



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

**Date:** 02/05/2020  
**Time:** 02:45 PM  
**Location:** 229  
**Committee:** Senate Education

**Department:** Education

**Person Testifying:** Dr. Christina M. Kishimoto, Superintendent of Education

**Title of Bill:** SB 2488 RELATING TO TEACHER COMPENSATION.

**Purpose of Bill:** Makes an appropriation to fund an experimental modernization project pursuant to chapter 78-3.5 and make necessary discretionary salary adjustments.

**Department's Position:**

The Department of Education (Department) strongly supports SB 2488 SD1, which provides funding for both the experimental modernization project (EMP) pursuant to Hawaii Revised Statutes Section 78-3.5, and additional teacher pay (salary differentials).

On December 5, 2019, the Board of Education (BOE) authorized Phase I of the strategic initiative to address long-standing issues within the Department that were obstacles for our students having equal access to a quality education. The BOE identified three specific areas to address: 1) special education, 2) hard-to-staff geographic locations, and 3) Hawaiian language immersion programs.

The Department appreciates the \$25,000,000 included in the SD1 for the salary differentials and looks forward to continuing the conversation to assess the necessary appropriations that will enable the successful implementation of Phase I of the strategic initiative.

As noted in the Department's budget briefing to the House Finance Committee and the Senate Ways and Means Committee, the Department will need \$10.2 million in Fiscal Year 2020 and \$30.7 million in Fiscal Year 2021. We believe the full amount is needed in order to address the issue of providing equity within our public schools.

Both the Department and the Hawaii State Teachers Association agree that addressing the pay compression issue and teacher pay differentials will positively impact both teacher recruiting

and retention. As such, the Department is committed to Phase II of the strategic initiative which will focus the discussion on addressing this compression issue, a discussion which we look forward to having with valuable input from legislators, teachers, and the community.

We thank you for the opportunity to provide testimony on SB 2488 SD1.

The Hawai'i State Department of Education is committed to delivering on our promises to students, providing an equitable, excellent, and innovative learning environment in every school to engage and elevate our communities. This is achieved through targeted work around three impact strategies: school design, student voice, and teacher collaboration. Detailed information is available at [www.hawaiipublicschools.org](http://www.hawaiipublicschools.org).



DAVID Y. IGE  
GOVERNOR



CRAIG K. HIRAI  
DIRECTOR  
  
ROBERT YU  
DEPUTY DIRECTOR

EMPLOYEES' RETIREMENT SYSTEM  
HAWAII EMPLOYER-UNION HEALTH BENEFITS TRUST FUND  
OFFICE OF THE PUBLIC DEFENDER

**STATE OF HAWAII**  
**DEPARTMENT OF BUDGET AND FINANCE**  
P.O. BOX 150  
HONOLULU, HAWAII 96810-0150

ADMINISTRATIVE AND RESEARCH OFFICE  
BUDGET, PROGRAM PLANNING AND  
MANAGEMENT DIVISION  
FINANCIAL ADMINISTRATION DIVISION  
OFFICE OF FEDERAL AWARDS MANAGEMENT (OFAM)

**WRITTEN ONLY**  
TESTIMONY BY CRAIG K. HIRAI  
DIRECTOR, DEPARTMENT OF BUDGET AND FINANCE  
TO THE SENATE COMMITTEE ON EDUCATION  
ON  
SENATE BILL NO. 2488, PROPOSED S.D. 1

**February 5, 2020**  
**2:45 p.m.**  
**Room 229**

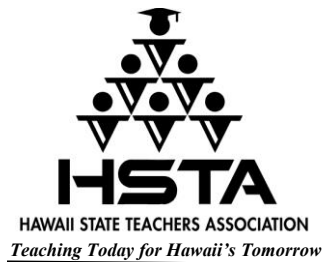
**RELATING TO TEACHER COMPENSATION**

The Department of Budget and Finance (B&F) offers comments on Senate Bill (S.B.) No. 2488, Proposed S.D. 1.

S.B. No. 2488, Proposed S.D. 1, appropriates \$25,000,000, on a non-recurring basis, to fund teacher compensation as negotiated and executed between the Superintendent of Education and the Hawai'i State Teachers Association, Bargaining Unit 5, for an experimental modernization project pursuant to Section 78-3.5, HRS, or special education, hard-to-staff geographic locations, and Hawaiian language immersion programs or some combination thereof.

B&F notes that the cost for the teacher compensation plan will be a recurring expense; as such, the department prefers the Administration's measure, which has budgeted the estimated recurring costs for the teacher compensation plan.

Thank you for your consideration of our comments.



1200 Ala Kapuna Street ♦ Honolulu, Hawaii 96819  
Tel: (808) 833-2711 ♦ Fax: (808) 839-7106 ♦ Web: [www.hsta.org](http://www.hsta.org)

Corey Rosenlee  
President

Osa Tui Jr.  
Vice President

Logan Okita  
Secretary-Treasurer

Wilbert Holck  
Executive Director

## TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

RE: SB 2488, Proposed SD1 – RELATING TO TEACHER COMPENSATION

WEDNESDAY, FEBRUARY 5, 2020

COREY ROSENLEE, PRESIDENT  
HAWAII STATE TEACHERS ASSOCIATION

Chair Kidani and Members of the Committee:

The Hawaii State Teachers Association **supports SB 2488, proposed SD1**, relating to the teacher compensation.

This bill appropriates \$25,000,000, on a one time, non-recurring basis, or so much thereof as may be necessary for fiscal year 2020-2021 to fund teacher compensation as negotiated between the superintendent of education and Hawaii State Teachers Association Bargaining Unit 5 in a memorandum of agreement that includes:

(1) An experimental modernization project pursuant to section 78-3.5 to address compensation equity issues and to make the necessary discretionary salary adjustments for approximately 6,300 experienced senior teachers by recognizing their professional service to the department of education through discretionary salary adjustments; or

(2) Additional teacher pay for the areas of special education, hard-to-staff geographic locations, and Hawaiian language immersion programs; or

(3) Some combination of paragraph (1) and paragraph (2);

provided that the moneys shall not be released until the memorandum of agreement is signed by the superintendent of education and Hawaii State Teachers Association bargaining unit 5.

In Hawai'i, teacher turnover is high, it is not just our new teachers leaving, and the number of teachers leaving continues to rise. Chronic teacher turnover, in turn, forces the department of education to rely on emergency hires and long-term substitute teachers, who are not certified teachers, to fill vacancies resulting in thousands of



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Executive Director

students each day in a class without a licensed teacher. Our teacher shortage problem is further clarified in the DOE's 2017-18 Employment Report, which shows that teacher voluntary resignations increased from 850 to 1,111 with only about 30% being due to retirement. It has only increased since then.

Unlike many school districts in the country, Hawaii educators' years of experience are not automatically taken into consideration to determine when they earn salary movements. Hawaii public school teachers can only receive increased pay for years of service if those rates are negotiated with the state, which has rejected increases during economic downturns.

The current distribution of teachers on each level of the salary schedule is inconsistent and compressed, contributing to senior teachers leaving. In many cases, teachers who have a difference of 10 or more years of experience have the same salary. Current figures show 5,942 teachers with between 0 and 24 years of service are clustered near the same pay on the salary scale. That's why the problem is called compression.

This lack of equity causing the compression in teacher salaries is impacting the retention of licensed, tenured teachers who are essential to closing the achievement gap to ensure equity and excellence for each student.

During furlough years and times of economic downturns, tenured teachers with over 10 years of service have sacrificed higher salary increases when the steps were only adjusted up for newer teachers in efforts to recruit more during economic downturns, without a step advancement for teachers already working for years within the DOE.

Currently, only 53 percent of teachers remain in the Hawaii DOE for five years or more. In addition, about 1,000 long-term substitutes and emergency hires filling vacancies in classrooms are not graduates of a state-approved teacher education program. In fact, some of those subs and emergency hires are not even college graduates.

HSTA supports this bill that requests our state lawmakers to approve funding for a one-time salary adjustment as part of an Experimental Modernization Project for eligible teachers to address pay compression along with the teacher differentials for teachers in special education, Hawaiian Immersion, and hard to staff areas.



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HSTA believes the teacher shortage extends throughout the profession, which is why all educators' compensation should be increased and these are two steps that will help. Research shows that teachers become more effective the longer they are in the classroom.

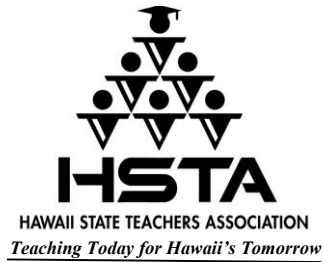
**A study published by the Learning Policy Institute in 2016** showed the following: Based on a review of 30 studies published within the last 15 years that analyze the effect of teaching experience on student outcomes in the United States and met specific methodological criteria, researchers found that:

- Teaching experience is positively associated with student achievement gains throughout a teacher's career. Gains in teacher effectiveness associated with experience are most steep in teachers' initial years, but continue to be significant as teachers reach the second, and often third, decades of their careers.
- As teachers gain experience, their students not only learn more, as measured by standardized tests, they are also more likely to do better on other measures of success, such as school attendance.
- Teachers' effectiveness increases at a greater rate when they teach in a supportive and collegial working environment, and when they accumulate experience in the same grade level, subject, or district.
- More-experienced teachers support greater student learning for their colleagues and the school as a whole, as well as for their own students.

We have to do more to encourage educators, especially those who have years and even decades of experience, to remain in the classroom. This proposal is part of a multi-phased plan to ensure that all of our keiki, regardless of where they live, what their special needs are or their ethnicity, are taught by highly qualified licensed teachers.

If the Legislature approves of the funding, HSTA believes public school teachers with 22 years or more of experience at the end of this school year would automatically be placed at the highest pay level. The HSTA believes nearly 3,000 of its members deserve to move up to that level.

We need the legislature's help to end the teacher shortage crisis by not only requesting differentials for our hardest-to-staff positions, but also supporting funding



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to address equity and compression in teacher salaries via the Experimental Modernization Project.

These are issues that HSTA has been advocating for years to change and we support this one-time pay adjustment to address the teacher salary compression, as we know it will help with the overall plan of recruiting and retaining licensed teachers. To do both differentials and address these compression issues in the pay scale for teachers, it would require 45 million more than this bill appropriates for a total of \$70 million.

To take care of the needs of our hardworking public school teachers, and to provide our keiki with the quality education they deserve, the Hawaii State Teachers Association asks for your support of this bill.



AMERICANS FOR DEMOCRATIC ACTION

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OFFICERS		DIRECTORS		MAILING ADDRESS
John Bickel, President	Melodie Aduja	Chuck Huxel	Stephen O'Harrow	P.O. Box 23404
Alan Burdick, Vice President	Juliet Begley	Jan Lubin	Lyn Pyle	Honolulu
Marsha Schweitzer, Treasurer	Ken Farm	Jenny Nomura		Hawai'i 96823
Doug Pyle, Secretary	Stephanie Fitzpatrick	Dave Nagaji		

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February 1, 2020

TO: Chair Kidani and Education Committee

RE: SB 2488 Relatiing to Teacher Compensation

Support for heearing on February 5

Americans for Democratic Action is an organization founded in the 1950s by leading supporters of the New Deal and led by Patsy Mink in the 1970s. We are devoted to the promotion of progressive public policies.

We support SB2488 but would like to see it amended to double the appropriation for teacher pay. The most important interaction in education is between teacher and student. Therefore the most important part of the education budget is the one that ensures quality teachers. Unfortunately the state of Hawaii in recent years often had over 1000 positions not filled by fully qualified teachers. We are pleased the Governor is making an effort to give incentives to fill some areas with qualified teachers. This is a start. But a lot has to be done. Therefore we strongly support the intent of this bill and hope it will be amended to expand its scope.

Thank you for your favorable consideration.

Sincerely,  
John Bickel,  
President





February 3, 2020

Senate Bill 2488

Testifying in Support, with Amendments

Aloha Chair Kidani, Vice Chair Kim, and Members of the Committee on Education,

The Democratic Party of Hawaii (The Party) **supports SB2488** Relating to Teacher Compensation, with suggested amendments. The bill currently proposes appropriating funds for an experimental modernization project pursuant to chapter 78-3.5 and make necessary discretionary salary adjustments. We wholeheartedly support these goals and understand the intent of a blank appropriation amount. With this in mind, we respectfully ask that appropriation amount be no less than \$45 million, which is the amount necessary to reach both of these goals.

Educating our state's children by fully funding our public school system, including supporting our public school teachers, is one of the most important jobs of the State of Hawaii.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian immersion, and hard to staff positions to show that we as a state value our hardworking teachers. Our teachers are important for the future of our keiki.

For these reasons, we urge you to vote favorably on this bill and appropriate \$45 million for our hard working public school teachers.

Mahalo for the opportunity to testify,

Josh Frost  
Co-Chair, Legislation Committee  
Democratic Party of Hawai'i

Zahava Zaidoff  
Co-Chair, Legislation Committee  
Democratic Party of Hawai'i



## **SENATE BILL 2488, PROPOSED SD1, RELATING TO TEACHER COMPENSATION**

FEBRUARY 5, 2020 • SENATE EDUCATION  
COMMITTEE • CHAIR SEN. MICHELLE N. KIDANI

**POSITION:** Support, with amendments.

**RATIONALE:** The Democratic Party of Hawai'i Education Caucus supports and suggests amendments for SB 2488, proposed SD1, relating to teacher compensation, which makes an appropriation to fund an experimental modernization project pursuant to chapter 78-3.5 and make necessary discretionary salary adjustments.

Our state is currently facing a chronic teacher shortage, which undermines student learning. For the 2019-2020 school year, the HIDOE experienced a qualified teacher shortage of 973 positions, 351 of which were in the area of special education. Additionally, we continue to lose approximately 50 percent of new hires after five years, with the number of teachers exiting the teaching profession increasing by more than 80 percent since 2010.

Low teacher pay exacerbates teacher turnover. Numerous studies, including those performed annually by WalletHub.com and EdBuild, have found that Hawai'i's teacher pay ranks last in the nation when adjusted for cost of living. Moreover, a 2019 Economic Policy Institute analysis found that in the islands, teachers earn 19.1 percent lower pay than comparable college graduates.

Research also shows that as teacher pay increases, so, too, does student achievement. A Stanford University analysis found that raising teacher wages by 10 percent reduces high school dropout rates by 3 to 4 percent. Similarly, a Florida study showed that pay raises reduced teacher attrition by as much as 25 percent for hard-to-fill subject areas, with children's learning growth gaining from prolonged exposure to more experienced educators.

Put simply, competitive compensation correlates with greater success in recruiting and retaining qualified educators. Low teacher salaries, in contrast, deter potential applicants from entering and remaining within demanding teaching fields, including special education, in which work conditions require unique professional skill sets, but are inadequately compensated. Deficient salaries particularly intensify the teacher shortage in schools that are located in hard-to-staff geographic locations, where housing options are scarce, long commute times result in elevated fuel expenses, and fewer community amenities are available.

Hawaiian language immersion schools are also disproportionately harmed by the state's low-ranking teacher compensation. Of the department of education's 161 Hawaiian language immersion teaching positions, only 54 are filled with qualified and licensed Hawaiian language immersion teachers. The Hawai'i State Supreme Court ruled in August of 2019 that our constitution requires the HIDOE to make "reasonable efforts" to provide students with access to Hawaiian language immersion education, making the need to attract and retain qualified and licensed Hawaiian language immersion teachers an urgent priority.

To address our school system's teacher shortage, the HIDOE has partnered with Gov. David Ige and the Hawai'i State Teachers Association on a proposal to raise the pay of educators working in high-need areas. Their plan calls for pay differentials of \$10,000 a year for special education teachers, \$8,000 for Hawaiian immersion teachers, and \$3,000 to \$8,000 for teachers in hard-to-staff geographic locations, like West Hawai'i, depending on the severity of the need.

Our state must also "true up" the salaries of approximately 6,300 teachers who are being underpaid by thousands of dollars each year because they were not given step increases during periods of economic hardship. Ensuring that these teachers' salaries correspond to the number

of years of professional service that they have accrued would provide them with \$900 to \$17,000 in additional pay annually. That kind of money might keep them in our schools, allowing good teachers to become great classroom leaders and giving students a chance to achieve their educational dreams.

That said, **we urge you to amend this measure by appropriating an additional \$45 million for teacher compression and differentials, bringing the total appropriated by the bill to \$70 million.** Currently, the proposal appropriates only \$25 million to address salary compression and differential pay increases. That figure is only enough to fund differential pay raises for special education, Hawaiian immersion, and hard-to-staff positions, leaving no money remaining to rectify unfunded step raises. Failing to appropriate the full \$70 million would force the HDOE and HSTA to either abandon their attempt to provide step raises to those in need or cannibalize the department's own budget to do so, leading to dramatic cuts in essential programs and services.

It's simple math: if you can't afford to live in Hawai'i, you can't afford to teach in Hawai'i. To deliver the schools our keiki deserve, we must pay teachers what they're worth.



