but as a concerned citizen deeply troubled by the proposal to increase the pay for the superintendent amidst our current social and economic crises. Our community is grappling with challenges that threaten the very fabric of our society—over 7,000 of our brothers and sisters in Maui are homeless, a reflection of a broader crisis that affects us all. We are witnessing an unprecedented mental health crisis, exacerbated by the aftermath of COVID-19. Inflation has made basic necessities like food and water more expensive, further straining the budgets of those already struggling to make ends meet.

Moreover, the very soul of our island is being eroded as more residents are forced to move away, driven out by the high cost of living and the pressure of non-residents buying up land. These issues paint a grim picture of the reality many of our families face daily, a reality that cannot and should not be ignored in decisions about resource allocation within our educational system.

Reflecting on my own experiences, I remember the Furlough Fridays, when teachers like myself accepted pay decreases for the betterment of our state's budget and to contribute to the collective effort of navigating through financial hardships. It was a sacrifice made with the understanding that we were all in this together, working towards a common goal of recovery and resilience.

Given these circumstances, the proposal to increase the superintendent's pay seems not only untimely but also misaligned with the current needs and values of our community. Now is not the time for increases in administrative compensation; it is a time for unity, sacrifice, and strategic investment in the areas that will provide the most significant benefit to our students and families most in need.

I urge us to reconsider this proposal and instead focus on addressing the pressing issues that directly impact the well-being and stability of our community. Let us allocate our limited resources towards supporting those in dire need, towards improving our schools for all students, and towards ensuring that every family has the opportunity to live with dignity and hope for a better future.

In closing, I appeal to your sense of duty and compassion, to prioritize the needs of our community over administrative pay increases. If we are to ask our teachers, our students, and our

families to endure sacrifices, then it is only fair that our highest-paid officials are also willing to do the same. Let us lead by example and make decisions that reflect our collective commitment to the well-being of our entire community.

Thank you for your time and consideration.

SB-3207

Submitted on: 2/1/2024 11:51:15 AM

Testimony for EDU on 2/2/2024 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Christie Salvador	Individual	Oppose	Written Testimony Only

Comments:

Please consider my testimony in STRONG opposition to SB3207 which states “1) The salary of the superintendent of education shall be set by the board of education at a rate no greater than [\$250,000] \$350,000 a year.”

As a DOE speech-language pathologist (SLP) for 19 years, I continue to be disappointed in the proposal to increase the pay of the top administrators in the department while ignoring our multiple demands for fair compensation for SLPs. My job provides mandated, direct speech therapy services that are necessary for our special education students to access and progress in their educational curriculum. The DOE cannot retain the experienced, highly-qualified (nationally certified/state licensed) SLPs they already have let alone find and hire qualified ones.

The DOE works because we do. Without SLPs and other support staff, campuses would not be able to serve our special education students. SLPs and other support staff supported students face-to-face daily throughout the pandemic and not from behind computer screens in the safety of their homes. We showed up and prioritized the well-being and education of our students despite the risk to our health and the health of our families. Although the arbitration decision for phase 2 was released, there has been no follow up regarding when the hazard pay can be expected.

According to House Speaker Scott Saiki “this was not really anticipated as we entered the legislative session, so now we’ll have to go back to the drawing board when it comes to approving a balanced budget.” The legislature should not be advocating for pay raises to administration officials until we receive what is due to us and fair compensation for our current contributions to support special needs students.

I would like to see the legislature encourage the DOE and Superintendent Hayashi to focus on supporting SLPs who provide direct services to our students by following through on the arbitration decision for Temporary Hazard Pay and compensating us fairly as he did for teachers rather than providing unnecessary salary raises to the superintendent.

Sincerely,

Christie Salvador, MS, CCC-SLP

SB-3207

Submitted on: 2/1/2024 12:29:14 PM

Testimony for EDU on 2/2/2024 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Corinne Solomon	Individual	Oppose	Written Testimony Only

Comments:

I oppose SB3207.

we have a teacher retention problem.

