

Eshelman, Andrea

From: Eshelman, Andrea
Sent: Thursday, August 22, 2024 5:17 PM
To: Ainoa Naniole
Cc: keith.hayashi@k12.hi.us; Sean Bacon (Sean.Bacon@k12.hi.us); 'brian.hallett@k12.hi.us'; Colleen Bird (cbird@hsta.org); Osa A. Tui, Jr. - HSTA President; Mahi, Ann
Subject: HSTA, BU05 Aug 20 Paycheck Delay

Aloha Ainoa,

This email is a follow-up to our conversation regarding the HSTA's inquiry regarding reports of bargaining unit 05 (BU05) employees not receiving paychecks on August 20, 2024.

Based on our conversation, the HDOE has identified 377 teachers who did not receive an August 20th paycheck. The error will be addressed as follows.

1. The HDOE will cut checks for \$2000 and deliver them to the schools on Monday or Tuesday for distribution to the affected teachers. This serves as an intermediary payment until the net difference can be provided to teachers.
Teachers will have the option to reject the check or accept it and be asked to sign a promissory note.
2. 302 teachers are slated to receive their first SY 24-25 paycheck on September 5; that check will have the net difference between the \$2000 and the August 20th paycheck.
3. The remaining 75 teachers will receive their first check on September 20. They will be offered an additional \$2000 for the delay and their September 20th check will reflect the net difference with the August 20 and Sept 5 checks.
4. An e-blast message is being prepared to be sent to each teacher sometime later tonight or tomorrow.

HSTA understands that Superintendent Hayashi and AS Hallett played a critical role in getting this issue addressed and pushing for a solution to get checks, hopefully mitigating financial impacts. We would like to express our appreciation for any efforts to problem-solve..

In addition to the above, the **HSTA requests a copy of the e-blast message** sent to teachers and a **list of the affected teachers, with their school or worksite** and confirmation **if they will receive their first check of SY 24-25 on September 5 or 20.**

The HSTA **also requests an explanation as to what caused the delay and any steps being taken by the HDOE to prevent such incidents in the future. The HSTA seeks this information to help resolve confusion and misinformation** among teachers. Teachers and HSTA have been in contact with various OTM employees and we have been told a variety of reasons, including: (1) there is "no one to handle charter school pay", (2) that OTM is "short staffed" because the job is "very stressful and they are underpaid", (3) the liaison between DOE & Charter is a new hire, (4) payroll emails were sent to previous liaison because charters were unaware of the change in person. By the time new liaison received payroll emails from charters, checks had already been processed. While many but not all of the teachers calling are charter teachers who have their pay processed through the DOE, it is clear to HSTA that charters were impacted more heavily, it would help us tremendously to understand what occurred.

I thank you in advance for your prompt response,
Andrea

Andrea Eshelman (she/her/hers) | Deputy Executive Director