Board of Directors:

**Senate Committee on Education**

Gary L. Hooser  
*President*

**Hawai'i Alliance for Progressive Action supports:  
SB 2488 Proposed SD1**

Andrea N. Brower  
Ikaika M. Hussey  
*Co-Vice Presidents*

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*Treasurer*

Bart E. Dame  
*Secretary*

Paul Achitoff

Laura Harrelson

Kaleikoa Ka'eo

Michael Miranda

Walter Ritte Jr.

Pua Rossi-Fukino

Karen Shishido

Leslie Malulani Shizue Miki

Wednesday, February 5, 2020, 2:45 p.m. Conference Room 229

Aloha Chair Kidani, Vice Chair Mercado Kim and Members of the Committee,

On behalf of the Hawai'i Alliance for Progressive Action (HAPA) I am submitting testimony in **support of SB 2488 proposed SD1**, to provide our teachers with direly needed increases in compensation.

Hawaii continues to face a chronic teacher shortage, which undermines student learning and achievement. For the 2018-2019 school year, the department of education experienced a qualified teacher shortage of 1,029 positions.

Competitive and equitable compensation correlates with greater success in recruiting and retaining qualified educators. Yet, numerous studies have shown that Hawaii's teacher salaries are the lowest in the nation when adjusted for the state's high cost of living.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian Immersion, and Hard to Staff positions to show that we as a state value our hardworking teachers. They not only need this 25 million, but they will need 45 million more to equitably fund teachers positions. Our teachers are worth it as they are important for the future of our keiki.

Mahalo for your consideration. HAPA is a member of the Common Good Coalition.

Sincerely,

A handwritten signature in black ink, appearing to read 'Anne Frederick', is placed above the printed name.

Anne Frederick  
Executive Director



2850 Kahawai Street  
Honolulu, HI 96822

February 5, 2020

808 988 5505  
www.ppsHI.org

Committee on Education  
Senator Michelle Kidani, Chair  
Senator Donna Mercado Kim, Vice Chair

Lois Yamauchi  
President

Kashmira Reid  
Vice President

Dear Chair Kidani, Vice Chair Kim and Members of the Committee:

Erin Yagi  
Secretary

**On behalf of Parents for Public Schools of Hawai'i, I write in support of SB2488,** which will fund necessary discretionary salary adjustments for experienced public school teachers.

Ernestine Enomoto  
Treasurer

Deborah Bond-Upson

Kay Fukuda

Clare Hanusz

Mary Weir

Susan Wood

Parents for Public Schools of Hawai'i is a non-profit organization made up of over 1,200 parents and other family members across the State whose children attend public schools. Our members have stated that what they value most about their schools are their teachers. **Teachers are our schools' greatest assets.** Yet, teachers' salaries in Hawai'i have not kept up with the rising cost of living. As the cost-of-living has increased, we have seen many excellent teachers leave the profession and our State. Our teacher retention problem is the worst in the country, with nearly half of our teacher leaving within five years on the job.

**Although we have made some progress in addressing the pay of new teachers, the salaries of many experienced teachers have remained the same.** Experienced teacher salaries are unfairly close to that of their newer colleagues. We know that teachers grow steeply in effectiveness in their first five years of experience. Experience leads to teachers honing their craft. Experienced teachers often have more responsibilities, as they mentor newer colleagues and take on leadership positions at their schools. Experienced teachers deserve to be compensated for their expertise and services.

Salaries make a difference for teachers, as they do individuals from other professions. **Compensating veteran teachers with a salary that reflects their experience will influence these experienced teachers to stay in their positions.** Assuring adequate compensation of experienced teachers will also affect the recruitment of new candidates who are contemplating entering the profession. If capable young people do not view teaching as career that will afford them a living wage throughout their lives, they will not choose it as a career. Our teachers deserve to be compensated at a rate that will express our value of them as our greatest educational asset. Please support SB2488.

Sincerely,

Deborah Bond-Upson  
Board Member, Parents for Public Schools of Hawai'i

*Parents for Public Schools Hawaii (PPSHI) is a not-for-profit 501(c)(3) volunteer organization of parents, community members, and educators working to improve and support public education through family engagement. We are committed to ensuring all children in Hawai'i have access to a quality public education.*





## KAMEHAMEHA SCHOOLS®

Senate Committee on Education

Time: 2:45 p.m.

Date: February 5, 2020

Where: Conference Room 229

### TESTIMONY

By Ka'ano'i Walk

Kamehameha Schools

#### RE: **SB 2488, Relating to Teacher Compensation**

E ka Luna Ho'omalū Kidani, ka Hope Luna Ho'omalū Kim, a me nā Lālā o ke Kōmike Ho'ona'auao o ka 'Aha Kenekoa, aloha kākou! My name is Ka'ano'i Walk, the Senior Policy Analyst for Kamehameha Schools.

Kamehameha Schools is in **support** of SB 2488, which makes an appropriation to fund an experimental modernization project pursuant to chapter 78-3.5 and make necessary discretionary salary adjustments.

Both national and statewide data trends show an alarming shortage of teachers in many subject areas and across all levels of education. According to HSTA, there were 1,029 emergency hires and vacancies in SY18-19 in our public schools. In special education settings, nearly 500 special education teaching positions are not filled by licensed teachers. For students that attend a Kula Kaiapuni, or Hawaiian language immersion program, 34% of teachers are qualified and licensed in Hawaiian language immersion. Furthermore, in hard-to-staff school locations, there's an overall teacher shortage in many different teaching subjects. This issue affects equitable access to quality public education for all keiki, especially our Native Hawaiian learners. We commend the creativity and determination of the legislature in assisting to recruit new educators and retain current educators, including the experienced senior teachers, in our public schools.

Founded in 1887, Kamehameha Schools is an educational organization striving to restore our people through education and advance a thriving Lāhui where all Native Hawaiians are successful, grounded in traditional values, and leading in the local and global communities. We believe that community success is individual success, Hawaiian culture-based education leads to academic success and local leadership drives global leadership.

'A'ohē hana nui ke alu 'ia. No task is too large when we all work together! **Please advance this measure.**

841 Bishop St., Suite 301  
Honolulu, Hawaii 96813



Telephone: 808 926-1530  
Contact@HEECoalition.org

Committee on Education  
Senator Michelle Kidani, Chair  
Senator Donna Mercado Kim, Vice Chair

February 5, 2020

Dear Chair Kidani, Vice Chair Kim and Members of the Committee,

We **support SB2488**, making an appropriation to fund an experimental modernization project pursuant to chapter 78-3.5 and make necessary discretionary salary adjustments.

HE'E Coalition strongly supports this innovative project to address teacher compression. We have a crisis in teacher retention, with only 55% of our new teachers being retained after 5 years in the 2019-2020 school year.<sup>1</sup> We believe that this measure of compensating experienced teachers to the salary step that accurately reflects their years of service will be a significant incentive for teachers to remain in the Department of Education.

Hui for Excellence in Education, or "HE'E," promotes a child-centered and strength-based public education system in which families, communities and schools are valued and empowered to help every student succeed. HE'E works to bring diverse stakeholders together to harness collective energy, share resources, and identify opportunities for progressive action in education.

Thank you for the opportunity to testify. Our support represents a 75% consensus or more of our voting membership.

Sincerely,

Cheri Nakamura  
HE'E Coalition Director

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[http://boe.hawaii.gov/Meetings/Notices/Meeting%20Material%20Library/GBM\\_01162020\\_Presentation%20on%20Intent%20to%20Conduct%20an%20Experimental%20Modernization%20Project.pdf](http://boe.hawaii.gov/Meetings/Notices/Meeting%20Material%20Library/GBM_01162020_Presentation%20on%20Intent%20to%20Conduct%20an%20Experimental%20Modernization%20Project.pdf)



Academy 21	Kanu Hawai'i
After-School All-Stars Hawai'i	*Kaua'i Ho'okele Council
Alliance for Place Based Learning	Keiki to Career Kaua'i
*Castle Complex Community Council	Kupu A'e
*Castle-Kahuku Principal and CAS	*Leaders for the Next Generation
*Education Institute of Hawai'i	Learning First
*Faith Action for Community Equity	McREL's Pacific Center for Changing the Odds
Fresh Leadership LLC	Native Hawaiian Education Council
Girl Scouts Hawaii	Our Public School
Harold K.L. Castle Foundation	*Pacific Resources for Education and Learning
*HawaiiKidsCAN	*Parents and Children Together
*Hawai'i Afterschool Alliance	*Parents for Public Schools Hawai'i
*Hawai'i Appleseed Center for Law and Economic Justice	Punahou School PUEO Program
*Hawai'i Association of School Psychologists	*Teach for America
Hawai'i Athletic League of Scholars	The Learning Coalition
*Hawai'i Children's Action Network	US PACOM
Hawai'i Education Association	University of Hawai'i College of Education
Hawai'i Nutrition and Physical Activity Coalition	YMCA of Honolulu
*Hawai'i State PTSA	<i>Voting Members (*) Voting member organizations vote on action items while individual and non-voting participants may collaborate on all efforts within the coalition.</i>
Hawai'i State Student Council	
Hawai'i State Teachers Association	
Hawai'i P-20	
Hawai'i 3Rs	
Head Start Collaboration Office	
It's All About Kids	
*INPEACE	
Joint Venture Education Forum	
Junior Achievement of Hawaii	
Kamehameha Schools	

**SB-2488**

Submitted on: 2/3/2020 9:51:48 PM

Testimony for EDU on 2/5/2020 2:45:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Irish Barber	Testifying for IATSE Local 665	Support	No

Comments:

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

Hearing Date: WEDNESDAY, FEBRUARY 5, 2018

Hearing Time: 2:45 p.m.

Chair Kidani and Members of the Committee:

My name is Irish Barber. I am the Business Representative of the IATSE Local 665. We are the Film, TV, Stage and Tradeshow Technicians behind the Film and Entertainment Industry.

I am a resident of Kailua on Oahu, and I am submitting testimony in SUPPORT of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian Immersion, and Hard to Staff positions to show that we as a state value our hardworking teachers. They not only need this \$25 million, but they will need \$45 million more to fix it right the first time. Our teachers are worth it as they are important for the future of our keiki.

It's time we stand behind our teachers and pay them what they are worth. Our teachers spend more time with our children than most parents do. We need to stop good teachers from leaving the islands. Our keiki need good teachers to inspire them and to help them grow. Please find the money to pay them what they are worth.

Mahalo NUI,

IRISH BARBER

Business Representative

IATSE Local 665

Statewide Jurisdiction

**SB-2488**

Submitted on: 2/4/2020 9:19:34 AM

Testimony for EDU on 2/5/2020 2:45:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Gerard Kaman	Testifying for IATSE Local 665	Support	No

## Comments:

My name is Gerard Kaman from Makaha Hawaii and as a member of IATSE Local 665 and having worked alongside minor actors over the years I strongly support SB2488. It is in the BEST interest of Hawaii to protect and establish the education and support of todays youth going into the future.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian Immersion, and Hard to Staff positions to show that we as a state value our hardworking teachers. They not only need this 25 million, but they will need 45 million more to fix it right the first time. Our teachers are worth it as they are important for the future of our keiki.

Sincerely

Gerard Kaman





# HAWAII APPLESEED

## CENTER FOR LAW & ECONOMIC JUSTICE

Testimony of Hawai'i Appleseed Center for Law and Economic Justice  
Supporting SB 2488 Proposed SD1 – Relating to Teacher Compensation  
Senate Committee on Education  
Wednesday, February 5, 2020, 2:45PM, conference room 229

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Dear Chair Kidani, Vice Chair Kim, and members of the Committee:

Thank you for the opportunity to provide testimony in **SUPPORT of SB 2488 Proposed SD1**.

Lower-income families in Hawai'i depend on our public school system to educate their children. They deserve high quality education and fully qualified teachers, but the fact is their children are much more likely to attend schools with lower student proficiency rates and fewer experienced teachers.

Data analysis shows that our state's Title I schools, which have high proportions of low-income students, have poorer teacher retention rates and greater numbers of emergency hires, who lack teaching credentials.<sup>i</sup>

That is why it is so important to address our teacher shortage by providing adequate funds for Hawai'i teachers to receive more competitive salaries as well as pay differentials for years of service, and special education, Hawaiian immersion, and hard to staff positions.

The \$25 million, one-time appropriation in this bill is a start, but it will take a longer-term funding commitment to effectively address long-standing shortfalls in teacher compensation and the resulting negative effects on our students.

We appreciate your consideration of this testimony.

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<sup>i</sup> <https://www.civilbeat.org/2019/05/where-hawaiis-chronic-teacher-shortage-hits-hardest/>

**SB-2488**

Submitted on: 2/1/2020 7:53:21 AM

Testimony for EDU on 2/5/2020 2:45:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Jill Jacobs	Individual	Support	No

## Comments:

I am in my seventh year of teaching in Hawaii. When I moved here from Arizona as a teachers 6.5 years ago I was actually making less take home than I was in Arizona, even with now having a masters degree completed. This was due to the high cost of medical and other benefits that I now had to pay for from my check. My first year teaching in Hawaii I survived by taking additional money on my student loans for my second masters degree. The second year I lived here my rent went up and I had to get a second job while teaching full time and working on my masters just to make ends meet. Over the course for the following years I have worked several part time jobs including driving for ride share company. That job actually had the most impact on my teachings as sometimes I would end up getting long trips later in the evening and not getting home until late. Which caused me to have less sleep and there for reduced my teaching effectiveness. I have also earned a third masters degree to move me to class seven. I now sit with over \$100,000 in student loans just trying to get to a pay scale that makes it so I can continue to live in Hawaii. I teach in Kona which is Hard to Staff. The pay difference has made it so that I no longer have to work a second job. My roommate who is also a teacher (first year teacher and special education) was also able to quit driving for ride share because of these differences. This extra money really helps. It is making it some my roommate and I can both continue to be teachers in Hawaii without having to stress about how we will make ends meet.

We we're both considering moving back to the mainland because of the cost of living is so much lower and pay is better in the areas we were looking. The hard to staff pay has made it so that we both can stay in Hawaii.

**SB-2488**

Submitted on: 2/1/2020 8:30:21 PM

Testimony for EDU on 2/5/2020 2:45:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Joy Hanato	Individual	Support	No

## Comments:

My name is Joy Hanato and I have been working as a highly qualified (licensed) teacher in grade 3 to grade 6 since 2011. For 8 out of the 9 years that I served as an educator, I worked at Kealakehe Elementary School teaching grade 5 then grade 4. Working with transient teachers who were difficult to get on board with existing standards based curriculum and grade level agreements caused a very ineffective environment for teaching. Scores continue to reflect shortfalls in the delivery of state mandated curriculum and standards. In 2017, I left the school to seek a more unified and stable team of teachers to work with. I worked at West Hawaii Explorations Academy that year and found that they had the same issues as Kealakehe Elementary School. 5 out of 7 of the teachers in the middle school were only in their second year of teaching together.

The differential to retain teachers in hard to fill areas is needed to keep teachers at the school. This will allow teachers an incentive to remain in these schools and work together with their teams of teachers, developing long-term goals to improve scores and further developing differentiated lesson plans for our diverse population of students. If this differential is given to teachers, they might not leave. I was thinking about leaving again but the extra pay is what is keeping me at Kealakehe Elementary School. This is only my first year working with this team of teachers and I am the only tenured teacher on this team of 9 teachers. This differential might keep the new teachers at my school. For once, we might be able to progress, if only there was a way to keep us invested here. I believe the differential in pay will help us stay where we are planted.

Respectfully Submitted,

Joy Hanato

49 years old

Mother of 3

Step-mother of 4

Trained Mentor Teacher

**SB-2488**

Submitted on: 2/2/2020 11:09:49 AM

Testimony for EDU on 2/5/2020 2:45:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Samuel Mitchell	Individual	Support	No

Comments:

Please increase spending on teachers SB2488 is a good start.

Samuel Mitchell

Long time Maikiki NB-10 Member

Retired Machinists Union L-1998 President (PHNSY)

**SB-2488**

Submitted on: 2/2/2020 11:39:40 AM

Testimony for EDU on 2/5/2020 2:45:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Michael Press	Individual	Support	No

Comments:

Chair Kidani and Members of the Committee:

My name is Michael Press. I am a teacher at Ilima Intermediate in Ewa Beach on Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The department will need 45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

I moved to Hawaii in 2018 for the express reason of teaching at Ilima. I beleive in the mission of my school and of my principal. I have actively recruited other highly qualified educators from my friend on the mainland using Hawaii's focus on the whole child as ammunition. I must confess that I am shaken by our state's lack of focus on the whole teacher. It is just my wife and I in our one bedroom apartment. While my job is rewarding the pay is not. We are struggling to make monthly rent and food. I have watched bills in the Congress that would be gamechangers for my family, go to defeat or to be tabled never to see the light of day. I must make a choice very soon. Do I stay at a place I love and sacrifice my families wellbeing or move back to the mainland and add to the Teacher shortage crisis. Please help me to stay!