Having lived through covid zoom school with my daughter, it's clear that teachers should be making a ton more. They are truly heroes!

Focus on laws that help retain teachers and leave the superintendent salary where it is.

Respectfully submitted

SB-3207

Submitted on: 2/1/2024 12:47:18 PM

Testimony for EDU on 2/2/2024 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Arnold Orpilla	Individual	Oppose	Written Testimony Only

Comments:

Tax payer dollars should be handled better than giving top officials raises. That position is already overpaid. Put funds back into schools or towards a new plan for raises in teachers salary.

SB-3207

Submitted on: 2/1/2024 12:55:49 PM

Testimony for EDU on 2/2/2024 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Karli Wagatsuma	Individual	Oppose	Written Testimony Only

Comments:

I oppose Bill SB3207, which increases the Hawai'i Department of Education's superintendent's annual salary to \$350,000. I work as a speech-language pathologist for the DOE and work tirelessly everyday to provide direct services to students with communication challenges. My colleagues and I have been fighting for repricing as our annual salary does not reflect the amount of work that we put in. Instead of these funds being used to increase the superintendent's salary, these funds should be used to benefit the individuals that are working with students directly.

SB-3207

Submitted on: 2/1/2024 12:55:58 PM

Testimony for EDU on 2/2/2024 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
shauna ioke ainuu	Individual	Oppose	Written Testimony Only

Comments:

I am adamantly opposed to this insulting increase in pay while others (like myself) are fighting for a fair repricing to have pay that is reasonable although still unequal to the nation. As a speech pathologist I continue to work with higher caseloads due to staffing shortages. As a veteran SLP our differential decreases the longer we work which makes no sense. How does the state expect to keep competent and skilled employees in a position without fairly compensating them? And then to propose a huge raise for the person in charge! Insulting!

SB-3207

Submitted on: 2/1/2024 1:00:10 PM

Testimony for EDU on 2/2/2024 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Shaena Hoohuli	Testifying for Buildteam 50	Support	Written Testimony Only

Comments:

I stand in support of!

SB-3207

Submitted on: 2/1/2024 1:15:01 PM

Testimony for EDU on 2/2/2024 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
kimberly monden	Individual	Oppose	Written Testimony Only

Comments:

I am in opposition of this bill, as it represents the ignorance the state continues to have in respect to strengthening and compensating employees of the Department of Education. Although we have the utmost respect for our Superintendent, down in the trenches, where we are, we are still waiting for the state to pay us our Temporary Hazard Pay (THP), and the state has yet to look at repricing Speech and Language Pathologists. We should be looking at meeting the needs of the employees that are working directly with the children and compensating them for the work and efforts they put in on a daily basis. The state should be focused more on how to resolve the THP payments and providing fair compensation to their employees vs how to pay the superintendent more.

SB-3207

Submitted on: 2/1/2024 1:44:23 PM

Testimony for EDU on 2/2/2024 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Toalua Tuiasosopo	Individual	Oppose	Written Testimony Only

Comments:

Our hardworking Teachers in Hawaii barely make enough money to support themselves and they don't even get all the supplies they need to have a fully working and functional classroom where children can thrive while learning, so in spite of them making only Pennie's they take money from their own pockets to buy desperately needed supplies for the children. And then you have a committee have the AUDACITY to even think of submitting this RUBBISH PILAU bill is INSULTING!!!! We elect you into office to work for us the PEOPLE of HAWAII and yet you the Education Committee fail us miserably by submitting this pilau full of crap bill. Why don't you guys introduce a bill that will mandate HAWAII LAW to give our Teachers a LIVING WAGE and to receive increases as they earn it through a system of requirements they meet for performance satisfaction and REWARD our hardworking teachers with raises like this.

i VEHEMENTLY OPPOSE this bill and will fight and stand by our teachers!!!! SHAME ON YOU Education committee, every single one of you should be voted OUT OF OFFICE!!!!!!

