



HAWAII STATE

Department of Education

FISCAL YEAR 2021 BUDGET BRIEFING TESTIMONY

House Committee on Lower & Higher Education

Monday, January 13, 2020

2:00 p.m. - 3:30 p.m.

Conference Room 309

House Committee on Finance

Tuesday, January 14, 2020

9:00 a.m. - 11:30 a.m.

Conference Room 308

Senate Committee on Ways and Means

Senate Committee on Education

Friday, January 17, 2020

12:30 p.m. - 2:00 p.m.

Conference Room 211





STATE OF HAWAII
DEPARTMENT OF EDUCATION

P.O. BOX 2360
HONOLULU, HAWAII 96804

OFFICE OF THE SUPERINTENDENT

December 5, 2019

TO: The Honorable Catherine Payne
Chairperson, Board of Education

FROM: Dr. Christina M. Kishimoto 
Superintendent

SUBJECT: **Board Action on Extra Compensation For Classroom Teachers in Special Education, Hard-To-Staff Geographical Locations, and Hawaiian Language Immersion Programs**

1. REQUEST:

Pursuant to the Department of Education's School Code, Certificated Personnel Policies and Regulations (5000 Series), Regulation #5204 Compensation, Administrative Regulations, Special Compensation Section, item F. Extra Compensation for Personnel Performing Special Duties, number 8. Other special situations approved by the Board of Education (BOE), the Department of Education (Department) respectfully requests the BOE's approval to provide shortage differentials to qualified and licensed teachers to fill vacancies in the areas of Special Education, Hard-to-Staff Geographical locations, and for Hawaiian Language Immersion Programs.

2. RECOMMENDED EFFECTIVE DATE:

The recommended effective date for the shortage differential(s) is January 7, 2020. Discussion to occur and action to be taken at the Board's December 5, 2019, General Business meeting.

3. DISCUSSION:

The Department's School Code, Policy #5100 Recruitment, Employment, Retention and Termination Policy, Section Teacher Recruitment/Retention/Employment, states in part:

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										FY 21 PERM FTE	FY 21 TEMP FTE	FY 21 PERM FTE	FY 21 TEMP FTE	FY 21 PERM FTE	FY 21 TEMP FTE	FY 21 AMOUNT
OFS	EDN100	AA	42100	A	WEIGHTED STUDENT FORMULA	6270	REQUEST FOR ADDTL WSF FUNDS FOR ELL	Requesting additional funds to support ELL by increasing the weights for these students through Weighted Student Formula (WSF), per COW X and COW XI recommendation.	Equity and Access	-	-	10,000,000	-	-	-	-
OFS	EDN100	AA	42100	A	WEIGHTED STUDENT FORMULA	6271	REQUEST FOR ADDTL WSF FUNDS FOR HOMELESS	Requesting additional funds to support the creation of a weight of 0.20 for Homeless Students in the Weighted Student Formula (WSF), per the COW X and COW XI recommendation.	Equity and Access	-	-	3,215,000	-	-	-	-
OSSS	EDN100	BJ	18864	A	ALTERNATIVE PROGRAMS	6301	ADD 6.0 PERM FTE FOR STATEWIDE SUPPORT OF ALTERNATIVE LEARNING PROGRAMS	Add 6.0 Perm Ed Spec II positions for statewide support of Alternative Learning Programs Branch to align with previous funding support received to plan an expansion of the Alternative Education Program.	Equity and Access	6.00	-	-	6.00	-	-	-
OSSS	EDN100	BJ	18863	A	HIGH CORE (STOREFRONT)	6296	ADD 4.5 PERM FTE FOR HIGH CORE PROGRAM ADMINISTRATION AND SERVICES	Add 4.5 Perm FTE for HIGH CORE Program Administration and Services o 12-month District Office Teacher 1.0 FTE o Educational Officer 1.0 FTE o Secondary Teachers 2.0 FTE (12-Mo CA Teacher, Secondary Teacher) o Office Assistant 5 FTE HIGH CORE (STOREFRONT) is an Alternative Learning Program that serves Central District on Oahu. The PERM FTE position counts will stabilize program expansion being implemented beginning with SY 2019-20.	Student-centered school design	4.50	-	-	4.50	-	-	-
OCID	EDN100	BS	16158	A	JR RES OFFICER TRNG CORP	6302	ADD 2.0 PERM FTE FOR ROTC INSTRUCTORS AT MOANALUA AND WAIPAHU HIGH SCHOOLS	Add 2.0 Permanent FTE for ROTC Instructors at Moanalua High School (1.0 FTE) and Waipahu High School (1.0 FTE). This request is for an Educational Specialist II position to manage the Early College program.	Student-centered school design	2.00	-	-	2.00	-	-	-
OCID	EDN100	BX	16817	A	EARLY COLLEGE	5462	ADD ED SPECIALIST FOR EARLY COLLEGE		Student-centered school design	1.00	-	-	1.00	-	-	-
OTM	EDN100	BX	25222	A	TEACHER RECRUITMENT AND RETENTION	6347	ADD \$26,769,500 FOR TEACHER PAY DIFFERENTIALS	Pay Differentials for Special Education (\$16,910,000), Hawaiian Immersion (\$1,280,000) and Hard-to-Staff (\$8,579,500) teachers	Equity and Access	-	-	26,769,500	-	-	-	-
OFO	EDN100	BY	12642	A	RESOURCES FOR NEW FACILITIES- REG EDUC	5273	EQUIPMENT FOR NEW FACILITIES	Funding for equipment for new facilities.	Safe Learning Environment that Support Students' Wellbeing	-	-	4,145,000	-	-	-	(2,145,000)