We need your help. Mahalo.

Michael Press, Campbell Complex, Oahu

**SB-2488**

Submitted on: 2/2/2020 11:46:44 AM

Testimony for EDU on 2/5/2020 2:45:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
haley van noord	Individual	Support	No

Comments:

RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

WEDNESDAY, FEBRUARY 5, 2020

2:45 p.m.

Chair Kidani and Members of the Committee:

My name is Haley van Weemen van Noord. I am a teacher at Lahaina Intermediate School on Maui. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The department will need 45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

I have been teaching 7th grade science at Lahaina Intermediate School for the past 10 years and have been a mentor teacher to new teachers for the last six. Although I get paid a stipend for mentoring and as a nationally board certified teacher I am fortunate to receive extra pay for my certification, it is not enough. I have seen far too many leave education because they cannot afford to live. Our students deserve quality educators who are paid accordingly.

For the future of education in Hawaii. Please kokua.

We need your help. Mahalo.

Haley van Weemen van Noord, MS, NBCT

Canoe Complex, Maui



**SB-2488**

Submitted on: 2/2/2020 11:47:00 AM

Testimony for EDU on 2/5/2020 2:45:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Sandy Domion	Individual	Support	No

Comments:

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

WEDNESDAY, FEBRUARY 5, 2020

2:45 p.m.

Chair Kidani and members of the Education Committee:

My name is Sandy Domion. I am a teacher at Maemae Elementary in Honolulu District on Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

I have over 20 years experience in the DOE, yet I am only on Step 11, Class VII. I have a Master's Degree in Library Science. I am fortunate to own my home with the help of my parents. I currently work three jobs, not including my librarian, GT teacher, and creating the school yearbook duties. I also teach online English classes for the DOE and work nights and weekends at Whole Foods four days a week. It is disheartening to know that I've been missing out on a difference of over \$10,000 a year, which could have been time spent with my family instead of working the extra jobs. How can it be fair that teachers with half the years of experience as I receive the same pay?

We need your help. Mahalo.

[Sandy Domion, Honolulu, Oahu]

**SB-2488**

Submitted on: 2/2/2020 11:47:13 AM

Testimony for EDU on 2/5/2020 2:45:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Hope McKeen	Individual	Support	No

## Comments:

My name is Hope McKeen and I have been a public educator for 15 years. I am a teacher at Ka 'Umeke Hawaiian Immersion Public Charter School in Hilo on the island of Hawai'i. I am submitting testimony in support of SB2488, SD 1.

Please support the salary compression for senior teachers as well as pay differentials. Hawaii really needs to support their keiki by supporting the ones who educate them to be upstanding community contributors. An investment in teachers is an investment in our keiki.

I recently have qualified for the SPED differential and it is so very helpful to me to be able to pay all my bills in one month versus picking and choosing. No professional should have to be in that situation for the amount of education required for their skills. I would also be one of the teachers affected by the salary compression and it would support me in buying my own house on my own. I would rather invest in a mortgage (long term) than rent (short term) and this compression would help me to do that.

Na'u nā•

Hope McKeen

**SB-2488**

Submitted on: 2/2/2020 12:06:00 PM

Testimony for EDU on 2/5/2020 2:45:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Rexann Dubiel	Individual	Support	No

Comments:

Please.

Each year we are losing veteran teachers because they cannot live on their present salaries. This is a crisis.

We need your support, and not through property taxes, to recruit teachers knowing their pay will increase with years of service. This is the policy of many, many mainland school districts.

Retaining certified teachers who are valued for their experience and time is critical to providing a quality education to Hawaii's children. It's right and it is fair.

We are also the mentors to new teachers, who, hopefully, will not be in the 50% who change careers after 5 years.

We need a living wage which values our years of experience.

Rexann Dubiel Shanahan

31 year veteran 3rd grade teacher

Sunset Beach Elem.

59-360 Kamehameha Hwy.

Haleiwa, HI 96712

**SB-2488**

Submitted on: 2/2/2020 12:20:30 PM

Testimony for EDU on 2/5/2020 2:45:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Steven (Avi) Penhollow	Individual	Support	No

Comments:

Chair Kidani and Members of the Committee:

My name is Avi Penhollow. I am a teacher/community members at Kaiser High School in Hawaii Kai on O'ahu. I am a veteran teacher of 20 years, and I am submitting testimony in support of SB 2488, proposed SD1.

I have to be honest and tell you that this bill is only the beginning of what is needed for Hawaii teachers. It doesn't take a study to determine that the median teacher salary is just below the low-income mark. Most teachers also carry a tremendous amount of student loan debt and have to work at second and third jobs just to make ends meet. I drive for Uber and Lyft. Can you imagine the shock one night when one of my students got into my car as a passenger for Uber! "Mr. Penhollow, you drive Uber?!" Yes, dear student, many teachers cannot afford to live on a teacher's salary. I often think about all the things I would love to be planning for my students. Instead, my energy must be focused on creating my own salary differential by moonlighting. This is detrimental to every aspect of education in Hawaii. Our students deserve to have professionals who do not need to work extra jobs just to live. Lawmakers need to make teacher salaries a priority in 2020. Many of us can no longer sit back and wait for you to act. There is a growing consensus who are deciding to become much more involved in monitoring the actions of our elected officials. It is time to move beyond lip service regarding our "support for education." This is a perennial matter that demands and immediate response.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The department will need 45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

We need your help. Mahalo.

Steven (Avi) Penhollow  
District 28  
O'ahu



**SB-2488**

Submitted on: 2/2/2020 12:20:44 PM

Testimony for EDU on 2/5/2020 2:45:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
KATHERINE ROSEGUO	Individual	Support	No

Comments:

Chair Kidani and Members of the Committee:

My name is Katherine Roseguo. I am a teacher at Honokaa Middle School on Hawaii Island. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The department will need 45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

I am a veteran teacher and I have been working through the years with no compensation for my years of service. It is disheartening to see that this is not valued. We need to compensate our experienced teachers for the future of our keiki and our Hawai'i.

We need your help. Mahalo.

Katherine Roseguo, Puna District, Hawai'i Island

**SB-2488**

Submitted on: 2/2/2020 1:26:03 PM

Testimony for EDU on 2/5/2020 2:45:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Amanda Nelson	Individual	Support	No

Comments:

## TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

WEDNESDAY, FEBRUARY 5, 2020 2:45 p.m.

Chair Kidani and members of the Education Committee:

My name is Amanda Nelson. I am a teacher at Ke Kula Kaiapuni ‘O PÅ«‘Å• hala School in Windward District on O‘ahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

Although I am not a Hawaiian Immersion teacher or a special education teacher, fixing the teacher salary compression issue will make a big impact for people in my community. I have the privilege of working at a Kaiapuni (Hawaiian Immersion) school and I witness first hand how hard our kumu work to provide the best education for our haumÄ• na (students) in ‘ÅCElelo Hawai‘i. These educators go above and beyond on a daily basis and inspire me, as a fellow educator, to be more committed to my work.

These kumu go above and beyond to ensure that our haumÄ• na are being provided as many opportunities for ‘ÅCElelo Hawai‘i acquisition as possible and they deserve to be compensated for all of the work that they put in for our students, our school, and our community.

E mau ka ‘Å• lelo o ka ‘Ä• ina, ka ‘ÅCElelo Hawai‘i. (Perpetuate the language of this land – the Hawaiian language.)

We need your help.

Mahalo,

Amanda Nelson, Windward District



**SB-2488**

Submitted on: 2/2/2020 1:41:27 PM

Testimony for EDU on 2/5/2020 2:45:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Ryan Watada	Individual	Support	No

Comments: TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION WEDNESDAY, FEBRUARY 5, 2020 2:45 p.m. Chair Kidani and members of the Education Committee: My name is Ryan Watada. I am a teacher at Mililani Mauka Elementary in the Central District on Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki. I have been teaching for 30 years and still not at Step 14B. I remain in this profession because I really enjoy teaching our keiki, but there have been many times I needed to look at taking care of not only myself, but my family as well. My family does struggle but it should not be like this. We are professionals and went to college to earn our degrees, and yet, we are one of the lowest paid professionals out there. Achieving Step 14B will be huge for my family. My daughter will be starting college this year so you can imagine how much this will assist my family financially. Please please support Hawaii's teachers by supporting SB2488. You can make a world of difference for not only the teachers that are in the profession now, but for all the up and coming teachers who are thinking about joining the profession. We are the future of Hawaii's keiki. We need your help. Mahalo. Ryan Watada Central District Oahu

**SB-2488**

Submitted on: 2/2/2020 2:53:22 PM

Testimony for EDU on 2/5/2020 2:45:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Jane Lee	Individual	Support	No

## Comments:

My name is Jane Lee. I have been a teacher with the DOE for 16 years. Not receiving enough monetary compensation to meet the high living costs of living in Hawaii has made me ponder whether I should leave the DOE for other jobs. If this bill is passed, it will really help me continue with my current job instead of looking for a new one. Thank you and hope this bill can go through.

Jane Lee

Farrington High School

**SB-2488**

Submitted on: 2/2/2020 5:09:37 PM

Testimony for EDU on 2/5/2020 2:45:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Shannon Kaaa	Individual	Support	No

Comments:

Chair Kidani and members of the Education Committee:

Aloha.

My name is Shannon Kaaa. I am a teacher at Fern Elementary in the Farrington complex of the Honolulu district on Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please fund the proposals to fix the teacher salary compression issue and provide differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions. The funding is needed to retain our teachers and to provide incentives in areas that are hard to fill. Funding these proposals will show that Hawaii values public education.

When I changed careers to become a special education teacher in 2000, I took a significant pay cut. At the time, I thought that with experience, I would eventually earn pay increases that would allow to me match my previous earnings. However, during the past 20 years, teachers have been asked to take pay cuts and often received pay raises at rates less than other public sector employees. And, when teachers were no longer allowed to have their own health plan, VEBA, teachers suffered higher health plan costs, which further reduces our paycheck.

As I approach 25 years in teaching, I am seriously considering quitting teaching and pursue other employment. I have a limited number of years left to earn an income that will support me in retirement. If these proposals become a reality, I would stay. I love teaching, but at this stage of my life, I need more pay to build a nest egg.

Please invest in public education and the future of our keiki.

Mahalo,

Shannon Kaaa

District 33, Precinct 4



**SB-2488**

Submitted on: 2/2/2020 6:49:47 PM

Testimony for EDU on 2/5/2020 2:45:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Mara Saltzman	Individual	Support	No

Comments:

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

WEDNESDAY, FEBRUARY 5, 2020

2:45 p.m.

Chair Kidani and members of the Education Committee:

My name is Mara Saltzman. I am a teacher at The Volcano School of Arts & Sciences, Public Charter School in Ka'u on The Big Island. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

Please include in your bill funding for public charter school teacher salaries. I am a DOE-paid charter school teacher. I recently received incremental pay for two bonuses: a special education teacher bonus and a hard-to-staff-location bonus. My colleagues at the charter school where I teach did not receive bonuses at this time because they are not DOE-paid, though they teach in the hard-to-staff location of Ka'u.

Teachers experience hardships related to pay in Hawaii. With salary compressions in recent years, teachers have not been fairly compensated for their long hours and dedication. Many are leaving the profession in Hawaii and this is particularly impacting the field of special education, where students need qualified teachers. Given the long hours of preparation work that goes beyond regular school hours, teacher salaries are not competitive enough to recruit and retain enough qualified teachers in Hawaii. This is obvious when you look at the high rate of teacher vacancies and classrooms with uncertified teachers in Hawaii.

Thank you for your time.

Sincerely,

Mara Saltzman

**SB-2488**

Submitted on: 2/2/2020 3:47:31 PM

Testimony for EDU on 2/5/2020 2:45:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Michael Kline	Individual	Support	No

Comments:

February 2, 2020

Chair Kidani and Members of the Committee:

My name is Michael Kline. I am a Special Education preschool teacher at Kilauea School on Kaua'i. I have been a National Board Certified Teacher in the certificate area of Exceptional Needs since 2003. I have two Masters Degrees. I have worked in the Department of Education for 20 years as a Special Education teacher. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funding for the pay differentials for special education teachers, Hawaiian Immersion, and hard to staff positions and enough funding to fix the teacher salary compression issue. The department will need 45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

I am 58 years old now. I love teaching especially our precious Special Education students. It is my calling in life to work with and advocate for students with special needs. However, with the overwhelming job demands of being a Special Education teacher and with the hundreds of hours of work I do outside of my work time as a Special Education teacher in addition to having a second job, I don't know if I want to continue working all of the extra hours without pay and with the respect I should have. I think about retirement more these days, which is unfortunate. My twin brother is a doctor. My younger brothers are a paralegal and a tv producer. They get paid for every hour they work; they get overtime. Their salaries increase every year they work. I work just as hard and long as they do. I work hundreds of hours of overtime and get no extra pay. My salary went down from 2009-2015. I am only on Step 11 after 20 years of service. If we want students to have quality teachers, like myself, we will want to retain our most experienced teachers instead of them retiring early and prevent having the constant turnover at the bottom with inexperienced and new teachers. With the shortage differential pay that Special Education teachers got starting in January, it really helps me feel more valued. It motivates me to work all the extra hours for my students, but this amounts to only about \$400 dollars extra per month. This helps a little to keep up with my monthly mortgage and car payments, but does not keep pace with the cost of living expenses to be able to live in Hawai'i. When I do retire, I will want to have

enough money to stay in Hawai'i, my home, but I don't believe at this point I will be able to afford it and may need to move to the mainland. With the Special Education differential and the compression pay, I will continue to teach and to live in Hawai'i and hope to do so until I am 70. I love teaching and love my Special Education students. They need me and many more of us teachers nearing retirement to stay and teach them.

Chair Kidani and Members of the Committee, we need your help. Please address this issue now and stop kicking it to future years. If we can retain more teachers, our schools and keiki will surely benefit.

Michael Kline

Kilauea School, Kapa'a District, Island of Kaua'i



**SB-2488**

Submitted on: 2/2/2020 9:31:18 PM

Testimony for EDU on 2/5/2020 2:45:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Tina Marie Myers	Individual	Support	No

Comments:

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

WEDNESDAY, FEBRUARY 5, 2020

2:45 p.m.

Chair Kidani and members of the Education Committee:

My name is Tina Marie Myers. I am a special education teacher at Manana Elementary School in Leeward District on Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

This is my 10th year teaching special education in Hawaii. In the last five years, I have been working in a fully self contained classroom with high needs students. This has been a rewarding, yet highly challenging job. Over the years, there have been a few times when I have seriously considered changing professions due to feeling overwhelmed by the various demands of the job including, but not limited to, paperwork, case coordination, staff management, parent demands, and physical demands. I have worked with a wide variety of students, including students who are nonverbal, physically aggressive, elope out of the classroom, need nursing assistance, are not toilet trained, require the use of a wheelchair, fall down frequently, or climb on the furniture. Most recently, my classroom staffing has dramatically decreased due to recent changes to the criteria for one-to-one support, per superintendent memo dated 9/6/19. While my current students regularly do not display intense aggressive behaviors, due to their cognitive abilities, most of them require close adult supervision throughout the day to help them with safety as they navigate the campus, provide prompts/cues to support communication and to facilitate social interactions with general education peers. This

reduced staffing has increased the workload for myself (and my EA) and takes valuable time from conducting educational activities with my other students while I need to accompany one of the students to lunch, recess or the restroom.

Special education students deserve highly qualified, highly trained teachers. The special education differential helps recruit and retain teachers in positions that have a high turnover. It helps with the increased workload due to reduced classroom staffing. It helps with the required, endless paperwork. It helps when we need to manage support staff and constantly train ever changing support staff. It helps when we are short staffed and don't have enough coverage in a day. It helps when we don't get a lunch break because we are short staffed. It helps when we need to be with our students before and after the daily school bell, depending on when the bus arrives or leaves. It helps as we coordinate multiple grade level, resource and service (OT, PT, speech) schedules. It helps as we take the time to find and create appropriate learning activities for students in multiple grades in one classroom with a large range of needs and IEP goals. It helps as we advocate for our students to participate in activities with their general education peers. It helps as we develop ways to teach our students to be as independent as possible.

We need your help. Mahalo.

Tina Marie Myers, Leeward District, Oahu

**SB-2488**

Submitted on: 2/3/2020 7:35:07 AM

Testimony for EDU on 2/5/2020 2:45:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
David Negaard	Individual	Support	No

Comments:

Chair Kidani and Committee Members,

I am David Negaard, a public schoolteacher in Wailuku on Maui. I support SB2488, SD1, and would encourage an improvement.

It is true that base teacher compensation in Hawai'i is a major factor in our 110 year old teacher shortage, and that compensation across the board is inadequate for teachers to focus their whole professional attention on the job of educating our keiki. It is further true that some areas and some specialities are especially difficult to staff. It is also true that the salary compression that resulted from a combination of: actions taken during the recent recession, and the lack of automatic annual step increases, creates injustice when some teachers with much greater experience do not receive compensation commensurate with their experience. This is not a new problem, and it is reassuring that the legislature seems (finally!) willing to acknowledge the inequities inherent in our state's teacher compensation and take some small steps to address those inequities.