SB-3207

Submitted on: 2/1/2024 2:05:47 PM

Testimony for EDU on 2/2/2024 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Jessica Caiazzo	Testifying for Hawai'i Parents United	Oppose	Written Testimony Only

Comments:

Aloha, I am Jessica "Priya" Caiazzo and strongly oppose this bill and as the founder of Hawai'i Parents United. This is a group I started because of the negligence of the DOE, the strong outcry as a parent and child advocate and poor performance of current superintendent Keith Hayashi and the negligence by the DOE staff. I am so saddened I work and not available for webex or in person. I wish you could see the look in my eye and conviction of how strongly to oppose SB3207. My passion and fire is fueled by what is righteous and just. This bill is NOT that. Let's get to the numbers since 2011-2022 the superintendent had a 60% pay increase (please see attachment in comparison to other pay increases of other DOE workers). I want to take you on journey with me of very important details and content that should not be ignored. I am speaking on behalf of HPU and myself as I personally have been mistreated multiple times by our current staff at the DOE including Mr. Keith Hayashi before leading this group. I understand this law isn't supposed to be all about Mr. Hayashi. I wish to start with a 100k increase in annual income for a superintendent is insanity, negligent, this is not for the Keiki, this isn't thinking about the teachers or government infrastructure. These funds coming from tax payers could be utilized for better facilities, equipment, school food and this is feed back in less than 24 hrs. I am so shocked you want to be selfish. My organization is volunteer 100% we pay ourselves nothing we work for the people and our Keiki because of selflessness. Good news the superintendent does not need to be selfless, he gets 240k currently along with expenses and vehicle (around 250k). Mr. Hayashi in mid term of contract tried to increase his pay by 10k and was denied in 4-3. He had not even been officially hired as superintendent and already reaping benefits then when teachers in fact got a less than 5% pay raise he thought he deserved one too. Sitting in that meeting was a slap in the face to HSTA, not to mention on the record at the BOE Mr. Hayashi requested to keep his salary a secret. This is absolutely a red flag and to the sponsors of this bill should be shameful as government officials to lack any transparency.

Unfortunately we have only just begun. During that time as interim/official hiring he is the standing superintendent which I not only objected to based on his lack of performance (I have 100s of complaints and emails please contact me to receive at wethepeople808@protonmail.com or directly contact me 808-838-9286). I collected he had absolutely ignored and it's all recorded and documented, not just once but 2x, in which includes his staff. This was beyond heartbreaking as I read everyone and the fact he couldn't even take them with him shows me he is not just a person who doesn't care, but someone not capable to do his job and should have no leadership role in the DOE unless it's reading.

Let's continue though, I was granted a meeting after protests outside the DOE during Covid-19 times and this public building denying me access in, or be met with sheriffs, every time if I just walk past security. The issue is how could you get an appointment if I could never get a response via phone call or email except generic ones that thousands received with no answers just a insulting brush off with no follow up. I'm gonna include in this testimony the email Mr. Hayashi has sent to me after months of trying to have an appointment. I had to literally strategically walk into his office. Putting the pressure on him to agree, despite sheriffs, his staff making a stir because we the people were tired of being unanswered. I was told to come to a location and granted 30mins. Instead I was met with 14 sheriffs/officers on ATVs, his security, at a gated fence. I was a female told to come alone, no recordings to all males and bc I brought an arberter I was denied that meeting (even though he wanted his own note taker). How much of tax payers dollars went to that negligence?

The communication issue was so bad with parents I brought it to the BOE and was sponsored by previous chair Bruce Voss and held the first public meeting in over 3 yrs. I then confronted Mr. Hayashi for another meeting and I was granted that again, in advance hand delivered questions. He was absolutely not capable to answer these on the spot of our meeting (which he kindly only had security meet me and was a completely different experience), after much of the time past still nothing. When he chose to answer them they were incomplete.

Then Lahaina wild fires and how that was poorly answered. The parents, the Keiki, just wanting calls to even know if they were alive. He waited weeks to hold a meeting there. Then put the pressure on staff/ local teachers to make all the calls.

