

STAND. COM. REP. NO. **3105**

Honolulu, Hawaii

APR - 9 2010

RE: S.C.R. No. 141
S.D. 1

Honorable Colleen Hanabusa
President of the Senate
Twenty-Fifth State Legislature
Regular Session of 2010
State of Hawaii

Madam:

Your Committees on Education and Housing and Labor, to which
was referred S.C.R. No. 141 entitled:

"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,"

beg leave to report as follows:

The purpose of this measure is to request that the
Legislative Reference Bureau assess the classification and
compensation plans of public, local, and national K-12 and higher
education organizations and institutions and recommend systems or
plans that may accommodate the Department of Education's need to
retain, promote, and competitively compensate professional
employees in areas that require special skills without requiring
those employees to assume supervisory responsibilities.

More specifically, this concurrent resolution requests that
the Legislative Reference Bureau submit a report that includes but
is not limited to the following:

- (1) Various types of classification and compensation plans
in K-12 and higher education organizations and
institutions that may allow for competitive salaries for
high-skilled professional or managerial positions that
may not necessarily require supervisory
responsibilities;



- (2) The collective bargaining issues surrounding the possible establishment of a classification and compensation system in the Department of Education similar to the executive/managerial system at the University of Hawaii;
- (3) Consideration of expanding Educational Officer studies previously conducted by the Department of Human Resources Development to develop clear and concise classes that allow for positions to be classified without requiring assumption of supervisory responsibilities; and
- (4) The advantages and disadvantages of a system, similar to the University of Hawaii executive/management system, that allows for negotiations of initial salaries within established ranges with proper approval, and salary adjustments based on performance evaluations rather than across-the-board adjustments.

Your Committees received testimony in support of the intent of the measure from a state agency. A state agency and a private organization provided comments. Written testimony presented to the Committees may be reviewed on the Legislature's website.

Your Committees find that it is important for the Department of Education to find a way to retain, promote, and competitively compensate its educational officers. Your Committees further find that pursuant to Act 51, Session Laws of Hawaii 2004, the Department of Education was directed to adopt separate classification/compensation plans: one for principals and vice principals and one for all other education officers.

Your Committees have amended this measure by:

- (1) Changing the title of this Concurrent Resolution to read:

"SENATE CONCURRENT RESOLUTION REQUESTING A STUDY OF SYSTEMS OR PLANS THAT MAY ACCOMMODATE THE DEPARTMENT OF EDUCATION'S NEED TO RETAIN, PROMOTE, AND COMPETITIVELY COMPENSATION 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";

- (2) Clarifying that the Legislative Reference Bureau review the various types of classification and compensation plans of selected public education organizations;
- (3) Clarifying that the employees to be covered in the Legislative Reference Bureau's report are educational officers, other than principals and vice principals, that are in highly-skilled professional or managerial positions that may not necessarily require supervisory responsibilities;
- (4) Requesting the Legislative Reference Bureau to review the Watson Wyatt report, entitled "Review of the Current Classification and Compensation Systems of Educational Officers and Professional Employees and Recommendations";
- (5) Requesting the University of Hawaii to conduct a separate study that reports on the University's executive/management system that allows for negotiations of initial salaries within established ranges, allowances for salaries outside of established ranges with proper approval, and salary adjustments based on performance evaluations rather than across-the-board adjustments;
- (6) Requesting that the University of Hawaii's report address the advantages and disadvantages of the executive/management system and the collective bargaining issues that were involved in the establishment of the system;
- (7) Deleting the provision that requested consideration of expanding educational officer studies previously conducted by the Department of Human Resources Development; and
- (8) Making technical, nonsubstantive amendments for purposes of clarity, consistency, and style.

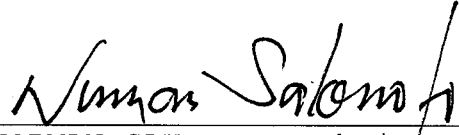


As affirmed by the records of votes of the members of your Committees on Education and Housing and Labor that are attached to this report, your Committees concur with the intent and purpose of S.C.R. No. 141, as amended herein, and recommend its adoption in the form attached hereto as S.C.R. No. 141, S.D. 1.