I strongly urge the legislature to approve not just the \$25 million in SB2488 SD1 as currently written, but an additional \$45 million, so that the "experiment" may yield meaningful results. A full \$70 million would, for one year, correct the teacher salary compression issue and fund differentials for qualified teachers in special education, Hawaiian Immersion, and hard-to-staff geographical locations. Our teachers want to make teaching their only professional focus, and addressing these two issues would make a start toward allowing them to do so.

I love teaching English at Henry Perrine Baldwin High School in Wailuku. These students make my heart soar, and being a part of their lives and growth is immensely rewarding.

It is less rewarding to have to leave school as soon as the contract allows every day so that I can go to my side job and earn a little more so that I can stay in Hawai'i. It is less rewarding to have taken early retirement from the California State Teachers Retirement System (and therefore getting less than if I had waited 4 more years) so that I can stay. It is less rewarding to contemplate *having* to teach (it is one thing to continue because I love it, and another to have no choice) until I am 78 years old in order to retire in Hawai'i.

I am not eligible for differentials, and I started with the Department of Education after the recession, so neither of these measures benefits me personally. I will continue to scrape by (because I am staying, though many of my colleagues cannot) until the legislature funds the final step in addressing teacher compensation—significant increases in base salary—and makes teaching a sustainable career in our beautiful state.

**SB-2488**

Submitted on: 2/3/2020 8:17:04 AM

Testimony for EDU on 2/5/2020 2:45:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Cherese Carlson	Individual	Support	No

Comments:

Chair Kidani and members of the Education Committee:

My name is Cherese Carlson. I am a teacher at Waipahu High School in the Leeward District on Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

As a single parent, I work so hard to provide for my children. My work as a special education teacher often taking time away from my children because I am doing IEP related work on the weekend. We have not been given enough time during work to adequately complete all of my responsibilities. Having the added differential would greatly help me to continue to stay and work hard in my profession and help me provide for my family.

We need your help. Mahalo.

Cherese Carlson, Leeward District, Oahu

**SB-2488**

Submitted on: 2/3/2020 8:32:29 AM

Testimony for EDU on 2/5/2020 2:45:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Sara Heller	Individual	Support	No

Comments:

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

WEDNESDAY, FEBRUARY 5, 2020

2:45 p.m.

Chair Kidani and members of the Education Committee:

My name is Sara Heller. I am a teacher at Moanalua Elementary School in the Central District on Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

I have been teaching special education in DOE school for the past 5 years. I have seen so many teachers who fill special education positions because we need teachers, but these individuals are not passionate about special education, or have not had any education about how to teach students with special needs and struggle to provide the education these students deserve. If we show teachers, especially special education teachers, that they are valued in our state we can attract fully educated teachers who understand the processes and laws of special education to teach in Hawaii. It will also allow local special education teacher candidates to enter the position knowing that they will be able to afford living and teaching in their home state of Hawaii.

We need your help. Mahalo.

Sara Heller, Central District, Oahu

**SB-2488**

Submitted on: 2/3/2020 9:52:37 AM

Testimony for EDU on 2/5/2020 2:45:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Don Coloma	Individual	Support	No

Comments:

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

WEDNESDAY, FEBRUARY 5, 2020

2:45 p.m.

Chair Kidani and members of the Education Committee:

My name is Don Coloma. I am a teacher at Waipahu High School in the Leeward District on Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

It is embarrassing to be a teacher for more than 30+ years and not able to honestly tell a student that he or she should get their college degree and become a high school teacher and earn an average of \$49,000 a year. Personally, after 30 years of work I have not gone past the \$100,000 mark at all, and probably will not get there before I retire. While their brothers or sisters are earning that \$100,000, 10 years out of high school with no degree.

We need your help. Mahalo.

Don Coloma, Leeward District, Oahu

**SB-2488**

Submitted on: 2/3/2020 10:18:56 AM

Testimony for EDU on 2/5/2020 2:45:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Katrina Karl	Individual	Support	No

## Comments:

My name is Katrina Karl. I am a teacher at Waipahu High School in the Leeward District on Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

As a teacher in the beginning of my career, I find it disheartening that many of my mentors with far more years of experience in the DOE do not make much more money than I do. Salary compression has made it difficult or impossible for them to face challenges such as caring for aging parents, keeping up with the cost of living, and planning for retirement. I am concerned that as I spend more and more years in the DOE, salary compression would have the same impact on my peers and me, and exacerbate our existing problem with teacher retention. While many pay increases through class movements are possible for teachers early in their careers, salary compression that would likely continue without the passing of this bill will make remaining in teaching a struggle for us all.

Pay differentials are also necessary to compensate teachers for their unique challenges in special education, Hawaiian language immersion, and hard to staff roles. I cannot speak for teachers in the latter two roles, but as a special education teacher, I highly value the pay differential as it acknowledges the substantial additional work that goes into managing several students' IEPs and providing specially designed instruction and appropriate accommodations for them.

Katrina Karl, Leeward District, Oahu



**SB-2488**

Submitted on: 2/3/2020 12:03:57 PM

Testimony for EDU on 2/5/2020 2:45:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Lisa Morrison	Individual	Support	No

Comments:

Chair Kidani and members of the Education Committee:

My name is Lisa Morrison. I am a teacher at Maui Waena Intermediate on Maui. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

I won't personally profit from these, because I am at a step that corresponds to my years of service with the department, but it is unfair that teachers with 15 more years of service than myself are only 2 steps above me on the pay scale. I believe this needs to be remedied, and it's not enough to say we will only do it some of it. ALL of the inequity needs to be addressed.

We need your help. Mahalo.

Lisa Morrison, Maui Waena Intermediate, Maui

**SB-2488**

Submitted on: 2/3/2020 1:02:13 PM

Testimony for EDU on 2/5/2020 2:45:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Hailey Mozo	Individual	Support	No

## Comments:

My name is Hailey Mozo. I am a teacher at Laie Elementary in Windward District on Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

I've been working for the state for 17 years. I've watched many qualified colleagues over the years leave the profession because they couldn't afford to live in Hawaii on a teacher salary.

We need your help. Mahalo.

Hailey Mozo, Windward District, Oahu

**SB-2488**

Submitted on: 2/3/2020 5:26:45 PM

Testimony for EDU on 2/5/2020 2:45:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Kehaulani Medeiros	Individual	Support	No

Comments:

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

WEDNESDAY, FEBRUARY 5, 2020

2:45 p.m.

Chair Kidani and members of the Education Committee:

My name is Kehaulani Medeiros. I am a teacher at NÄ• wahÄ«okalani'Ä• pu'u in Kea'au on Hawai'i Island. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

The school I teach at, focuses on educating our students solely through the Hawaiian language. Our teachers spend many hours creating lesson plans through a Hawaiian perspective since there are not much, if any lessons, in the Hawaiian language. The teachers know it is our kuleana to prepare our students so they can graduate and become key members of our community. We humbly ask that the committee considers this bill so teachers may be able to continue focusing on our students and not have to sacrifice their time with working another job in order to pay bills. The support of this committee will be greatly appreciated.

We need your help. Mahalo.

KÄ“haulani Medeiros, Kea'au, Hawai'i Island

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**SB-2488**

Submitted on: 2/3/2020 12:16:41 PM

Testimony for EDU on 2/5/2020 2:45:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Tuiaana Scanlan	Individual	Support	No

## Comments:

My name is Tuia'ana Scanlan. I live in Kalihi on Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian Immersion, and Hard to Staff positions to show that we as a state value our hardworking teachers. They not only need this 25 million, but they will need 45 million more to fix it right the first time. Our teachers are worth it as they are important for the future of our keiki.

We need your help. Mahalo

**SB-2488**

Submitted on: 2/3/2020 1:07:52 PM

Testimony for EDU on 2/5/2020 2:45:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Teagan bruce	Individual	Support	No

Comments:

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

WEDNESDAY, FEBRUARY 5, 2020

2:45 p.m.

Chair Kidani and Members of the Committee:

My name is Teagan Bruce. I am a teacher/community member at in Waianae, where I live and teach on the island of Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The department will need 45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

Currently I live in 4 bedroom house with two other teachers. We each have families and are unable to support them on our own. We have to combine our resources to get by. We lived in cramped quarters which interferes with our quality of life, which interferes with our general wellbeing and thus our enthusiasm for teaching. We are in our late thirties. As committed and accomplished teachers we should be able to provide for our families just as richly as we provide for our students. However, the high cost of living is too much. We need higher pay! Our other roommate moved out because of the high cost of living and went to the mainland. It's so sad because he and his wife were AMAZING and dedicated professionals. Waianae lost two gems when they left our community.

We need your help. Mahalo.

Teagan Bruce, Waianae, Hawaii

**SB-2488**

Submitted on: 2/3/2020 2:25:52 PM

Testimony for EDU on 2/5/2020 2:45:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
Springer Kaye	Individual	Support	No

Comments:

I support this bill and ask for additional funding to ensure full implementation.

**SB-2488**

Submitted on: 2/3/2020 2:48:23 PM

Testimony for EDU on 2/5/2020 2:45:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Jon Fia	Individual	Support	No

## Comments:

Chair Kidani and members of the Education Committee:

My name is Jon Fia. I am a teacher at Waipahu High School in Leeward District on Oahu. I am submitting testimony in **SUPPORT** of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

Its hard for me to look at my students especially those aspiring to be future educators and encourage them in this profession in Hawaii. The fact is that many of us feel under-appreciated and at this stage counting the clock to when we can leave. By approving this bill AND funding it, several positive things will occur within our public school system.

- The most seasoned teachers will be compensated and likely extend their time in this career since they feel valued. Its very discouraging even insulting to know some of our peers with much less experience than us make the same amount of money while not making the sacrifice we did during the economic downturns. The state balanced their budget off of our backs and we are owed due respect. Those hard years affected us in many ways directly affecting our quality of life. For my wife (also an educator) and I, those hard years forced us to underfund our children's college education fund. As a result, it has been depleted with more years to go for our oldest and our youngest on deck to enter college. It breaks our heart knowing we wont be able to contribute to their college education as much as they deserve. In there very minimum, the passage of this bill will allow us to assist our sons with their college education. Ironically our oldest aspires to be a future teacher.
- Many teachers will be able to focus on their job of being a good teacher since they wont have to work a second or third job to make ends meet. We all know that success in the classroom comes from preparation outside the classroom. That is really hard to do when a teacher is working extra jobs. This



alone should be reason enough to fund this. That will have a direct impact in the classroom.

- Show the impressionable students in high school and college that education is a viable career in Hawaii. If all they see is teachers struggling to survive, how many of them are willing to risk entering the profession much less stay and make it a career? We are at a shortage of teachers every year. No one encourages youth to enter education because they know they are underpaid and under-appreciated. Its time to change that perception.

Please dont kick the proverbial can down the road on this issue. The time has come to make things right.

We need your help. Mahalo.

Jon Fia, Leeward District, Oahu

**SB-2488**

Submitted on: 2/3/2020 3:47:43 PM

Testimony for EDU on 2/5/2020 2:45:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
Blake WATson	Individual	Support	No

Comments:

**SB-2488**

Submitted on: 2/3/2020 5:50:58 PM

Testimony for EDU on 2/5/2020 2:45:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Landon	Individual	Support	No

Comments:

Chair Kidani and Members of the Committee:

My name is Landon. I am a teacher/community member at in the Leeward district on Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The department will need 45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

Many teachers have second jobs in order to support their families to live modestly.

We need your help. Mahalo.

Landon, Leeward, Oaha

**SB-2488**

Submitted on: 2/3/2020 6:11:29 PM

Testimony for EDU on 2/5/2020 2:45:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Jasmine Inman	Individual	Support	No

## Comments:

My name is Jasmine Inman. I am an Early Childhood Special Education teacher at Pearl Harbor Kai Elementary School in Central District on Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

I was born and raised in Hawaii, and I would love to stay here in the islands. My desire is to raise my family here, as well. Although my husband is from Oregon, he considers Oahu his home, and has no desire to move back to the mainland. However, his whole family is still in Oregon, and his parents desperately want us to move there. They keep insisting that the cost of living in Hawaii is much too expensive, and that home prices are significantly cheaper in Oregon. And they're right.

It's very difficult making ends meet in Hawaii, especially when you consider that the dollar stretches farther on the mainland. Most of my husband's peers in Oregon own homes and have large properties. We don't need a big house or even an acre or two, but the pay differentials will definitely help us in our efforts to stay here. I love my job, and I love my island home, and I want to be able to stay in Hawaii forever, not just as long as we can afford it.

We need your help. Mahalo.

Jasmine Inman, Central District, Oahu

**SB-2488**

Submitted on: 2/3/2020 6:19:53 PM

Testimony for EDU on 2/5/2020 2:45:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Laurie Varholak-Madani	Individual	Support	No

## Comments:

I need these differentials to help sustain my cost of living on Molokai. I also have 2 other part time jobs, and am still barely making ends meet. Please consider supporting education and our dedicated teachers. Without it, I am headed onwards.

**SB-2488**

Submitted on: 2/3/2020 9:07:20 PM

Testimony for EDU on 2/5/2020 2:45:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Sarah Milianta-Laffin	Individual	Support	No

Comments:

Chair Kidani &amp; Education Committee,

It's 2:01 am eastern standard time and I'm sitting in a hotel room in Washington, DC losing sleep to type my testimony. I'm at the CADCA Conference about mental health, and substance abuse, and I'm trying to find strategies to keep my students safe and healthy. This isn't a rare thing; teachers do extra work and lose sleep all the time, worrying about other people's children. It's the nature of the job.

But do you know what we teachers shouldn't worry about? Being fairly compensated for our work.

My name is Sarah Milianta-Laffin. I am a teacher at Ilima Intermediate School in the Campbell-Kapolei Complex on O'ahu. I am submitting this testimony in support of SB 2488, proposed SD 1.

Please provide the funds to fix teacher salary compression. I'm a 14 year, nationally recognized educator who makes \$49,000. This is less than I made during my 1st year teaching, 14 years ago, in Texas. This is the lowest salary of my career. My rent in Kapolei is \$3000 per month, we have no savings, and even though I desperately want to start a family -- I can't afford to have a baby as a teacher in Hawai'i.

And while fixing compression won't help teachers in my particular situation, I support it, and I am urging you to support it because I believe that a rising tide lifts all boats, and we need a king tide to come through for teachers. Students deserve teachers who can focus all their energy on creating engaging lessons, not worrying about how they can make ends meet.

I urge you to please fund the pay differentials for teachers in hard to staff positions, special education, and Hawaiian language immersion. Mahalo for reading, and for supporting the students of Hawai'i by caring for their teachers. Curious about my students? Follow us on Twitter/Instagram at @STEMwithMili to see what my classroom is all about.

Sarah Milianta-Laffin

Home: 971 Kuou Street #207 Kapolei, HI 96707 (O'ahu)

School: Ilima Intermediate School, Ewa Beach HI

**SB-2488**

Submitted on: 2/3/2020 9:26:38 PM

Testimony for EDU on 2/5/2020 2:45:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Phillippe Galicinao	Individual	Support	No

Comments:

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

WEDNESDAY, FEBRUARY 5, 2020

2:45 p.m.

Chair Kidani and members of the Education Committee:

My name is Phillippe Fernandez Galicinao. I am a teacher at HÄ• lau KÅ« MÄ• na New Century Public Charter School in Honolulu on O'ahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

I am a secondary mathematics and science teacher and certified in 6-12 STEM, 6-12 Science and 6-12 Mathematics. I have a MEd in Curriculum Studies and and a student in the PhD in Education in Curriculum and Instruction at the University of Hawai'i at MÄ• noa. I work full time and am at the highest classification on the pay scale. Unfortunately, I still need to have a supplementary job teaching culture-based STEM with Kamehameha Schools Kilohana, Waialua program during the Fall, Spring, and Summer intersessions. Despite my full time teaching in the Hawai'i State Department of Education and part-time teaching with Kamehameha Schools, I am still struggling to pay my mortgage, Federal student loans, graduate school expenses, medical bills, and day-to-day expenses.

Unfortunately, my story is not an uncommon one. My teacher colleagues have very similar stories to tell about multiple jobs in addition to their full-time teaching careers just



to make ends meet. Many of us have graduate degrees and have worked hard to take graduate classes and professional development courses (PDE3) to earn a livable wage. Every year, that livable wage seems to increase while teacher pay has remained historically stagnant and did not keep up with inflation or cost of living in Hawai'i.

I was born in Honolulu, raised in Kā• ne'ōhe, and have lived in Makiki and Mā• noa for the last 13 years. I teach and work in the community that I live in and every year I contemplate if I should leave the teaching profession because although I know how important it is to have local teachers represented in the classroom in Hawai'i, expenses are making it difficult to remain in the profession.

