



HAWAII GOVERNMENT EMPLOYEES ASSOCIATION

AFSCME Local 152, AFL-CIO

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The Thirty-Third Legislature, State of Hawaii
The Senate
Committee on Education

Testimony by
Hawaii Government Employees Association

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S.B. 3334 — RELATING TO EDUCATION

The Hawaii Government Employees Association, AFSCME Local 152, AFL-CIO opposes S.B. 3334, which repeals the Complex Area Superintendent (CAS) position and clarifies that School Community Councils (SCCs) shall submit principal evaluations to the Superintendent of Education, who shall have final authority to appoint a principal. It also requires the Department of Education to adopt rules.

We are perplexed by this proposal, which claims to “revisit” Act 51 (Session Laws of Hawaii 2004) due to concerns about the implementation and effectiveness of structures it created. One of the most significant and intentional outcomes of Act 51 was the creation of the complex area system and the hiring of CASs. Prior to Act 51’s decentralization reforms, the DOE operated under a District Superintendent model in which each superintendent oversaw three times as many schools as a CAS currently supports. The excessive span of control made it extremely difficult for District Superintendents to provide principals with the direct, timely instructional leadership and operational support needed at the school level. The CAS structure fixed this long-standing problem and remains essential to the functioning of the tri-level system in place today.

With respect to SCCs, there is already a well-established process for SCCs to provide feedback on their principal’s performance. In addition, the formal evaluation of a school principal is conducted through the Comprehensive Evaluation System for School Administrators (CESSA), which is governed through a negotiated Memorandum of Understanding between the Department and HGEA. The procedures governing principal selection are also contractual provisions collaboratively developed between the employer and the union. SB3334 would disrupt these negotiated systems and may conflict with collectively bargained agreements.

It is also important to recognize that implementation of Act 51 remains a work in progress, and meaningful improvements continue to occur. A recent example is the

long-awaited conversion of vice principals from 10-month to 12-month employees—an explicit commitment of Act 51 that finally came to fruition only two years ago with the support of the Governor and Superintendent. This was a 20-year “IOU,” now fulfilled, demonstrating that the system continues to mature and align with Act 51’s original goals.

HGEA firmly believes that the issues SB 3334 attempts to address have already shown measurable improvement. Repealing the CAS structure and altering principal selection and evaluation authority would not strengthen the public school system—it would reverse decades of progress, destabilize supports for principals, and create new uncertainty for schools and communities. Rather than dismantling foundational components of Act 51, Hawaii should continue to refine and improve the systems that are working and maintain the collaborative processes that guide principal evaluation and selection today.

Thank you for the opportunity to provide testimony on S.B. 3334.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "Randy Perreira". The signature is fluid and cursive, with a large initial "R" and a distinct "P".

Randy Perreira
Executive Director