Respectfully submitted on
behalf of the members of the
Committees on Education and
Housing and Labor,



DWIGHT Y. TAKAMINE, Chair



NORMAN SAKAMOTO, Chair



The Senate
Twenty-Fifth Legislature
State of Hawaii

Record of Votes
Committee on Education and Housing
EDH

Bill / Resolution No.:* <div style="font-size: 1.2em; font-family: cursive;">SCR 141</div>	Committee Referral: <div style="font-size: 1.2em; font-family: cursive;">EDH/LBR</div>	Date: <div style="font-size: 1.2em; font-family: cursive;">3-15-10</div>		
<input type="checkbox"/> The committee is reconsidering its previous decision on this measure. If so, then the previous decision was to: _____				
The Recommendation is: <div style="display: flex; justify-content: space-between; align-items: flex-start;"> <div style="text-align: center;"> <input type="checkbox"/> Pass, unamended 2312 </div> <div style="text-align: center;"> <input checked="" type="checkbox"/> Pass, with amendments 2311 </div> <div style="text-align: center;"> <input type="checkbox"/> Hold 2310 </div> <div style="text-align: center;"> <input type="checkbox"/> Recommit 2313 </div> </div>				
Members	Aye	Aye (WR)	Nay	Excused
SAKAMOTO, Norman (C)	✓			
KIDANI, Michelle N. (VC)	✓			
CHUN OAKLAND, Suzanne				✓
GALUTERIA, Brickwood	✓			
TSUTSUI, Shan S.	✓			
HEMMINGS, Fred				✓
TOTAL	4			2
Recommendation: <div style="display: flex; justify-content: space-around; margin-top: 10px;"> <input checked="" type="checkbox"/> Adopted <input type="checkbox"/> Not Adopted </div>				
Chair's or Designee's Signature: <div style="font-size: 1.5em; font-family: cursive; margin-left: 50px;">Michelle N. Kidani</div>				
<div style="display: flex; justify-content: space-between; font-size: 0.8em;"> <div>Distribution:</div> <div>Original</div> <div>Yellow</div> <div>Pink</div> <div>Goldenrod</div> </div> <div style="display: flex; justify-content: space-between; font-size: 0.8em; margin-top: 5px;"> <div>File with Committee Report</div> <div>Clerk's Office</div> <div>Drafting Agency</div> <div>Committee File Copy</div> </div>				

*Only one measure per Record of Votes

The Senate
Twenty-Fifth Legislature
State of Hawaii

Record of Votes
Committee on Labor
LBR

Bill / Resolution No.:* SCR 141	Committee Referral: EDH/LBR	Date: 3/16/10		
<input type="checkbox"/> The committee is reconsidering its previous decision on this measure. If so, then the previous decision was to: _____				
The Recommendation is: <div style="display: flex; justify-content: space-between; align-items: flex-start;"> <div style="text-align: center;"><input type="checkbox"/> Pass, unamended 2312</div> <div style="text-align: center;"><input checked="" type="checkbox"/> Pass, with amendments 2311</div> <div style="text-align: center;"><input type="checkbox"/> Hold 2310</div> <div style="text-align: center;"><input type="checkbox"/> Recommit 2313</div> </div>				
Members	Aye	Aye (WR)	Nay	Excused
TAKAMINE, Dwight Y. (C)	✓			
TANIGUCHI, Brian T. (VC)	✓			
BUNDA, Robert				✓
HEE, Clayton				✓
SLOM, Sam			✓	
TOTAL	2	0	1	2
Recommendation: <input checked="" type="checkbox"/> Adopted <input type="checkbox"/> Not Adopted				
Chair's or Designee's Signature:				
Distribution: <div style="display: flex; justify-content: space-between; font-size: small;"> Original File with Committee Report Yellow Clerk's Office Pink Drafting Agency Goldenrod Committee File Copy </div>				

*Only one measure per Record of Votes