Teachers need to be compensated like any other profession. Teachers are the foundation to a society and education is the foundation to a successful democracy. The legislature needs to make it a priority to support teachers and prevent the worst teacher shortage in recent history. Without a livable wage, teachers will leave the profession and students will not want to become teachers when they graduate.

We need your kā• kua.

Mahalo,

Phillippe Fernandez Galicinao

Kumu, Hā• lau Kā• Mā• na New Century Public Charter School

Honolulu, O'ahu

Student, PhD in Education: Curriculum and Inst

ruktion

College of Education, University of Hawai'i at Mā• noa

**SB-2488**

Submitted on: 2/3/2020 9:29:15 PM

Testimony for EDU on 2/5/2020 2:45:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Andrea Eshelman	Individual	Support	No

Comments:

Chair Kidani and members of the Education Committee:

My name is Andrea Eshelman. I am a proud public school graduate, parent of public school students and former teacher at Pearl City High School. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

For far too long we have had far too many vacancies in our schools, teachers need to be given compensation that reflects their experience and is competitive with similar school districts. We also need to recognize those area where shortages are especially extreme. Thank you for making a difference.

Mahalo,

Andrea Eshelman

Mililani, Hawaii

**SB-2488**

Submitted on: 2/3/2020 10:03:08 PM

Testimony for EDU on 2/5/2020 2:45:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Joanna Wright	Individual	Support	No

Comments:

**TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION****RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION****WEDNESDAY, FEBRUARY 5, 2020****2:45 p.m.****Chair Kidani and members of the Education Committee:**

**My name is Joanna Wright. I am a teacher at Roosevelt High School in the Honolulu District on Oahu. I am submitting testimony in support of SB 2488, proposed SD1.**

**Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.**

**I would particularly like to request funding for the shortage differential for special education teachers. Our students with special needs deserve the best and most experienced teachers, and they are the ones who suffer most when they lack qualified teachers. Unfortunately, these students are the most likely to be taught by a long term sub or emergency hire because we have a chronic shortage of special education teachers.**

**We special education teachers love our students, and what we do to help them, but we face the harsh realities of life and often our decision-making comes down to the bottom line--how well we are providing for our families. There are two ways this impacts our shortage of special education teachers: 1) the cost of living is lower in other states, so teachers leave Hawaii, and 2) general education teaching jobs involve less stress and responsibility, so tenured special education teachers**

often move out of special ed into general ed positions, and new teacher trainees overwhelmingly choose to go into general education.

The special education pay differential addresses both of these issues, easing the financial strain on families and providing an incentive and morale boost for teachers to stay in (or go into) special education positions. This is a practical and effective way to increase the supply of qualified special education teachers and keep them in their positions, where they will become more effective each year. I can say personally that the pay differential has made a big difference in my ability to provide for my family and has made my decision to stay where I am a lot easier. That's good news for my students, with whom I have built relationships and who are counting on seeing me again next year, when they will benefit from the experience I continue to gain, the connections I continue to build and the curriculum I continue to develop over each year in my current position. Please keep this differential in place to we can attract and retain a qualified teacher for every special education position in the state.

We need your help. Mahalo.

Joanna Wright, Honolulu District, Oahu

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

WEDNESDAY, FEBRUARY 5, 2020

2:45 p.m.

Chair Kidani and members of the Education Committee:

My name is Tammy Holt I am a teacher at Waikiki Elementary School in Honolulu District on Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

I am writing in support of pay compensation for our veteran teachers. As veterans, these teachers provide invaluable support to our public school communities. The experience and expertise these teachers provide cannot be replicated by certification, professional development or degree. They are integral to the overall operations of our public schools. As veterans, these dedicated men and women serve as liaison and support for administration, they mentor new teachers, serve as grade level leaders and are able to provide proven curriculum support. In doing so, our veterans tend to be generous and giving of the aforementioned duties. They lend a hand when only experience can fulfill a need. This is in addition to their daily duties and unpaid. I ask that you please support our veteran teachers so that they may continue to perpetuate best practices that support our students.

Further, I am writing in support of pay differentials for hard to staff, Native Hawaiian Language immersion teachers and special education teachers. The state of Hawaii has a unique obligation to support children of Native Hawaiian descent. We are in desperate need of qualified teachers who can teach Native Hawaiian Language in an immersion environment. Also, quality education is crucial for our students who qualify for special education students. Please, invest in the students today so that they may invest in our community tomorrow.

We need your help.

Mahalo.

Tammy Holt, Honolulu District, Oahu

February 3, 2020

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION  
RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

Aloha mai e Chair Kidani and members of the Education Committee,

My name is Rebecca Kapolei Kiili I am a teacher at King Kekaulike High School in the Hawaiian Language Immersion Program (HLIP) on the island of Maui. I am submitting testimony in support of SB 2488, proposed SD1.

Providing funds to fix the teacher salary compression issue along with providing funding for the pay differentials for teachers in special education, Hawaiian Language Immersion, and hard to staff positions are sorely needed to demonstrate that our state values education and the teacher workforce. It is a bold step that I hope all of you will take to fix the teacher shortage problem that has been persistently plagued our profession for too many years.

I am a teacher impacted by the salary compression issue because furlough Fridays were instituted at the beginning of my career. As a brand new teacher to the field, it was somewhat embarrassing to see national headlines criticizing and mocking Hawai'i as a state that did not value education because it cut out school days to balance the budget, all at the expense of our teachers, students, and families. Fixing this salary compression issue will set this issue to rest as it is a one-time only compensation. This will ensure that seasoned teachers stay in the classroom as well as prevent larger gaps in the already persistent teacher shortage problem. Please fund this to fix the issue once and for all.

I am also impacted by the pay differential for Hawaiian Language Immersion teachers. My entire teaching career of 16 years has been in the HLIP in both the elementary and high school campuses. We have lost a lot of teachers over the years due to low pay and heavy workloads. Private schools are offering higher pay and a more balanced workload that make those teaching positions much more attractive to some individuals. This makes the success of our HLIP across that state even that much more challenging for those of us who remain committed to the HLIP vision, mission, and goals. In my 16 years of teaching, I have had to spend extra hours translating curriculum material and developing a lot of my own instruction materials because they are not readily available for purchase. I feel like the differential pay is well deserved and long overdue for all my extra time, energy, effort, and investment.

If it is not enough that I have had to translate and create my own curriculum for my students, I have also had to endure challenges with being deemed non-highly qualified for my teaching position in high school because of federal laws like No Child Left Behind. Although I graduated

from a State Approved Teacher Education Program (SATEP) and earned my Kaiapuni teaching license, there are a lot of misaligned policies within the DOE between state and federal mandates. When I transferred to the high school, I was placed on the non-highly qualified list. Because of this non-HQ designation, I have had to take on the extra burden of earning the HQT designation to fit into the federal requirements which costed me more money after I graduated from college with two Bachelor of Arts degrees and my Teaching Certificate from an accredited teacher education preparation program.

I paid for a Praxis exam of \$200 which I failed to pass by 8 points. I paid for Professional Development courses and had to work my way up to earning enough credits which costed more money out of my pocket. I paid for the National Board for Professional Teaching Standards process and did not pass the content knowledge exam. I have had to pay all these extra fees out of pocket as an Immersion teacher. It is unfair that we have all these extra hoops to jump through and have added costs because we teach in Immersion. Where is the equity?

In my high school teaching line, I was assigned to teach all four grades and in three subject areas which is beyond my contractual assignment with only one preparation period for teaching eight subjects in one school year. All of this without any extra compensation for all the extra work I put in. Hawaiian Immersion teachers often work way beyond the work day. We are still bound to completing all the duties and mandates required by all teachers on top of these other responsibilities. One example is planning for the annual graduation ceremony. This one event takes over fifty hours to plan with parents and then an entire weekend to execute with very little sleep. We go above and beyond the call of duty and acknowledging our value is long overdue. We are truly deserving of this pay.

I realize that the Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worthy of this pay and I hope that all of you will be bold in your leadership like the BOE, DOE, HSTA, and our Governor when they worked together to propose these initiatives.

Hawai'i's keiki deserve the best teachers. Funding will retain the best teachers and compensate those who have already given so much to the profession. Please don't let us down.

With gratitude, humility, and respect,

*Rebecca Kapolei Kili, Maui*



**SB-2488**

Submitted on: 2/3/2020 10:06:48 PM

Testimony for EDU on 2/5/2020 2:45:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Nicole Heinlein	Individual	Support	No

Comments:

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

WEDNESDAY, FEBRUARY 5, 2020

2:45 p.m.

Chair Kidani and Members of the Committee:

My name is Nicole Heinlein. I am a teacher at in Iao Intermediate School on Maui. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian immersion, and hard to staff positions to show that we as a state value our hardworking teachers. I would also add in liensed English Language Teachers to that list, as our state does not have enough licensed teachers in this field. The department will need 45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

We need your help. Mahalo.

Nicole Heinlein

Kahului, Maui

**SB-2488**

Submitted on: 2/3/2020 10:07:51 PM

Testimony for EDU on 2/5/2020 2:45:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Jodi Kunimitsu	Individual	Support	No

## Comments:

Chair Kidani and members of the Education Committee:

My name is Jodi Kunimitsu. I am a math teacher at Maui High School. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

We are well aware of the teacher shortage in this state and it is so frustrating to hear about all the ways the DOE is attempting to fix the problem by recruiting more teachers, but ignoring the real problem, which is retaining the teachers we already have. We know that teachers already make so many personal sacrifices in order to help schools run more effectively and to help their students be successful. Sacrifices including paying for supplies out of pocket, volunteering time for extra curricular activities and meetings, and especially sacrificing personal time with family to do work that cannot get done during contract hours. Due to reasons such as these, in addition to not being able to make a living without a second job, many teachers are leaving the profession resulting in a teacher shortage.

It does not matter how many new teachers you recruit - from Hawaii or from the Philippines - no one is going to stick around if the same problems keep happening. You have the chance right now to help us fix this teacher shortage by allocating money for CURRENT teachers who have stuck around through the good, bad, and ugly. In addition, those who choose to teach in areas of high need would be compensated so that we can start to fill those positions as well.

Please do the right thing to help our teachers, students, and public school system. We need your help. Mahalo.

Jodi Kunimitsu  
Maui High School



**SB-2488**

Submitted on: 2/3/2020 10:14:06 PM

Testimony for EDU on 2/5/2020 2:45:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Ryan Mandado	Individual	Support	No

## Comments:

Aloha Chairwoman Kidani and Members of the Committee,

My name is Ryan Mandado and I'm the Chief Academic Officer of DreamHouse 'Ewa Beach Public Charter School. I am in full support of this bill.

One aspect of the bill I fully support is regarding the differential pay for Special Education teachers. I was the former Special Education Department Head of the largest school in the state, James Campbell High School. In this role, I supporting 30 extremely hardworking teachers who supported over 300 students with special needs. It is obvious these teachers work way more than their contractual hours and well beyond the work week. They service the most vulnerable population of the students and we need to retain their expertise in our classrooms.

Having over 600 Special Education classrooms without a highly-qualified Special Education teacher is a major problem. This should be a state of emergency. This bill will ensure we retain highly-qualified Special Education teachers in Hawai'i schools.

Once again, I strongly support this measure.

Mahalo,

Ryan Mandado

808-931-0442

ryanmandado@gmail.com

**SB-2488**

Submitted on: 2/3/2020 10:27:08 PM

Testimony for EDU on 2/5/2020 2:45:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Inga Park Okuna	Individual	Support	No

Comments:

Chair Kidani and members of the Education Committee:

We need your help. My name is Inga Park Okuna I am a teacher at Kalihi Uka School in the Honolulu District and a parent of a sophomore at Roosevelt High School. I am submitting testimony in support of SB 2488, proposed SD1.

I am sure you have heard about our teacher shortage crisis in Hawaii. If we do not fix this problem now, it will only get worse. Students need qualified teachers to get the education they deserve. If we provide quality teachers, I believe we can improve our society by leaps and bounds. The impact of a good education for a child is life-changing. I am fortunate to work in a wonderful Title 1 school in Kalihi Valley. We know our students and their families and provide a lot of supports for them. But even in such a delightful community, we have had teachers leave because they can't afford to live in Hawaii. The high turnover in our schools means that we continually have to hire new teachers, and there aren't enough to go around. We have had to rely on long-term substitutes and despite their (and our) best effort, our students' behavior and academic achievement suffered. It really isn't fair to our children. Multiply our experience by several hundred and imagine the severe impact on Hawaii's keiki.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Help us to keep qualified quality teachers in our schools, and help Hawaii's keiki to be able to thrive.

Mahalo.

Inga Park Okuna, Honolulu District, Oahu

**SB-2488**

Submitted on: 2/3/2020 10:42:34 PM

Testimony for EDU on 2/5/2020 2:45:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Lorri Sonan	Individual	Support	No

## Comments:

Chair Kidani and members of the Education Committee:

My name is Lorri Sonan I am a teacher at Mililani Mauka Elementary School in the Central District on Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

I started teaching in 1995. I came into the DOE at a time when there was an overabundance of teachers. I took the first job I was offered, which was in Waianae. A few years into my career times were tight for the state. I was one of the many who went on strike to better the salary for teachers. Like any strike it was a loose loose situation. We lost weeks of pay which was never made up by the minimal raises we got.

Like all teachers we persevered, but to no avail. Years went by and we received no step increases. At the time I thought nothing of it, until many years later when comparing my spot on the pay scale with a teacher with 15 years less experience than myself. To my surprise, she was only two steps below me. How could that be? I currently have 25 years with the DOE, and am nearing the end of my career. I think it is only fair that those of us with 20+ years of service be compensated for the many years that we were passed over for step increases because of the state's poor economy. Now we are at the other end of the pendulum swing, Hawaii has a teacher shortage. We always talk about raising the salary for beginning teachers, but now it is the time to pay those of us who have paid our dues and give us an incentive not to retire. A teacher shortage will surely hurt our keiki.

We need your help. Mahalo.

Lorri Sonan

Mililani Mauka Elementary

Central District, Oahu

**SB-2488**

Submitted on: 2/3/2020 10:54:08 PM

Testimony for EDU on 2/5/2020 2:45:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Renee Dieperink	Individual	Support	No

## Comments:

Aloha, my name is Renee Dieperink, and I am a teacher at Enchanted Lake Elementary School in Kailua. I have been teaching in Hawaii for 21 years, and have a second job as a bookkeeper for a construction business to make ends meet.

Why is it that so many teachers NEED a second job? I have lost so many coworkers and good friends because they ended up moving to the mainland.

I was appalled when I found out that some of my co-workers, who have only been teaching half the number of years I have, are earning the same as me! Lately I have actively started looking for other employment or self-employment, since I do not feel valued as a teacher. It's not only about the money, but that sure would make the many unrealistic expectations we face nowadays a lot better.

People and societies spend their money on what they value. This society obviously does NOT value teachers, and I have become very cynical about this. I even have to fund many classroom projects and supplies.

My oldest daughter wants to become a teacher, and is currently in her freshmen year in college. My first response was, "Well that's a sure path to poverty!" She then quickly added she will be moving to Seattle once she's graduated.

I actually love teaching, and live for the moments when I see that what I do has a major impact on a child's life. But unfortunately after so many years of going paycheck to paycheck, I too feel like moving away, or getting another job.

UNLESS...the legislator can find ways to keep me here by funding salary increases. That is what I would really prefer. And also to not have to work a second job, but to spend that time on better lesson preparing with all the special education inclusion that is expected nowadays.



**SB-2488**

Submitted on: 2/3/2020 11:56:19 PM

Testimony for EDU on 2/5/2020 2:45:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Jennifer Azuma Chrupalyk	Individual	Support	No

## Comments:

The people that we leave our kids with every day, are being hung out to dry by a system that expects miracles, but starves the people who make the miracles. How can we expect academic statistics to be so high when a teacher's pay is so low? They can't even focus on being a teacher because they have to worry about how. This is an ingredient that may lead to disaster. Invest in your teachers. They are the builders of tomorrow.

**SB-2488**

Submitted on: 2/4/2020 12:00:50 AM

Testimony for EDU on 2/5/2020 2:45:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Elizabeth Laliberte	Individual	Support	No

Comments:

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

WEDNESDAY, FEBRUARY 5, 2020

2:45 p.m.

Chair Kidani and members of the Education Committee:

My name is Elizabeth Laliberte. I am a teacher at Hilo High School in Hilo on Hawaii Island. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

This salary adjustment is crucial if we want to solve the teacher shortage crisis. Good teachers want to stay in the profession but can't afford to because the high cost of living. This attrition leads to a high number of substitutes or emergency hires filling vacant positions. Our school has some teaching lines that haven't had a licensed teacher for almost 5 years. The toll this turnover takes is measured in lower morale for teachers and lowered expectations for student success. Many studies conducted on what makes effective teachers good at what they do highlight the importance of relationships. Meaningful relationships aren't possible when teachers are coming and going each year.