This bill is not only negligent but undeserving and selfish. Shame on everyone to take away from the Keiki, their government schools, their healthy meals, and the hardest working group the teachers. They all deserve better. The superintendent does not. If you get 350k and is just less than 50k of the president of the United States we have a problem. We want more as a community and please see attachments as I'm so tired of corrupt politicians help line others corrupt government workers. Yet remember who you work for, mahalo for your time and oppose SB3207.

Jessica "Priya" Caiazzo

Hawaii Parents United Founder

Parent/Child Advocate

Email: wethepeople808@protonmail.com

Phone: 808-838-9286

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SB-3207

Submitted on: 2/1/2024 1:59:49 PM

Testimony for EDU on 2/2/2024 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Magoon Ohana	Individual	Oppose	Written Testimony Only

Comments:

Oppose- It is not fair for there to be so many needs in the education system and then to jack this salary up so much! Seems like a very ODD thing to do. Where are the priorities for the citizens that you serve?

SB-3207

Submitted on: 2/1/2024 2:16:18 PM

Testimony for EDU on 2/2/2024 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Kirsten Nakamura	Individual	Oppose	Written Testimony Only

Comments:

My name is Kirsten Nakamura and I am a passionate and dedicated school-based DOE SLP who must work multiple jobs just to make a living. Additionally, each time a decision like this comes out, I lose a little more fire each day that I show up at work. I would hate to see even more school-based SLPs burn out and forced to move off island due to poor decisions on salary. I STRONGLY OPPOSE SB 3207. The priority of funds must go to the individuals who are working directly with the student and making the direct impact. SLP's are also currently fighting for fair pay via repricing and COVID-19 hazard pay. The priorities need to be relooked at and considered. Thank you.

SB-3207

Submitted on: 2/1/2024 2:16:38 PM

Testimony for EDU on 2/2/2024 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Kacie Gokan	Individual	Oppose	Written Testimony Only

Comments:

To the Honorable Members of the Board,

I am writing today to express my strong opposition to Senate Bill 3207, which proposes raising the superintendent of education's annual salary to \$350,000. While I recognize the important role of the superintendent, I believe this increase is misplaced and insensitive to the current needs of our education system.

Unfair Prioritization:

It is deeply concerning that this bill prioritizes an administrative pay raise while dedicated professionals like speech-language pathologists within the department are still waiting for promised temporary hazard pay. These frontline workers have served tirelessly throughout the pandemic, providing essential services to students with communication disorders. Their continued lack of compensation demonstrates a concerning disconnect between priorities.

Fiscal Responsibility:

In a time of economic uncertainty and budgetary constraints, increasing the superintendent's salary by \$100,000 sets a troubling precedent. This substantial raise could be better allocated to critical areas like:

- **Investing in professional training and resources:** Supporting our educators with ongoing professional development and updated resources empowers them to better serve their students.
- **Addressing the speech-language pathologists' hazard pay:** Fulfilling the existing commitment to these vital professionals demonstrates fairness and appreciation for their contributions.

Transparency and Accountability:

Before considering such a significant pay increase, the board should clearly communicate the specific justification for this raise and the anticipated benefits for the education system. Additionally, establishing clear performance metrics and accountability measures for the

superintendent would ensure that this increased compensation translates into tangible improvements for our students and educational professionals.

Urging a Reconsideration:

I urge you to reconsider your support for SB3207 and prioritize investments that directly benefit students, teachers, and other frontline staff. It is imperative to address the outstanding hazard pay for speech-language pathologists and allocate resources in a way that demonstrably enhances the quality of education for all.

Thank you for your time and consideration.

SB-3207

Submitted on: 2/1/2024 2:22:12 PM

Testimony for EDU on 2/2/2024 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Carly Kakuda	Individual	Oppose	Written Testimony Only

Comments:

I am a speech language pathologist that works tirelessly to provide direct services and meet the needs of my students. We are fighting for repricing based on the amount of work we do and the funds should benefit those that are working directly to meet our students' needs.