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										FY 21 PERM FTE	FY 21 TEMP FTE	FY 21 AMOUNT	FY 21 PERM FTE	FY 21 TEMP FTE	FY 21 AMOUNT	FY 21 PERM FTE	FY 21 TEMP FTE	FY 21 AMOUNT
OS	EDN100	CJ	16807	A	HAWAIIAN STUDIES	5333	OFFICE OF HAWAIIAN EDUCATION REQUEST FOR 3.0 FTE PERM POSITIONS ONLY	The Office of Hawaiian Education is requesting 3.0 PERM FTEs only - 1.0 PERM Account Clerk, 1.0 PERM Secretary, AND 1.0 PERM Educational Specialist - to support the full implementation of BOE Policy E-3 Na Hoopana A.o. BOE Policy 105-7 and Hawaii State Constitution, Article X, Section 4.	Equity and Access	3.00	-	-	3.00	-	-	-	-	-
OTM	EDN100	CN	23001	A	WORKERS COMPENSATION	5299	ADDITIONAL W/C FUNDS	Additional Workers Compensation funds required to achieve compliance per HRS Chapter 386.	Staff Professional Development, Recruitment, and Retention	-	-	2,000,000	-	-	-	-	-	(2,000,000)
OSJP	EDN100	BX	B1009	B	SCHOOL LEVEL AG & INDUSTRIAL PURSULTS	6345	CEILING INCREASE	Increase in special fund ceiling to align with increasing revenue.	Student-centered school design	-	-	70,000	-	-	70,000	-	-	-
OCID	EDN200	GB	25023	A	INSTRUCTIONAL DEVELOPMENT- ADMIN SVCS	5450	ADD 1.0 PERM FTE FOR ADMIN SVCS ASST (ASA) POSITION FOR OCID	ADD 1.0 PERM FTE for an Administrative Services Assistant (ASA) to work directly under the Office of Curriculum and Instructional Design (OCID) Assistant Superintendent (AS) to assist with budget formulation, monitoring and consultation around fiscal operations, personnel administration, facilities, safety and financial planning.	Staff Professional Development, Recruitment, and Retention	1.00	-	-	1.00	-	-	-	-	
OSSS	EDN200	GD	25237	A	STUDENT SUPPORT SERVICES	6284	ADD 2.0 PERM FTE AND FUNDS FOR YOUTH SUICIDE AWARENESS AND PREVENTION PROTOCOL ACT 270, SLH 2019	ADD 2.0 PERM FTE (1.0 Behavioral Health Specialist IV and 1.0 Office Assistant IV) and funds for positions, substitute teachers, and training to administer Youth Suicide Awareness and Prevention Protocol, Act 270, SLH 2019. directs the department to develop a "mandatory youth suicide awareness and prevention training program and model risk referral protocol for Complex Areas and Charter Schools", and provide it to Teachers, Teacher Assistants, Administrators, and Counselors.	Safe Learning Environments that Support Students' Wellbeing	2.00	-	979,012	2.00	-	979,012	-	-	-
OSSS	EDN200	GD	25045	A	STUDENT SUPPORT SERVICES GROUP-ADMIN	5445	ADD 1.0 PERM FTE FOR ADMINISTRATIVE SERVICES ASSISTANT POSITION FOR OSSS	ADD 1.0 Permanent FTE for Administrative Services Assistant for OSSS.	Staff Professional Development, Recruitment, and Retention	1.00	-	-	1.00	-	-	-	-	-