Countries such as Canada, Japan and England which boast excellent public schools all have high teacher pay in common. If you are committed to the children of Hawaii you will support teachers earning pay that is commensurate with years of service. Other public servants have this type of compensation. My husband is a firefighter and his union doesn't need to negotiate step raises, they are given automatically. Our counties have

highly qualified and skilled firefighters because their pay is competitive. Let's do the same for our teachers, who have more training and require 4 year degrees.

The children of Hawaii and their teachers need your support. Mahalo.

Elizabeth Laliberte, Hilo, HI

**SB-2488**

Submitted on: 2/4/2020 2:29:38 AM

Testimony for EDU on 2/5/2020 2:45:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Melinda Odoardi	Individual	Support	No

## Comments:

I cannot afford to buy a house on my own here in Hawaii. I am going through a divorce after 30 years of marriage and it terrifies me to know that I could become homeless. I relied so much on my husband's income that it never crossed my mind to be concerned about a roof over my head. Well, now it is a genuine concern. Being a teacher in the Hawaii public school system has given me so much joy and happiness because of the connection that I have with the students and families in my community. However, many times I have seriously considered quitting because of the work overload and the low teacher pay. As we all know, Hawaii public school teachers are the lowest paid in the nation and yet Hawaii has one of the highest costs of living in the nation. The DOE constantly sends out surveys to educators for ideas on how to improve teacher retention, which frankly is ridiculous because the answer is quite obvious: compensate us fairly for the amount of work and time dedicated to the Department of Education. The latest news I have read is the DOE is planning to recruit teachers from the Philippines. How about paying the teachers who are already working for the Hawaii DOE more instead of flying to the mainland, or the Phillipines, and wasting money on travel expenses? I mentioned before the personal connection I have with my students. I smile everytime I see them because it is their faces that convinces me to stay as a teacher. I guess that enthusiasm pays off when students tell me they want to become a teacher. It is heartwarming to hear my students dream of a career in teaching. However, my true emotions are conflicted and I dare not show it on my face while I give them a high-five and a "I am so proud of you" response. No. I dare not dash their dreams. I will leave that guilt to the Hawaii legislature if they do not pass SB2488.

**SB-2488**

Submitted on: 2/4/2020 5:25:21 AM

Testimony for EDU on 2/5/2020 2:45:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Osa Tui, Jr.	Individual	Support	No

## Comments:

Aloha Chair Kidani and members of the Senate Committee on Education,

It is an honor to be able to submit testimony today in **STRONG SUPPORT** of SB2488 SD1. I have been the registrar at McKinley High School for over 10 years and a math teacher at McKinley and Castle High for another 10.

I am one of the unlucky ones who came in right when regular salary step movements became quite irregular. Now in my 22nd year of service to the Department of Education, I am on the same salary step as educators with 14 years of service and it'll take another 10 years at a minimum at the current rate to make it "to the top." Others with over 30 years of service are only finally making their way to the top of the salary schedule. This is not right and only promotes low morale within the ranks of our bargaining unit.

When the Department decided this semester to begin addressing shortage areas with shortage differentials, a glimmer of hope finally began to permeate. Never have our educators felt the bureaucracy move with such alacrity to make something happen to so dramatically and positively affect their lives. This will most definitely have an effect on addressing the shortage of teachers in critical areas including special education, Hawaiian immersion, and hard to staff areas. Chatter abounds as educators await the opening of the Teacher Assignment and Transfer Period commencing in two weeks.

The opportunity is now for you, our legislators, to be the heroes that are so desperately needed. Change for the better is so tantalizing close and we look to you to make this a reality. Make it so that our keiki will have qualified teachers in all of their classes and that they can look to those teachers and finally want to aspire to become teachers themselves one day.

Mahalo.

Osa Tui, Jr.

**SB-2488**

Submitted on: 2/4/2020 6:00:44 AM

Testimony for EDU on 2/5/2020 2:45:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Mireille Ellsworth	Individual	Support	No

## Comments:

Aloha Chair Senator Kidani, Vice Chair Mercado Kim, and Senate Education Committee,

My name is Mireille Ellsworth, a veteran public school classroom teacher for the past 16 years (6 more years before teaching in Hawai'i) at Waiakea High School in Hilo, and I am asking for your SUPPORT of this measure. The teacher shortage is evident in my classroom as I see eleventh grade students in my English class struggle even moreso than in years past. I am getting to know the students' educational history and have found out that many of the most struggling learners have had large GAPS in their education from having long-term substitutes and emergency hires throughout their schooling. Because they primarily come from one "feeder school" (the intermediate school in our complex), I am familiar with the turnover there and even at our own school! This teacher shortage needs to end, and the most effective way to do so is to make the teaching profession more attractive for our local best and brightest as well as retain the teachers we have.

I myself have had to go into debt (currently paying off 4 personal loans as well as my student loans) in order to make ends meet to stay here in Hawai'i. Although I am getting closer to retirement, I still feel the need to make plans to leave the state as California (where my aging parents and young granddaughter live) pays about \$20,000 a year more. I could pay off my debts in four years with that kind of salary rather than stay here and go FURTHER into debt! It is luring me away, and I have been making tentative plans to leave if my pay does not increase significantly. I am tired of paying credit card interest on basic living expenses like food and gas.

I have been actively testifying and fighting for the various efforts to increase funding for public education for over five years, and this has taken me away from time I could have been spending on my students, lesson planning, and professional development. I am weary from the continued disregard from our legislators to consider the sacrifices I (and almost every public school teacher I know) have made financially, especially after Furlough Fridays, DLWOP (directed leave without pay, essentially furloughs with a different name), and a battle with breast cancer that led to many expenses that my medical insurance did not cover. The current pay is not sustainable and must be remedied.

Where is the political will to educate our keiki to reach their goals? Where is the incentive for our most experienced teachers to stay? Where is the incentive to encourage our youth to become teachers and stay in Hawai'i?

Please support SB2488 all the way through this session to become LAW! Our keiki need good teachers to stay and local talent to enter the teaching profession.

Mahalo,

Mireille Ellsworth,

English and Acting Teacher,

Waiakea High School

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

WEDNESDAY, FEBRUARY 5, 2020

2:45 p.m.

Chair Kidani and members of the Education Committee:

My name is Maria Guardino. I am a teacher at Kawananako Middle School in Honolulu on Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

I am proud to share that I am in my 16<sup>th</sup> year of teaching in Hawaii's public schools. What saddens me the most though, is that in my 16 years, I have seen many, many teachers leave. Yes, some to other schools or to become administrators, but the majority of the teachers who have left, chose another profession or left the island to pursue higher salaries as teachers in other states. When teachers leave, it affects the continuity of the relationship teachers have built with their grade-level teachers, their teams of teachers and other structures of student support. Teacher retention is so important to maintaining the culture, morale and solidity of a school. Maintaining a positive learning environment directly affect our students, emotional and educational well-being.

Please support SB 2488.

Mahalo.

Maria E. Guardino  
Honolulu, Hawaii



**SB-2488**

Submitted on: 2/4/2020 7:37:43 AM

Testimony for EDU on 2/5/2020 2:45:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Eileen Carr	Individual	Support	No

Comments:

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION  
RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

WEDNESDAY, FEBRUARY 5, 2020, 2:45 p.m.

Aloha Chair Kidani and members of the Education Committee:

My name is Eileen Carr. I am a teacher at Manoa Elementary School in Honolulu District on O'ahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide \$25 million in funds to begin to address the teacher salary compression issue, and to fund pay differentials for teachers in hard to staff positions, special education, and Hawaiian language immersion in charter schools and the DOE. This bill can help change the course of education for the better, across the Hawaiian Islands. \$25 million is far less than it will eventually take to fully fund these critical measures, but this initial deposit will serve as a gesture of good faith on the part of the Hawai'i State Legislature.

How many of you attended public schools? How many of you rose to the positions of leadership that you now fill in part thanks to the dedication and support of devoted teachers? How many of you are now prepared to stand by our sides, defending our hard work and value? Our schools are critically understaffed, and our keiki absolutely deserve better. Every classroom across this state deserves a highly qualified, motivated teacher at its helm. Voting in support of measure SB 2488 will demonstrate your commitment to Hawai'i's public school teachers.

Our state is as strong as its public schools. Please show your support, and help Hawai'i's teachers to know that their work is valued and their futures are more secure.

We need your help. Please support measure SB 1488.

Mahalo,

Eileen Carr, Honolulu, O'ahu

**SB-2488**

Submitted on: 2/4/2020 8:48:26 AM

Testimony for EDU on 2/5/2020 2:45:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Aurene Padilla	Individual	Support	No

## Comments:

My name is Aurene Padilla . I am a resource teacher for Central District, Leilehua, Mililani, Waialua Complex Area on Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

I have wanted to be a public school teacher all of my life and this year marks my 24th year as a public school teacher. During my career I have faced strikes and Furlough Fridays. As a single mother I have taught summer school, tutored after school, taught at Leeward Community College, have written curriculum at nights for my part-time job with Kamehameha Schools, all while coaching both of my kids' sporting teams, volunteering at their schools, and trying to raise them to be the best that they can be. My kids know not to ask mom for extras because as a public school teacher, money is tight. They often ask me why I have to work so hard, why teachers are paid so poorly, and why I don't get another job. The daughter of two public school teachers who always supported my desire to be an educator, I cannot say that I have been as encouraging with my own two children. It is just too hard to raise a family in Hawaii on a public school teacher salary.

I currently serve as the Induction and Mentoring Program coordinator for the Leilehua Mililani Waialua Complex Area. In my work I coordinate Induction and Mentoring Programs for 20 schools and guide 50 school level mentors who mentor roughly 150 teachers in their first and second year. My complex area has the second largest population of beginning teachers and each year there seems to be more. In my work I provide professional development and coaching support to mentors, beginning teachers and administrators. In addition, I have my own mentoring case load of about 10 beginning teachers.. I have had this job for the last 9 years. In my work I see experienced veteran teachers taking on leadership roles, helping beginning teachers on their own time while juggling their own classrooms, part-time jobs, families, being grade level chairpersons, club advisors, class advisors, and everything else under the sun in

order to bring in extra income to survive in Hawaii. They are spread thin and barely keeping afloat.

My veteran colleagues and I, who have been teaching for 20 years and more will never get to the top of the pay scale at the rate the Department is moving us contractually. Twenty four years of service and I am only at Step 12. The teachers that I mentor in their first year start at Step 5. Teachers who I mentored when I first got this job nine years ago are somehow also at Step 11 and Step 12. How is this FAIR? Veteran teachers are tasked with leadership roles, they shoulder the burden at schools, they mentor newcomers, they are invaluable, yet their salary does not reflect that the state of Hawaii values their experience. I do not believe that it was ever meant that a teacher would have to work for 30 years before they were able to reach the top of the pay scale, I think it is a disgrace that due to the lack of compression teachers with a vast difference of experience are currently on the same step. This travesty needs to be fixed in order to retain our veteran teachers and show incoming teachers that their hard work, dedication, and loyal service will be rewarded and they choose to stay in the profession for the long haul.

We need your help!

Mahalo,

Aurene Padilla, Leilehua, Mililani, Wailua Complex Area, Oahu, Hawaii

**SB-2488**

Submitted on: 2/4/2020 9:07:39 AM

Testimony for EDU on 2/5/2020 2:45:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Theresa M Thompson	Individual	Support	No

Comments:

Chair Kidani and members of the Education Committee:

My name is **Theresa Thompson**. I am a teacher at Makawao Elementary School in **Makawao** on **Maui**. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

I have been a dedicated teacher here at Makawao Elementary School for 27 years, and I make less than our 1/2 time County Council members do.

Please support HB 2488.

We need your help. Mahalo.

Theresa Thompson, Makawao, Maui

**SB-2488**

Submitted on: 2/4/2020 9:07:57 AM

Testimony for EDU on 2/5/2020 2:45:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Waipakawiwoole Parker	Individual	Support	No

Comments:

Chair Kidani and Members of the Committee:

My name is Waipa Parker. I am a community member in Kuliouou Valley on Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian Immersion, and Hard to Staff positions to show that we as a state value our hardworking teachers. They not only need this 25 million, but they will need 45 million more to fix it right the first time. Our teachers are worth it as they are important for the future of our keiki. Our children deserve to have licensed teachers who stay in every area of our state.

We need your help. Mahalo.

Waipa Parker

Kuliouou Valley, Oahu

**SB-2488**

Submitted on: 2/4/2020 10:16:11 AM

Testimony for EDU on 2/5/2020 2:45:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
james ballao	Individual	Support	No

## Comments:

My name is **James Ballao**. I am a teacher at **Maui High** School on **the island of Maui**. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

I've been a teacher for 25 years in the State of Hawaii and love my ability to educate young people of Hawaii. However, the financial burdens of residing in Hawaii are all too real to keep young, as well as seasoned teachers, like myself, from leaving the profession or the islands all together. Please determine that our years of service is not only valued by our students in the classroom but, also as a University/ State educated professional in the workforce of Hawaii.

We need your help...mahalo

**TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION**  
**RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION**  
**WEDNESDAY, FEBRUARY 5, 2020 2:45 p.m.**

Chair Kidani and members of the Education Committee:

My name is Taryn Reiner. I am a School Counselor at Konawaena High School in Konawaena Complex on The Island of Hawai'i. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers, librarians, and school counselors. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

I have worked for the DOE for 12 years as an elementary and high school counselor. I relocated to Kona as a single mother of two boys. Both of my boys have been in the DOE since junior kindergarten. When we relocated my take home pay per pay period was \$1,900.00. After furloughs, my take home pay has never recovered, today my take home pay per pay period is \$1,500.00.

As an DOE employee with a Masters in Counseling degree, which is required to be a school counselor, I believe in the power of a college degree and hope my boys will attend college. Unfortunately, I am struggling to provide basic needs and if the compression issue is not resolved I will not be able to pay for college. Shouldering college tuition debt will not positively help my boys stay in Hawai'i.

In my 12 years I have seen great teachers move from Hawai'i due to our salary not being able to cover the cost of living. These are teachers who have made an immeasurable impact on our students and community. People who connect with families and inspire students to be teachers.

**Supporting the biggest union in our state supports every human in Hawai'i which fosters the Aloha spirit!**

We need your help. Mahalo.

Taryn Reiner, Konawaena Complex, Island of Hawai'i



**SB-2488**

Submitted on: 2/4/2020 10:40:11 AM

Testimony for EDU on 2/5/2020 2:45:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Ryan Yoshizawa	Individual	Support	No

Comments:

## TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

WEDNESDAY, FEBRUARY 5, 2020

2:45 p.m.

Chair Kidani and members of the Education Committee:

My name is Ryan Yoshizawa. I am a librarian at Waipahu High School, in the Leeward District, on the island of Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

I have been working as a librarian in the Department of Education (DOE) for close to 17 years and I have endured furloughs, increased health care costs, and very little step movement along the teacher pay schedule. Over those years, I've managed to earn a second Master's Degree and took additional classes (at my own expense), to improve my value as an educator, and to improve my "Class" designation along the teacher pay schedule as well.

I've done my best to improve my income despite the salary compression. But, it is still difficult to make ends meet as I care for an elderly parent, pay back student loans and funeral costs from the sudden death of my sister. I've thought about looking for a position outside of the DOE because I feel like I should be earning more than I am with two Master's degrees and over 15 years of teaching experience.

I love the students I work with as a librarian and as a National Honor Society co-advisor. But, that may not be enough to keep me here if things don't change. Please let teachers

know they matter and fully fund this bill. Please do what's fair and pay teachers what they are worth so they can focus on the education our keiki.

We need your help. Mahalo.

Ryan Yoshizawa, Leeward District, Oahu

**SB-2488**

Submitted on: 2/4/2020 10:41:48 AM

Testimony for EDU on 2/5/2020 2:45:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
sarah shewmaker	Individual	Support	No

Comments:

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

WEDNESDAY, FEBRUARY 5, 2020

2:45 p.m.

Chair Kidani and Members of the Committee:

My name is Sarah Shewmaker. I am a teacher at Makawao Elementary School on Maui. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The department will need 45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

I have had many colleagues leave the island to move to the mainland due to the low pay and high cost of living here in Hawai'i. We have had multiple substitutes come fill vacancies that were created due to teacher exodus because of low teacher pay. This has put a strain on the school, and more importantly, a strain on our students. Makawao is typically not difficult to staff, so if we are facing this issue, I can only imagine the impact this situation is having on schools where this situation is a constant.

We need your help. Mahalo.

Sarah Shewmaker

King Kekaulike Complex

Island of Maui

**SB-2488**

Submitted on: 2/4/2020 10:53:32 AM

Testimony for EDU on 2/5/2020 2:45:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Sarah Mae Pecson	Testifying for Hawaii Department of Education	Support	No

Comments:

4 February 2020

Chair Kidani and members of the Education Committee:

My name is Sarah Mae Pecson. I am an English teacher at Waipahu High School in the Leeward District on O’ahu. I am submitting testimony in support of SB 2488, proposed SD1. Please provide enough funds to fix the teacher salary compression issue and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

Nine years ago, I was a single woman graduating from college with a large amount of debt attached to my name. I first started my teaching career in 2012 and because of my initial salary, it took me seven long years to pay off my debt. Now, I am married and have a one-year-old daughter and my financial obligations have greatly shifted. Although I love teaching here in Hawai’i, my husband and I have had tough conversations about potentially moving to the mainland where we could live more comfortably and enjoy the fruits of our labor.