SB-3207

Submitted on: 2/1/2024 2:33:24 PM

Testimony for EDU on 2/2/2024 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Lyndsey Uyeda	Individual	Oppose	Written Testimony Only

Comments:

I am writing today to express my strong opposition to Senate Bill 3207, which proposes raising the superintendent of education's annual salary to \$350,000. While I recognize the important role of the superintendent, I believe this increase is misplaced and insensitive to the current needs of our education system.

It is deeply concerning that this bill prioritizes an administrative pay raise while dedicated professionals like speech-language pathologists within the department are still waiting for promised temporary hazard pay. These frontline workers have served tirelessly throughout the pandemic, providing essential services to students with communication disorders. Their continued lack of compensation demonstrates a concerning disconnect between priorities.

In a time of economic uncertainty and budgetary constraints, increasing the superintendent's salary by \$100,000 sets a troubling precedent. This substantial raise could be better allocated to critical areas like:

- Supporting our educators with ongoing professional development and updated resources empowers them to better serve their students.
- Fulfilling the existing commitment to these vital professionals demonstrates fairness and appreciation for their contributions.

Before considering such a significant pay increase, the board should clearly communicate the specific justification for this raise and the anticipated benefits for the education system. Additionally, establishing clear performance metrics and accountability measures for the superintendent would ensure that this increased compensation translates into tangible improvements for our students and educational professionals.

I urge you to reconsider your support for SB3207 and prioritize investments that directly benefit students, teachers, and other frontline staff. It is imperative to address the outstanding hazard pay

for speech-language pathologists and allocate resources in a way that demonstrably enhances the quality of education for all.

Thank you for your time and consideration.



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

Senate Committee on Education

Friday, February 2, 2024

3:00 p.m.

Hawaii State Capitol, Room 229

Measure: SB3207, Relating to Education

Aloha Chair Kidani, Vice Chair Kim, and Members of the Committee:

The Board of Education (“Board”) is in **strong support** of Senate Bill 3207, which increases the salary cap of the superintendent of education to not more than \$350,000, and makes permanent the superintendent’s annual performance evaluation requirements.

Ten years ago, Act 90, Session Laws of Hawaii 2014, increased the salary cap of the superintendent of education and required that the superintendent be subject to an annual performance evaluation that is in alignment with other employee evaluations within the Department of Education, and based on outcomes determined by the Board. However, these changes are scheduled to be repealed – as a result, beginning July 1, 2024, if statute is not amended, the current \$250,000 cap will revert to the previously set amount of \$150,000, and will eliminate the statutory requirement for an evaluation of the superintendent. The Board strongly supports making permanent the changes made by Act 90, SLH 2014.

The Board respectfully offers the following:

- If current statutory language is not made permanent, there will be impacts on future contracts with the superintendent and hinder future recruitment.
- If current statutory language is not made permanent, there will be impacts on the salaries of the deputy superintendents, assistant superintendents, and complex area superintendents, which cannot exceed that of the superintendent, pursuant to statute.

- During the decade since the salary cap was last adjusted, Hawaii and the entire nation have experienced significant inflation. More importantly, the role and responsibilities of the superintendent have increased considerably as more educational programs have been required as we deal with pandemics, natural disasters, and the overall social emotional well-being of our keiki.
- Even at the proposed maximum salary, the amount would still be well below that of comparable school districts, and should take into account Hawaii's much higher cost of living.

Rank	School District	Student Enrollment (2018)	Salary
SUPERINTENDENT			
15	Wake County	161,784	\$328,505
14	Montgomery County	162,680	\$279,664
13	Gwinnett County	179,758	\$597,668
12	Hawaii Department of Education	181,278	\$240,000
11	Fairfax County	187,797	\$380,000
10	Palm Beach	192,533	\$310,500

Source: <https://govsalaries.com>

- This proposed legislation simply increases the salary cap. It does not automatically confer a raise onto the incumbent superintendent.
- The Board has utilized an annual evaluation process to review the superintendent's performance against a set of approved targeted goals and would like to continue with this process.

Mahalo for this opportunity to testify on behalf of the Board.