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										FY 21 PERM FTE	FY 21 TEMP FTE	FY 21 AMOUNT	FY 21 PERM FTE	FY 21 TEMP FTE	FY 21 AMOUNT	FY 21 PERM FTE	FY 21 TEMP FTE	FY 21 AMOUNT
OTM	EDN200	GJ	25234	A	PROFESSIONAL DEVELOP & EDUC RES INSTI	5371	ADD 3.0 PERM FTE AND FUNDS FOR SCHOOL LEVEL LEADERSHIP BUILDING	Add 3.0 PERM FTE Educational Spec II and funds for school level leadership development and capacity building. Additional positions and funds will facilitate improvements and expansion of the school level leadership pipeline, support leadership capacity building, certification of new school administrators, and provide counseling and other support to new school administrators and teacher leaders to further develop the school level leadership continuum.	Staff Professional Development, Recruitment, and Retention	3.00	-	769,545	3.00	-	-	-	-	(769,545)
OTM	EDN200	GJ	25229	A	LEADERSHIP INSTITUTE	6289	HAWAII STATE TEACHER FELLOWS PROGRAM	Hawaii State Teacher Fellows (HSTF) will continue the essential work that Hope Street Group (HSG) began to build local, regional and national networks on behalf of HDOE teacher leaders.	Staff Professional Development, Recruitment, and Retention	1.00	-	234,702	1.00	-	-	-	-	(234,702)
DEPUTY	EDN200	GN	25241	A	ICAA CA	6343	ADDITIONAL FUNDS FOR COMPLEX AREAS TO IMPLEMENT STRATEGIC PLAN	Additional \$1.5M in ICAA operational funds is requested to increase support for complex area implementation of the Strategic Plan and ESSA, close the achievement gap and support TS/CSI schools, and to ensure productive, collaborative interactions within schools and community to advance school design, student voice, and teacher collaboration.	Equity and Access	-	-	1,500,000	-	-	-	-	-	(1,500,000)
OTM	EDN200	MK	25760	A	TITLE IX TRAINING	6321	ADD FUNDS FOR TITLE IX PHASE II TRAINING	Add funds for Title IX Phase II training to include teachers, counselors, students, and to extend the training and consultation for Equity Specialists.	Equity and Access	-	-	750,000	-	-	750,000	-	-	-
OS	EDN300	KC	33005	A	BOARD OF EDUCATION SUPPORT	5330	MAINTAIN CURRENT OPERATIONS	Funds to maintain the current operations in the Board Support Office, including funds for a permanent Private Secretary II position.	Communication and Engagement	1.00	-	58,244	-	-	-	-	(1.00)	(58,244)
OS	EDN300	KC	33005	A	BOARD OF EDUCATION SUPPORT	5360	COMMUNITY AND STAKEHOLDER ENGAGEMENT	Funds for additional intra-state travel for Board members to increase community and stakeholder engagement.	Communication and Engagement	-	-	7,639	-	-	-	-	-	(7,639)
OS	EDN300	KC	33005	A	BOARD OF EDUCATION SUPPORT	5359	BOE ANALYST II	Funds and a position for another BOE Analyst II.	Equity and Access	1.00	-	98,702	1.00	-	-	-	-	(98,702)
OS	EDN300	KC	33005	A	BOARD OF EDUCATION SUPPORT	5328	CHARTER SCHOOL AUTHORIZER	Funds to run a charter school authorizer application process.	Student-centered school design	-	-	10,000	-	-	-	-	-	(10,000)

