



STATE OF HAWAII  
DEPARTMENT OF EDUCATION

P.O. BOX 2360  
HONOLULU, HAWAII 96804

OFFICE OF THE SUPERINTENDENT

February 9, 2021

TO: The Honorable Catherine Payne  
Chairperson, Board of Education

FROM: Dr. Christina M. Kishimoto  
Superintendent

A blue ink signature of Dr. Christina M. Kishimoto.

SUBJECT: **Discontinuance of the Extra Compensation (Shortage Differentials) for Classroom Teachers in Special Education, Hard-to-Staff Geographical Locations, and Hawaiian Language Immersion Programs**

On December 5, 2019, the Hawaii State Department of Education (Department) requested and received the Board of Education's (BOE) 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. These shortage differentials took effect on January 7, 2020. The implementation of this pilot has produced the desired and intended effect of lowering vacancy and retention rates for these high-need areas. Please see the attached tables.

Unfortunately, in light of the economic situation the State is currently facing brought on by the COVID-19 pandemic, the Department has determined it can no longer afford to provide these incentives. With directives for all State departments to identify cost-saving opportunities and reduce budgets by a minimum of 10%, the Department has no choice but to discontinue these shortage differential payouts effective at the start of School Year 2021-2022. The Department will be notifying affected teachers. Should funding once again become available, the Department will look into the feasibility of reinstating these incentives.

Thank you for your continued commitment and support of our haumana, staff, schools, and communities during these challenging and uncertain times.

CMK:cac  
Attachment

c: Deputy Superintendent  
Assistant Superintendents  
Complex Area Superintendents  
Principals  
Office of Fiscal Services - Budget Branch  
Office of Hawaiian Education  
Office of Student Support Services - Exceptional Support Branch

Special Education Teacher Position Vacancies			
Date	Vacant		
10/1/2018	125		
10/1/2019	122		
10/1/2020	69	45%	decrease from 10/1/2018

Special Education Teacher				
	2018-19 SY to 2019-20 SY	2019-20 SY to 2020-21 SY	Variance	
Stayed in Sped	1,685	1,733	3%	increase
Moved into Sped	73	129	43%	increase
Moved out of Sped	162	116	28%	decrease
Separated	244	251	3%	increase

Hard to Staff Schools/Areas Vacancies			
Date	Vacant		
10/1/2018	115		
10/1/2019	105		
10/1/2020	67	42%	decrease from 10/1/2018

Hard to Staff School/Area (HTS)				
	2018-19 SY to 2019-20 SY	2019-20 SY to 2020-21 SY	Variance	
Stayed at a HTS School/Area	1,975	2,034	3%	increase
Moved into a HTS School/Area	27	41	52%	increase
Moved out of a HTS School/ Area	53	29	45%	decrease
Separated from a HTS School/ Area	232	235	1%	increase

Hawaiian Language Immersion				
	SY 2019 - 20	SY 2020-21	Variance	
Teachers Receiving Shortage Differential	87	94	7%	increase