



STATE OF HAWAII  
DEPARTMENT OF EDUCATION  
P.O. BOX 2360  
HONOLULU, HAWAII 96804

OFFICE OF THE SUPERINTENDENT

**ACTION REQUIRED  
POST & DISTRIBUTE TO EMPLOYEES**

July 26, 2010

TO: All Employees  
FROM: Kathryn S. Matayoshi  
Interim Superintendent  
SUBJECT: Budget Cuts and Staff Reductions

A handwritten signature in black ink, appearing to read "Kathryn S. Matayoshi".

Hawaii continues to face fiscal challenges due to global financial market instability and a slow nationwide economic recovery. Over the last few years, all state agencies have been faced with tough budgetary decisions that have affected public services and jobs.

With steep declines in state revenues, budget cuts to Hawaii's public schools were unavoidable. The general fund budget for school year 2010-11 was reduced by \$142 million. Consequently, the Board of Education (Board) and Department of Education (Department) needed to take appropriate measures to balance public school finances.

After a painstaking budget review, the Department has proceeded to cut or eliminate programs and to reduce its workforce. While students are the heart of our educational system and why we are here, employees provide direct services as well as the essential system of care and supports. A Reduction-in-Force (RIF) directly affects the Department's most valuable resource--our employees. The decision to move forward with a RIF was extremely difficult and gut-wrenching.

As required by collective bargaining, the Department began the RIF process by contacting and meeting with approximately 40 affected DOE HGEA employees on Friday, July 23, 2010. The Department is fully committed to providing affected employees with job transitional supports and access to employee assistance and counseling services. As we go through the RIF process, additional employees may be affected. For questions about RIF procedures, please refer to RIF FAQs posted at [hawaiidoe.org](http://hawaiidoe.org).

During these challenging times, all employees are expected to demonstrate the *Duty to Care*. The *Duty to Care* is a demonstration of a caring attitude and/or action towards our fellow employees as well as the organization. This Duty is to insure that we are able to deliver our mission. Our *Duty to Care* is our duty to care for one another.

Mahalo for your commitment and dedicated service to Hawaii's public schools and students.

c: Hawaii State Board of Education  
Hawaii Government Employees Association