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OS	EDN300	KC	33005	A	BOARD OF EDUCATION SUPPORT	5361	BOARD GOVERNANCE CAPACITY BUILDING	Add funds to build the Board of Education's board governance capacity through membership in the National Association of State Boards of Education (NASBE) and Board member conference participation. NASBE is a professional school board association that provides resources on best practices in educational governance and allows opportunities to participate in national conversations around educational governance at the state level.	Staff Professional Development, Recruitment, and Retention	-	-	33,783	-	-	-	-	-	(33,783)	
OS	EDN300	KD	33656	A	INTERNAL AUDIT	5324	SUBJECT MATTER EXPERTISE FOR AUDITING OF HIGH RISK AREAS IN AUDIT PLAN	Internal Audit Office - High risk area audits	Communication and Engagement	-	-	75,000	-	-	-	-	-	(75,000)	
OSIP	EDN300	KD	33079	A	POLICY, INNOVATION, PLANNING & EVAL	6285	PIPE OPERATIONAL COSTS	This request is for operational costs for the Policy, Innovation, Planning, and Evaluation Branch.	Equity and Access	-	-	82,900	-	-	-	-	-	(82,900)	
OSIP	EDN300	KD	33012	A	DATA GOVERNANCE	6342	ADD 8.0 PERM FTE AND FUNDS TO ESTABLISH SUSTAINABILITY FOR RPT & ANALYTICS AND EDUCATIONAL DATA WAREHOUSE/REPOSITORY MAINTENANCE	DGA Sustainability - Report and Analytics and Educational Data Warehouse/Repository Maintenance. Request for 8 positions and funding to support reporting, analytics and business intelligence in support of HIDEO strategic initiatives.	Equity and Access	8.00	-	880,120	-	-	(8,00)	-	-	(880,120)	
OSIP	EDN300	KD	33012	A	DATA GOVERNANCE	5293	ADD 11.0 PERM FTE AND FUNDS TO ESTABLISH SUSTAINABILITY FOR FEDERAL COMPLIANCE REPORTING AND OPERATIONAL SUPPORT	DGA Sustainability-Federal Compliance Reporting, Operational Support and Core Operating Expenses. Request for 11 positions and funds to support federal compliance reporting, operational support and core operating expenses relating to branch sustainability.	Equity and Access	11.00	-	1,161,242	-	-	(11,00)	-	-	(1,161,242)	
OFIS	EDN300	KF	471213	A	FISCAL SERVICES	6320	FMS REPLACEMENT DEVELOPMENT AND TESTING	Add (4) General Professional positions to provide additional support to OFS-Operations and Accounting during the development, testing, and implementation of a Replacement System for FMS.	Communication and Engagement	-	4.00	238,464	-	4.00	238,464	-	-	-	
OTM	EDN300	KO	33722	A	PERSONNEL MANAGEMENT	5395	PERM OFFICE ASSISTANT TO PROVIDE RECEPTIONIST COVERAGE FOR FOYER AREA AT DOLE CANNERY SITE	Request for 1.0 permanent FTE position to provide receptionist coverage for the foyer area at Dole Cannery site.	Safe Learning Environments that Support Students' Wellbeing	1.00	-	-	1.00	-	-	-	-	-	
OTM	EDN300	KO	33034	A	TEACHER MENTOR PROGRAM	6295	ADD 2.0 FTE PERM 12-MO STATE OFFICE TEACHER MENTOR PROGRAM	Add 2.0 FTE Perm 12-mo State Office Teacher for Teacher Mentor Program. Request for expansion of SPED beginning teacher and mentor support.	Staff Professional Development, Recruitment, and Retention	2.00	-	178,137	2.00	-	-	-	-	(178,137)	