The cost of living here in Hawai’i is incredibly high, and I contribute minimally to our bills and mortgage and barely have anything left over to save. Even though I have a Masters degree and have taken many PD courses, I am still, in my opinion, underpaid for all that I do. I arrive to school early and stay late. During the school day, “free time” is rarely ever free as most of it is spent with students. I buy food and drinks for my students. I purchase many supplies for my classroom to enhance my lessons. I am also a club advisor and spend many weekends advising their events. And no, I don’t receive extra compensation for that.

I love teaching and I know many of my coworkers do as well, but the issue of proper compensation is getting to us. Teachers have to prove themselves over and over again, and we’re getting tired. Sooner or later, our love for teaching may not be enough for us

to stay in the classrooms if our happiness, well-being, and overall survival are at stake. Please give us a reason to stay in this profession and continue to live in the State of Hawai'i. Show us that you value teachers and the future of Hawai'i. We need your help now more than ever

Mahalo,  
Sarah Mae Pecson  
Leeward District  
O'ahu, Hawai'i

**SB-2488**

Submitted on: 2/1/2020 1:33:54 PM

Testimony for EDU on 2/5/2020 2:45:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Alan Urasaki	Individual	Comments	No

Comments:

In favor of the measure, except - delete Hawaiian immersion funding.

**SB-2488**

Submitted on: 2/1/2020 3:50:10 PM

Testimony for EDU on 2/5/2020 2:45:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
cheryl	Individual	Comments	No

## Comments:

Retired educator, 40 years in elementary education. Maximum with Master's Degree, Reading, ELL, that I earned was less than \$50,000. I was able to continue in education because I am frugal and I have a partner. I DO NOT know if this is the best possible plan. I DO know that we have to do something. FIND a way to help bring additional compensation to our educators. There are so many possibilities. I am excited to see the legislature actually looking seriously at pay. We also have to look at housing costs, insurance costs, gasoline, food and daily living as well.

TO THE SENATE  
THE THIRTIETH LEGISLATURE  
REGULAR SESSION OF 2020

COMMITTEE ON EDUCATION

Senator Michelle N. Kidani, Chair

Senator Donna Mercado Kim, Vice Chair

DATE: Wednesday, February 5, 2020

TIME: 2:45pm

PLACE: Conference Room 229

State Capitol, 415 South Beretania Street

**HEARING SB 2488 Proposed SD1**

POSITION: **STRONG SUPPORT Proposed SB 2488 SD1**

The proposed language to the current SB4488 is a positive step forward in providing funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian Immersion, and Hard to Staff positions to show that we as a state value our hardworking teachers. They not only need this 25 million, but they will need 45 million more to fix it right the first time.

The grand experiment of democracy demands at its core an educated populace. Therefore, with this premise we as society start with teachers. By given the proper supports ensure through monetary compensation that their efforts are not just appreciated in words and reemphasizes their importance in our society. Having well trained, qualified, and motivated teachers important for the future of our keiki. Please pass this proposed measure in this committee. Thank you for taking the time to read my testimony.

Mahalo,

Ken Farm



**SB-2488**

Submitted on: 2/3/2020 8:47:28 AM

Testimony for EDU on 2/5/2020 2:45:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Tracy Kaichi	Testifying for Department of Education	Support	No

Comments:

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

WEDNESDAY, FEBRUARY 5, 2020

2:45 p.m.

Chair Kidani and members of the Education Committee:

My name is Tracy Kaichi. I am a teacher at Waipahu High School in the Leeward District on Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our students.

I'm a new teacher who has not passed probation, I left my career in health care to make a difference in the lives of our students with disabilities. I make way less as a teacher and although I love my job it is very frustrating when you need to move to a different location so you can afford the rent you used to pay with no problems.

We need more special education teachers in Hawaii, I have a huge class room full of students with disabilities and they wonder why special education teachers "burnout" so quickly. As I mentioned it has not even been 3 whole years and I can definitely feel the effects of special education teacher "burnout" all while having to move so I can pay my rent.

We need your help. Mahalo.

Tracy Kaichi, Leeward District, Oahu

**SB-2488**

Submitted on: 2/4/2020 8:37:14 AM

Testimony for EDU on 2/5/2020 2:45:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Ikona Freitas	Testifying for DOE/Charter Schools	Support	No

## Comments:

My name is Ikona Anaeho'omalu Freitas. I am a teacher at Kamaile Academy PCS in the Wai'anae District on Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds for the pay differentials for teachers in hard to staff positions, special education, Hawaiian language immersion and to fix the teacher salary compression issue **to charter schools and the DOE. This bill can help change the course of education for the better on the leeward coast. Charter Schools** and the Department of Education will need \$45 million more than this bill provides to do so. Our teachers are WORTH it as they are important for the future of our keiki.

Overall, this will help many teachers be successful in the classroom knowing that teachers feel their self worth in and out of the classroom.

We need your help. Mahalo.

**Ikona Anaeho'omalu Freitas**

**Wai'anae, Hawaii**

**SB-2488**

Submitted on: 2/4/2020 5:37:37 AM

Testimony for EDU on 2/5/2020 2:45:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Christine Putzulu	Testifying for HSTA	Support	No

Comments:

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

WEDNESDAY, FEBRUARY 5, 2020

2:45 p.m.

Chair Kidani and members of the Education Committee:

My name is Christine Putzulu. I am a teacher at Daniel K. Inouye Elementary in Central on Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

In my 25 years of teaching in the DOE system, I've had to say "goodbye" to dear friends and colleagues who were forced to leave Hawaii because they couldn't afford to live here on their salaries. It was a very difficult decision for them to separate from family, friends, and homeland, Hawaii. But they now live in other States and can afford to buy the basic necessities of life and have a few dollars to enjoy the simple pleasure of life. The cost-of-living in Hawaii is expensive and as an Educator we would appreciate a salary that would meet basic living expenses like housing, food, health, etc... Please support this Bill to show your support of all of our Teachers in Hawaii.

We need your help. Mahalo.

[INSERT NAME, DISTRICT, ISLAND]

## Kidani2 - Felicity

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**From:** K Kumashiro <keanekumashiro@gmail.com>  
**Sent:** Tuesday, February 4, 2020 11:40 AM  
**To:** EDU Testimony  
**Subject:** SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

WEDNESDAY, FEBRUARY 5, 2020 2:45 p.m.

Chair Kidani and members of the Education Committee:

My name is Keane Kumashiro. I am a teacher at Olomana School in the Windward District on Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

As a teacher of 26 years at a hard-to-staff school, I have seen firsthand how so many teachers leave the teaching profession over a lack of adequate salary. As a result, we have a harder time moving forward with school-wide initiatives since we are constantly having to retrain and catch people up with what we are trying to do here. It happens EVERY YEAR.

Fixing the salary compression and differentials will help retain teachers for the long term by allowing us to build on each year's successes and invest into initiatives that require a multi-year plan. On a personal note, it will also allow teachers work just one job, rather than stretching our time and energy into simply making ends meet. Teachers would much rather focus on doing the best that we can for our students instead of getting ready for job #2.

Help us empower our keiki. Mahalo.

Keane Kumashiro, Windward District, Oahu



## Kidani2 - Felicity

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**From:** George Scondras <george.scondras@k12.hi.us>  
**Sent:** Tuesday, February 4, 2020 11:30 AM  
**To:** EDU Testimony  
**Subject:** Education testimony

Chair Kidani and members of the Education Committee:

My name is George Scondras. I am a teacher at Alvah Scott Elementary in Aiea (Central) District on Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

I have been working for the DOE for 14 years. I have struggled to live here in Hawaii my entire career. Currently, my rent takes half of my month's pay. The other half goes to bills and student loans. I have considered many times about moving to the mainland where living is much easier.

We need your help. Mahalo.

George Scondras, Central District, Oahu

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## Kidani2 - Felicity

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**From:** Lindsey Robertson <lrobertson@roosevelths.k12.hi.us>  
**Sent:** Tuesday, February 4, 2020 11:28 AM  
**To:** EDU Testimony  
**Subject:** RE: SB2488 Proposed SD1 Relating to Teacher Compensation

RE: SB2488 Proposed SD1  
Relating to Teacher Compensation

Wednesday, February 5, 2020

2:45pm

Chair Kidani and members of the Education Committee:

My name is Lindsey Robertson. I am a teacher at Roosevelt High School in Honolulu District on O'ahu. I am submitting testimony in support of SB2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue and fund the pay differentials for teachers in hard to staff positions, special education, and Hawaiian immersion for charter schools and the DOE. This bill can help change the course of education for the better in Honolulu. Charter schools and the Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

As a special education teacher, I plan to work for the HIDOE and develop my practice for many years to come. While I enjoy my work here thoroughly, I can see the frustration of other teachers who have been in this field for 20+ years and feel that their service is not appreciated. How do these individuals advance? How does not providing these experienced teachers with an appropriate salary scale support the special education teacher shortage in Hawai'i?

We need your help. Mahalo.

Lindsey Robertson, Honolulu District, O'ahu

## Kidani2 - Felicity

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**From:** Derek Govin <dgovin@roosevelths.k12.hi.us>  
**Sent:** Tuesday, February 4, 2020 11:25 AM  
**To:** EDU Testimony  
**Subject:** RE: SB2488 Proposed SD1 Relating to Teacher Compensation

### TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

RE: SB2488 Proposed SD1  
Relating to Teacher Compensation

Wednesday, February 5, 2020

2:45pm

Chair Kidani and members of the Education Committee:

My name is Derek Govin. I am a teacher at Roosevelt High School in Honolulu District on Oahu. I am submitting testimony in support of SB2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue and fund the pay differentials for teachers in hard to staff positions, special education, and Hawaiian immersion for charter schools and the DOE. This bill can help change the course of education for the better in Honolulu. Charter schools and the Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

As a special education teacher, I plan to work for the HDOE and develop my practice for many years to come. While I enjoy my work here thoroughly, I can see the frustration of other teachers who have been in this field for 20+ years and feel that their service is not appreciated. How do these individuals advance? How does not providing these experienced teachers with an appropriate salary scale support the special education teacher shortage in Hawai'i?

We need your help. Mahalo.

Derek Govin, Honolulu District, Oahu

--

Derek Govin  
Special Education Teacher  
Hawaii State Teacher Fellow  
[Twitter](#)  
808.307.0500 ext. 0558  
[dgovin@roosevelths.k12.hi.us](mailto:dgovin@roosevelths.k12.hi.us)

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Check out our blog - [Hawaii Teacher Voice](#)

**SB-2488**

Submitted on: 2/4/2020 12:55:35 PM

Testimony for EDU on 2/5/2020 2:45:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Nikki Morishige	Individual	Support	No

Comments:

Chair Kidani and members of the Education Committee:

My name is Nikki Morishige. I am a teacher at Waiahole Elementary in Windward District on Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

I have been in the DOE for 12 years, and I absolutely love what I do. I am the 2020 Castle-Kahuku Complex teacher of the year, I have my National Board Certification, I have my Master of Education degree in teaching, I have "maxed out" my professional development credits and am at class 7 of our class movement scale. I continue to seek every opportunity to strengthen myself as an educator, and have spent all of my years in the DOE doing so - growing and learning through practice and professional development. Unfortunately all of this effort, and the years of service that I have put in to get me here is not reflected by the step I am on on our salary scale. I came in to education at a time when we were going through cut backs and furloughs. I am only on step 9 of our pay scale...a step on which many teachers who have started teaching years after I have are also on. I am asking that the hard work and expertise of our veteran teachers be honored.

We need your help. Mahalo.

Nikki Morishige, Windward District, Oahu

## Kidani2 - Felicity

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**From:** Aaron Day <addleewardhsta@gmail.com>  
**Sent:** Tuesday, February 4, 2020 8:46 AM  
**To:** EDU Testimony  
**Subject:** SB 2488 Propose SD1, Relating to Teacher Compensation

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

WEDNESDAY, FEBRUARY 5, 2020

2:45 p.m.

Chair Kidani and members of the Education Committee:

My name is Aaron Day. I am a teacher at Waianae High School in the Leeward District on Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue and fund the pay differentials for teachers in hard to staff positions, special education, and Hawaiian language immersion for charter schools and the DOE. This bill can help change the course of education for the better on the leeward coast. Charter Schools and the Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

I have been teaching at Waianae High School for fifteen years. In that time, I have seen many colleagues leave our school. The largest number of teachers that leave regularly teach our Freshmen and Sophomore students. As a teacher of Juniors and Seniors, I often have students that I have had for less than a semester ask me for college recommendations because all of their prior teachers are no longer at the school and I am the only math teacher they can know to give them a recommendation. This constant turn over, especially in the lower grades, has made it difficult in the math department to ensure that our students have knowledgeable teachers for the foundational skills needed in those classes. While teachers like me could teach these classes, an unlicensed teacher with out a math background can't possibly teach courses like Trigonometry, Precalculus or Calculus and can try to teach Algebra or Geometry. I know that these issues arise because of where I teach. I used to live in Mililani and wanted to teach closer to home. Someone retired in the math department at Mililani High School, leaving an opening. I was one of several people that applied for the position and did not get the job. Every year my school needs to hire multiple math teacher and we currently have only 6 teachers with a math background in the entire math department of 14 to 16 teachers. Something needs to be done so that we have more qualified applicants than positions like some other schools so that we can better serve the needs of our students.

I was hired for the 2005-2006 school year. In my time as a teacher, we have had pay cuts, furloughs and a last, best and final offer imposed on us. We also get told by the state that with all of the unions negotiating, everything has to be equal in our packages. Several units get regular raises based on years of service. We do not. When there were pay cuts and furloughs and other lean years, those units still got years of service raise. We did not. When we negotiate "equal" packages, our step movements (what we have that should be based

on years of service, but is not) are part of our package, while the other groups get an "equal" package on top of their years of service raises. Due to the lean years I worked through and some that happened shortly before I was hired, almost no teachers are at the highest step anymore. Teachers with over 10 years more experience than me are only one or two steps higher than me. Teacher with 5 years less experience than me are only a step or two lower. Given the large number of people that leave our school every year, the ones who continue to stay year after year deserve to be compensated at a level equal to their commitment to our students and our school.

We need your help. Mahalo.

Aaron Day, District 21, Oahu

Aloha e Chair Kidani and members of the Education Committee:

My name is Kau'i Norton. I am a teacher at Pā'ia Elementary in the Kēkaulike, Maui district. I am submitting testimony in support of SB 2488, proposed SD1. Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

I have been a classroom teacher since 1996 and a librarian since 2015. I am a highly qualified teacher with a M.ED and yet, like many other HQ teachers I have had to take on 2<sup>nd</sup> jobs to make ends meet for my family. During these past 24 years I have had co-workers, who were born and raised here, leave the state for better paying teaching jobs in other states. The cost of living here in Hawai'i makes it difficult to get ahead and, sometimes, even to make ends meet on the present salary teachers are given. As well, we have lost, many, potential teachers. Our local people want more than to live paycheck to paycheck. As a professional it makes no sense that we have to do so. I give more than 100% and yet have always felt unappreciated by the State of Hawai'i. Our government says education is important, but has proven to us that it's all just words used to influence voting. The fact that we have a huge shortage of HQ teachers says it all. Raising HQ experienced teachers salary may not solve all

our problems, but it sure will create a more positive morale and, possibly, encourage teachers to stay and make a difference here in their home state where they can best relate with our keiki. We need your help.

Mahalo,

Kau'i Norton  
Kēkaulike, Maui District

## Kidani2 - Felicity

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**From:** Dayna Hironaka <daynals@yahoo.com>  
**Sent:** Tuesday, February 4, 2020 11:09 AM  
**To:** EDU Testimony  
**Subject:** RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

Chair Kidani and members of the Education Committee:

My name is Dayna Hironaka. I am a teacher at Kahaluu Elementary School in the Windward District on Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

This bill is extremely important to me. My husband and I are both teachers and he joined the teaching ranks seven years after me. Ironically, I have been in the DOE for 22 years and my husband is completing his 14th year and we make the same amount of money. I have seven years more experience and yet am not compensated as such.

As it is, we live month to month, hanging on, hoping that things will get better some day for teachers. This is your chance to help your most veteran teachers to be able to continue to teach. If this bill passes, most teachers I have talked to are also considering staying on and not retiring as soon as eligibility comes. It will finally be worth it financially to stay in teaching for the long haul.

Research shows that teachers make the biggest impact on student learning, your most veteran teachers should be valued and everything should be done to keep them as long as possible. Compensating them at the rate that was already established years ago will help. Please help us to make this happen!

We need your help.