SB-3207

Submitted on: 2/1/2024 2:48:16 PM

Testimony for EDU on 2/2/2024 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Janeen Kuhn	Individual	Oppose	Written Testimony Only

Comments:

Testimony: SB3207, Education Committee, 2/1/24

Oppose SB3207, Relating to Education, DOE; Superintendent; Salary; Increase

My name is Janeen Kuhn and I am a Speech Pathologist with the DOE. I am opposed to the proposed DOE Superintendent of Education’s salary increase to \$350,000. The salary of DOE Superintendent Hayashi should not be increased before addressing the serious inequities of the DOE Speech Language Pathologists (SLP), who have a major portion of their salaries taken away as years of service increase. Here is the problem from my personal experience. There has been a shortage of DOE Speech Pathologists for at least the last 23 years, so we are given a shortage differential for recruitment only, which is approximately 40% of our salary as a new hire. We were not given a shortage differential for retention. That means our shortage differential starts going down as we grow in years of service and as we gain valuable skills and experience. In fact, we lose 78% of our shortage differential at the time of retirement after 25 – 30 years of service to the DOE. We are licensed professionals who have Master’s or Doctorate degrees and work with our DOE keiki, families, teachers, and assess, provide therapy, supervise internships of new Speech Pathologists and act as care coordinators just like Special Education teachers, and yet our salaries take a hit the longer we are with the DOE. It is not sustainable for us. We have made repeated requests for equitable pay (ex: include recruitment and **retention**, pay across the board shortage differentials, provide competitive salaries with other comparable states) to the DOE, but our requests have repeatedly been dismissed. Priorities should be spent toward staffing, and fixing these inequities before paying out a huge increase to the top DOE official.

Janeen Kuhn, M.S., SLP-CCC

SB-3207

Submitted on: 2/1/2024 2:55:50 PM

Testimony for EDU on 2/2/2024 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Charnelle Magno	Individual	Oppose	Written Testimony Only

Comments:

No!

More needs to be done for the Teachers, children and school facilities. Since Covid our children have suffered academically and there is little to no support in getting them where they need to be. ALL schools should offer FREE after school tutoring to kids who need it. Hire outside tutors to come into the schools to provide services daily. Summer school should be Full days!

Personally, when I saw him walk out when people were testifying.... wow... that was so disrespectful. The least you can do is sit and listen, we know you ain't going do anything, but at least show respect. We voted for you, we pay your salary and this is what you show us? You deserve a pay cut not a raise!

SB-3207

Submitted on: 2/1/2024 2:59:26 PM

Testimony for EDU on 2/2/2024 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Shavanna-Britney Santiago	Individual	Oppose	Written Testimony Only

Comments:

I oppose this Bill. There is no reasonable explanation as to why the DOE Superintendent needs to be paid a \$350,000 salary. Instead these allocated funds from our taxes should be put to better use and given to those who actually deserve it and make a real difference in the Education Department, our Teachers!

Mr. Superintendent does not deserve a raise based on public knowledge and views of what he has and has not accomplished in his role. Instead he needs to be audited and evaluated to better understand where his current salary is going and how he is using DOE funds.

Again, I strongly oppose this Bill because it will do nothing for our children and the DOE system.

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Submitted on: 2/1/2024 3:00:13 PM

Testimony for EDU on 2/2/2024 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Jeanne Iwashita	Individual	Oppose	Written Testimony Only

Comments:

I am a speech language pathologist who has been working with the DOE for 21 years. During that time we have had a severe and chronic shortage of speech language pathologists and other DOE employees across the board. The schools cannot hire employees because few people apply due to the low pay. I oppose this bill because the priority should be recruiting and retaining current employees and not increasing the pay of the administration.

SB-3207

Submitted on: 2/1/2024 3:26:49 PM

Testimony for EDU on 2/2/2024 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Cari Sasaki	Individual	Oppose	Written Testimony Only

Comments:

\$250K is more than ample compensation for the DOE superintendent position. If there is that much surplus money available to the DOE, there are many student, classroom, & school needs where the money would be better spent. There is no justification for a DOE superintendent raise when schools & students in Hawaii are failing (the ultimate metric of how well he is doing his job).