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OTM	EDN300	KO	33292	A	PERSONNEL DEVELOPMENT	6276	REDUCE ONE 12-MO STATE OFFICE RESOURCE TEACHER AND ADD ONE SPECIALIST	Converting a 12-mo State Office Teacher to Personnel Management Specialist	Staff Professional Development, Recruitment, and Retention	1.00	-	-	-	1.00	-	-	-
OITS	EDN300	UA	33021	A	ENTERPRISE SYSTEMS	6257	FMS REPLACEMENT	Requesting upper estimated limit of \$3M per year of licensing for the annual, recurring costs for the FMS replacement.	Equity and Access	-	-	3,000,000	-	-	2,935,000	-	(65,000)
OITS	EDN300	UA	33089	A	ENTERPRISE INFRASTRUCTURE SERVICES	5344	FUNDING FOR REPAIR AND MAINTENANCE OF EXISTING CONVERGED INFRASTRUCTURE	Costs to cover maintenance of existing converged infrastructure (warranties, licenses, and right to use).	Safe Learning Environments that Support Students Wellbeing	-	-	5,000,000	-	-	-	-	(5,000,000)
OITS	EDN300	UA	33059	A	SCHOOL TECHNOLOGY SERVICES & SUPPORT	6259	SERVICE NOW TC LICENSES- SCHOOL TECHNOLOGY SERVICE REQUEST APPLICATION	350 Technology Coordinator fulfiller licenses for ServiceNow to replace the Lotus Notes Technology Service Request Database. Note - this is a significant advancement in school support services, directly supporting the schools. It would be reasonable to bill this against EDN400, because it is licensing exclusively for school personnel.	Student-centered school design	-	-	291,540	-	-	-	-	(291,540)
OFO	EDN400	MB	35161	A	FOOD SERVICE ADMINISTRATION	5351	MOBILE FOOD TRUCK	This allocation will be used for a mobile vehicle that will help support operations for the School Food Service Program in support of the federal meal program	Equity and Access	-	-	50,000	-	-	-	-	(50,000)
OFO	EDN400	OC	37932	A	SAFETY, SECURITY & EMERGENCY PREP	5349	SCHOOL SECURITY PATROLS	Funds to contract for security personnel to conduct roving patrols during specified times of day. This request is a high need safety request in response to escalating concerns of homeless encampments, vandalism and drug paraphernalia related trash being left overnight on campuses.	Safe Learning Environments that Support Students Wellbeing	-	-	1,000,000	-	-	-	-	(1,000,000)
OFO	EDN400	OE	37720	A	UTILITIES	5354	ELECTRIC UTILITIES ENERGY COST ADJUSTMENT CHARGES	\$9,000,000 increase in FY 2021 for higher energy cost adjustment charges by HECO due to monthly adjustments in fuel oil purchased to produce electricity. In addition, agencies like the DOE that perform energy efficiency and renewable energy system retrofitting are entitled to electrically budget appropriations tied to the before retrofitting consumption levels. This allows agencies like the DOE to continue to invest in energy efficiency and renewable energy to achieve net-zero goals.	Safe Learning Environments that Support Students Wellbeing	-	-	5,000,000	-	-	5,000,000	-	-
OFO	EDN400	MD	35913	N	SCH PRGM FOOD SERVICES	6334	INCREASE FEDERAL FUND CEILING TO ACCOMMODATE ADDITIONAL FUNDING FOR FRINGE BENEFITS	Increase federal fund ceiling to accommodate additional funding needed for fringe benefits	-	-	-	-	1,000,000	-	-	1,000,000	-

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OFS	EDN500	PC	17867	T	ADULT EDUCATION ENROLLMENT/TESTING FUND	8293	REQUEST TO TERMINATE THE ADULT EDUCATION ENROLLMENT/TESTING FUND	Terminate Adult Education Enrollment/Testing fund Pursuant to 2016 audit finding.		-	-	(2,260,000)	-	-	(2,260,000)	-	-	-
TOTAL										49.50	4.00	66,518,530	29.50	4.00	50,876,976	(20,000)	-	(15,641,554)