

**STATE OF HAWAII  
DEPARTMENT OF EDUCATION  
KA 'OIHANA HO'ONA'AUAO  
P.O. BOX 2360  
HONOLULU, HAWAII 96804**

OFFICE OF THE SUPERINTENDENT

December 29, 2023

The Honorable Ronald D. Kouchi, President  
and Members of the Senate  
State Capitol, Room 409  
Honolulu, Hawaii 96813

The Honorable Scott K. Saiki, Speaker  
and Members of the House of Representatives  
State Capitol, Room 431  
Honolulu, Hawaii 96813

Re: Hawaii State Department of Education Annual Report on Enhanced Electronic Human Resources

Dear President Kouchi, Speaker Saiki, and Members of the Legislature:

For your information and consideration, a copy of the annual report, Enhanced Electronic Human Resources is being transmitted, pursuant to Act 248, Session Laws of Hawaii 2022. In accordance with Section 93-16, HRS, the report may also be viewed electronically at:

<https://www.hawaiipublicschools.org/VisionForSuccess/SchoolDataAndReports/StateReports/Pages/Legislative-reports.aspx>

Should you have any questions, please contact Ken Kakesako, Director of the Policy, Innovation, Planning and Evaluation Branch, Office of Strategy, Innovation and Performance, via email at [ken.kakesako@k12.hi.us](mailto:ken.kakesako@k12.hi.us) or by phone at (808) 282-3430.

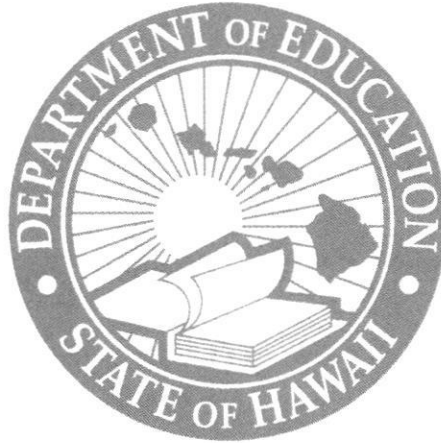
Sincerely,

A handwritten signature in blue ink that reads "Keith T. Hayashi".

Keith T. Hayashi  
Superintendent

KTH:cto  
Enclosure

c: Legislative Reference Bureau  
Hawaii State Public Library System  
University of Hawaii  
Deputy Superintendent of Operations  
Office of Fiscal Services  
Office of Talent Management  
Office of Information Technology Services



State of Hawaii  
Department of Education

# **Annual Report on Enhanced Electronic Human Resources**

December 2023

Act 248, Session Laws of Hawaii 2022, requires the Hawaii State Department of Education (Department) to annually report on a plan to institute an enhanced electronic human resources system. The system should include a single identifier for each position in the Department to provide real-time information for stakeholders such as the Legislature.

## Enhanced Electronic Human Resources

The Hawaii State Department of Education (Department) is committed to this electronic human resources initiative and intends to use consultant services to assess the most expeditious and efficient solution to remedy the current limitations, particularly those associated with the integration of data from fiscal and personnel systems. Based on that assessment, the Department intends to determine the best path forward. The Office of Fiscal Services (OFS), Office of Talent Management (OTM), Office of Information Technology Services (OITS), and the Department of Accounting and General Services (DAGS) - Office of Enterprise Technology Services (ETS) will collaborate to ensure that the system modernization and replacement efforts integrate with other remaining State systems.

The Department has been stabilizing the current eHR system and platform to ensure that the old, unsupported software and hardware can continue to operate while OITS, OTM, and OFS evaluate a potential replacement. The Department has narrowed possible system replacements to two vendors - NEOED and Oracle cloud-based software solutions. The teams have initiated discussions with both vendors to define requirements and system integration efforts needed to enhance our electronic human resources system. The preliminary findings completion date is targeted for the fourth quarter of 2023. Final system evaluation and recommended solution is targeted for the third quarter of 2024 with a target implementation date of the first quarter of 2026.