Mahalo,

Dayna Hironaka, Windward, Oahu



## Kidani2 - Felicity

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**From:** Desiree Abreu <desiree.abreu@k12.hi.us>  
**Sent:** Tuesday, February 4, 2020 8:49 AM  
**To:** EDU Testimony  
**Subject:** SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION  
RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION  
WEDNESDAY, FEBRUARY 5, 2020  
2:45 p.m.

Chair Kidani and members of the Education Committee:

My name is [Desiree Abreu](#). I [was](#) a teacher at [Makawao Elementary School on Maui and am now an Educational Officer](#). I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

[I have been a Hawaii educator for almost 25 years. I have been a school counselor, a resource teacher, a Student Services Coordinator and now an Educational Officer. I have always loved my career although at times I found it difficult to make ends meet on a teacher salary. My husband was a firefighter when we met back in 1995. At the time, I made more money than he did. Now, 25 years later, he makes more than double what I do. We sometimes laugh about the fact that I put in so many hours of unpaid time and he never works without being compensated. I say I do it for love, for the kids, the future of Hawaii. Although that is true, teachers should be paid what they are worth. In doing so, I would hope that we would be able to attract quality educators and that our own students would return to Hawaii to teach instead of moving to the mainland where they are paid more and have a lower cost of living. Aren't our keiki worth it?](#)

We need your help.

**[Mahalo Nui Loa, Des](#)**

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## Kidani2 - Felicity

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**From:** Saofai Lowe <saofailowe@yahoo.com>  
**Sent:** Tuesday, February 4, 2020 11:07 AM  
**To:** EDU Testimony  
**Subject:** SB 2488 Proposed SD1, Relating to Teacher Compensation

Chair Kidani and members of the Education Committee:

My name is Saofai Lowe. I am a teacher at Waianae High School in the Leeward District on Oahu. I am submitting testimony in support of SB 2488 proposed SD1

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in hard to staff schools, special education, and Hawaiian language immersion. This shows the State of Hawaii values its hardworking teachers. The Department of Education will need \$5 million more than this bill provides to do so. Our teachers are worth it and as they are important to the future of our children.

When teachers are underpaid, teachers leave to find better paying opportunities to be able to afford the necessities of lives for themselves and their families. When health premiums go up and teachers aren't compensated to keep up with these raises, teachers leave to find better opportunities leaving our kids with no qualified educators to teach them important skills they need to compete in the world. When teachers have been working and committed for years to teaching our keikis and aren't compensated for those years of service, it decreases positivity on the job. I'm sure if you were in teachers' shoes, you would feel the same and would also do something about it. Teachers aren't running a charitable organization, they paid money and spent time to obtain skills necessary to do their job and therefore must be compensated. The differential, pay raises and hard to staff compensations keep teachers in hard to staff schools where the most vulnerable population of kids attend. When you keep qualified teachers in these area through the means of fixing their compensations, you provide our keikis with adult presence and invaluable assets that these vulnerable kids desperately need in their lives. These compensations will increase teacher morale and inspire teachers to continue their work with all of our keikis making our community thriving places of learning and living.

Please fund our teachers and students.

Thank you for your time and consideration.

Sincerely,  
Saofai Lowe

## Kidani2 - Felicity

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**From:** Rebecca Addison <rb24@hawaii.edu>  
**Sent:** Monday, February 3, 2020 10:38 AM  
**To:** EDU Testimony  
**Subject:** RE: SB 2488 TESTIMONY

BEFORE THE SENATE COMMITTEE ON EDUCATION

RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

WEDNESDAY, FEBRUARY 5, 2020

2:45 p.m.

Chair Kidani and members of the Education Committee:

My name is Rebecca Addison I am a teacher at Kamali`I Elementary School in Kihei on Maui. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

I am a highly qualified special education teacher. I have lived on island twenty years and am a property owner. Still I struggle to provide for my family. During this teaching year I applied for a teacher license in two other states where the cost of living is much less and teacher pay is equal to Hawaii. The news of the pay differential gave me great hope that I could afford to stay living and teaching on Maui. Please fund this important bill so that Hawaii will not continue to lose teachers like me who do so much to provide valuable services to students, families, and schools.

We need your help. Mahalo.

Rebecca Addison, Maui

## Kidani2 - Felicity

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**From:** Julia Min <juliamin10@yahoo.com>  
**Sent:** Tuesday, February 4, 2020 11:03 AM  
**To:** EDU Testimony  
**Subject:** TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

WEDNESDAY, FEBRUARY 5, 2020

2:45 p.m.

Chair Kidani and members of the Education Committee:

My name is Julia Fernandez. I am a teacher at Mokulele Elementary School in Central District on Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

I live in Hawaii and I want to stay. My husband and I are raising our two young son's. We live with my parents who financially support us as we move toward our goal of owning a home. We are almost there. The differentials for special education have absolutely helped us move forward toward our goal.

My students and their welfare, ability to learn, and the relationship I have with each of them is my highest regard. I'm proud to be a teacher. I'm good at it. I will commit to teach my entire career if it means I can continue to afford my life here.

The reality is that I won't stay if I can't afford to live here. It doesn't mean that I suffer. It means that the students suffer. We need to make these changes to show our future that they mean the world to us.

We need your help. Mahalo.

Julia Fernandez

Central District  
Oahu, HI

## Kidani2 - Felicity

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**From:** Jennifer Ezaki <jennifer.ezaki@k12.hi.us>  
**Sent:** Tuesday, February 4, 2020 10:48 AM  
**To:** EDU Testimony  
**Subject:** TESTIMONY

Chair Kidani and members of the Education Committee:

My name is Jennifer Ezaki. I am a teacher at Highlands Intermediate in the Leeward District on Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

As a SPED teacher, I spend an average of 4 hours a day during non-contracted hours for SPED specific tasks and duties such as IEP meetings, writing IEPs and SPED documentation, parent concern conferences, tutoring students etc. This is all in addition to planning field trips, banquets, grading, and running my club activities. The students we work with require more attention to succeed than the average child their age and this does not stop in the classroom. Most SPED teachers at Highlands Intermediate, like myself, give up their lunch and recess to tutor their students.

I have seriously considered moving to the mainland and teaching. Being able to sustain an independent life is possible there. I am still living with my parents trying to save money to get my own place and it will take me another 6 years of saving 45% of my paycheck to do so. The **biggest** reason I stayed was because of this pay raise that I thought was going to be permanent. I told friends and family outside of school to look into teaching special education because of this pay raise.

If the goal of this "raise" was to increase the number of teachers and increase teacher retention in Hawaii then the fact that it is not permanent makes no sense. If anything, Hawaii will lose good teachers that feel like they were being tricked.

We need your help. Mahalo.

Jennifer Ezaki, Leeward District, Oahu

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## Kidani2 - Felicity

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**From:** Haley A. Ku'uipo Bufil Agbayani <hakbufil@gmail.com>  
**Sent:** Monday, February 3, 2020 3:40 PM  
**To:** EDU Testimony  
**Subject:** RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

WEDNESDAY, FEBRUARY 5, 2020

2:45 p.m.

Chair Kidani and members of the Education Committee:

My name is Haley Agbayani. I am a teacher at Pāhoa Elementary School in the Kea'au-Ka'ū-Pāhoa Complex Area in the District of Puna on the island of Hawai'i. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

This is my seventh year of teaching in the district of Puna and day in and day out, I've watched the profession slowly morph over the years. I've watched my haumāna and their families overcome many environmental happenings alongside teachers that ensure school is a safe haven for them. The needs of the profession, just within seven years, have changed so much that many teachers are overwhelmed with the demands of their profession, yet chose to stay.

Right now, we have a teacher shortage crisis, of which you are already familiar with, and fixing the salary compression for our senior and veteran teachers would ensure equitable compensation for their years of service to the children of Hawai'i; after all, they've stuck through it all for all of these years and have never given up on our children! We don't want these senior and veteran teachers to decide to retire without proper appreciation for the time they put in and without the compensation they deserve and have earned.

Additionally, the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions would incentivize those hard-to-fill positions. Many teachers in those aforementioned positions or teaching lines go above and beyond their roles and responsibilities in and outside of their classrooms and they need more support and to feel valued as well. Again, the idea of funding differentials would emulate equitable compensation for teachers that may both be veteran/senior or new-to-the field teachers. Teaching is challenging work, but we are all still here to help shape society for our future here in Hawai'i by our continued, heartfelt work for our haumāna. We need your help. Mahalo nui loa.

He noi ha'aha'a no nā keiki of Hawai'i - a humble request for the children of Hawai'i,

na Haley Agbayani

Puna, Hawai'i

--

Haley Ann Ku'uipo (Bufil) Agbayani, M.Ed.

808-315-0102, [hakbufil@gmail.com](mailto:hakbufil@gmail.com), HC 1 Box 4069, Kea'au, HI 96749

- 3rd Grade, P-18, Pāhoa Elementary School, Pāhoa, Hawai'i
- SLL HSTA Grievance Representative, Pāhoa Elementary School, 2019-2021

## Kidani2 - Felicity

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**From:** Susan Agsalda <slagsalda@gmail.com>  
**Sent:** Monday, February 3, 2020 8:42 PM  
**To:** EDU Testimony  
**Subject:** Teacher Salary Compression

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

WEDNESDAY, FEBRUARY 5, 2020

2:45 p.m.

Chair Kidani and members of the Education Committee:

My name is Susan Agsalda. I am a teacher at Kipapa Elementary School in Central District on Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

I have been working for the DOE for over 21 years. I am one of the teachers affected by the salary compression issue. I recall not making any step movements for many years, but being devoted to my chosen career, I pressed forward and continued to believe in quality teaching and high expectations for each child who passed through my door.

I have also been an informal mentor to incoming teachers, as well as, several students that I taught, who are now interested in pursuing careers in teaching. It has been a privilege to work with them and to assist them, and it is something that I would like to continue doing.

Please help me to feel just as valuable as the children that I work with.

We need your help. Mahalo.

Susan L. Agsalda, Oahu, Hawaii



## Kidani2 - Felicity

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**From:** pualei aloha <pualei1983@hotmail.com>  
**Sent:** Tuesday, February 4, 2020 10:46 AM  
**To:** EDU Testimony  
**Subject:** RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

February 4, 2020

Chair Kidani and members of the Education Committee:

My name is Shirley Fusato. I am a teacher at Ewa Makai Middle School in the Leeward District on the island of Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue and fund the pay differentials for teachers in hard to staff positions, special education, and Hawaiian language immersion for charter schools and the DOE. This bill can help change the course of education for the better on the leeward coast. Charter Schools and the Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

By funding this bill, it will assist those of us who provide supplies and pay for food or field trips for our students in need. It seems with every year more and more of our students come to school without the necessary supplies to be successful or hungry or are missing out on the experience of higher learning being out in the community. Being on the Leeward coast I have learned that many of our students have not gone to plays, a symphony concert, gone to the art museums, and the list goes on and on. Many of us have families of our own to support too but we look at our students and think I will do what I can for you and sometimes that means we as teachers go without to balance our finances. I have experienced the loss of teacher friends due to finances. Even though Hawaii is their home and they love being a teacher here, to take care of their family, they have felt the need to move to the mainland or leave education and work in the private sector. Please help us to keep our kama'aina stay in Hawaii and yet be able to provide a good life for their families too. We have a brain drain going on and it won't stop unless Hawaii can be a place where finances match our experience in the field. Furthermore, please consider that the Leeward coast teachers tend to be new teachers. Many of them are struggling to make ends meet. I know a teacher who barely eats because he can't afford our cost of living. Please help us to retain those teachers who love teaching on the coast and want to share with our keiki and are building an understanding of the communities in which we teach.

We need your help. Mahalo.

Shirley Fusaro

Social Studies Teacher

Ewa Makai Middle School

## Kidani2 - Felicity

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**From:** jessica cabilin <jessicacabilin2001@yahoo.com>  
**Sent:** Tuesday, February 4, 2020 10:45 AM  
**To:** EDU Testimony  
**Subject:** SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

WEDNESDAY, FEBRUARY 5, 2020

2:45 p.m.

Chair Kidani and members of the Education Committee:

My name is Jessica Young. I am a School Counselor at Kahakai Elementary School from the Konawaena District on Hawaii Island. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

I was a school teacher for 11 years and this is my 2nd year as a school counselor. My personal story begins on the Waianae coast where I had the privilege of working with the best group of talented and selfless individuals. This was also the time of the recession. I remember furlough Fridays and the pay cut we took that year and the years following. I was bringing home \$900.00 every two weeks. Many of my colleagues left the profession. Some moved back to the mainland another opened up her own small daycare. Although we loved our jobs, we were not making ends meet. My husband and I could no longer afford to live on Oahu. We moved back to the Big Island and lived with my parents for 5 years. Here I was, a professional with a degree and I needed help from my parents to get back on my feet.

As you know the Waianae coast is a hard to staff district. The community lost many teachers those years and I miss my old school.

Since that time, I vowed to never be in that financial predicament again. My husband and I saved and paid off debt. I took many many PD credits to move up in class. In fact, I'm still taking courses now. I've also dedicated my life to this profession and no matter how financially or mentally draining it may get, I would try my best to stay afloat.

Now I work in the Konawaena district and there are still many teachers that come and go. Many teachers move from the mainland and half the year in, they realize that living in "paradise" is not at all what they imagined. They end up moving back. Sometimes they leave so abruptly, our school is scurrying to find a long-term sub.

Which brings me to the reason of why I'm also the school's counselor. The last counselor suddenly quit and moved back to the mainland. However, I have taken it as a blessing in disguise and have now dedicated my career journey towards school counseling.

There are also so many teachers who have retired. Talented teachers. Teachers who never got compensated for the past financial hits they took. This pattern will continue. More teachers are finding a way out. Or if they stay, many teachers hold 2 sometimes 3 jobs just so they can afford to live here.

With all this being said, I just wanted to share that our union reps are telling the truth. The teacher shortage is real and I have witnessed it first hand, time and time again. I am humbly asking for the compensation we lost. We need your support. If not, I'm afraid to see the outcome. We need to keep our teachers.

We need your help. Mahalo.  
Jessica Young  
Hawaii District  
Big island

## Kidani2 - Felicity

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**From:** Michael Akinaka <michael.akinaka@k12.hi.us>  
**Sent:** Monday, February 3, 2020 12:33 PM  
**To:** EDU Testimony  
**Subject:** B 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

Chair Kidani and members of the Education Committee:

My name is Michael Akinaka. I am a teacher at La'ie Elementary in Castle/Kahuku District on Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

Just the other day I ran into one of my coworkers starting as a cashier in my neighborhood grocery store. I was heartbroken and sickened to see her there. She is a teacher that puts in work. She's often in her classroom 'til 10:00 at night. I know this because I do community policing and walk around our campus to make sure no one is loitering. She has already maxed out her PD credits and in the process even earned her Masters Degree in curriculum from UH. She is all in and works hard to touch the lives of her students for good. Why does she have to take a second job when her husband already works and she does too? This is not how you keep good people teaching our children and preparing them for the future.

We need your help. Mahalo.

Michael Akinaka, La'ie Elementary, Castle/Kahuku district

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## Kidani2 - Felicity

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**From:** Kathleen Nullet <knullet@kis.k12.hi.us>  
**Sent:** Tuesday, February 4, 2020 10:01 AM  
**To:** EDU Testimony

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

WEDNESDAY, FEBRUARY 5, 2020

2:45 p.m.

Chair Kidani and members of the Education Committee:

My name is Kathleen Nullet. I am a teacher at Kailua Intermediate School in Windward District on Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

I am a nationally board-certified teacher and earned a master's degree and 3 teaching awards. I have taught Hawaii public school students for over 24 years. During that time, I have bid many teachers goodbye at Kailua Intermediate School. Many leave and go to the mainland or stop teaching because the salary is not competitive and the cost of living is very high in Hawaii. Sadly, my son, like many educators' children today, did not choose a teaching career because the salary is too low and they would not be able to afford to live here. My son chose nursing, an equally important career. He is earning a higher salary than I am after only 2 years into his nursing career.

I am committed to my teaching career and enjoy my work. It has been a meaningful career, but it does not seem that teachers are valued for their work. Teachers are essential workers. Veteran teachers bring experience and institutional knowledge to their schools. We mentor new teachers.

We need your help. Mahalo.

Kathleen Nullet, Windward District, Oahu

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Mrs. Kathleen Nullet, MLIS, NBCT  
<https://www.kis.k12.hi.us/>  
Librarian - Kailua Intermediate School  
AP World History teacher - e-School

## Kidani2 - Felicity

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**From:** Nicole Suzuki <nsuzuki@kamaile.org>  
**Sent:** Tuesday, February 4, 2020 9:47 AM  
**To:** EDU Testimony  
**Subject:** TESTIMONY Re: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

Chair Kidani and members of the Education Committee:

My name is Nicole Suzuki. I am a teacher at Kamaile Academy Public Charter School in Waianae. I am submitting testimony in support of SB 2488, proposed SD 1.

Please provide enough funds for the pay differentials for teachers in hard to staff positions, special education, Hawaiian language immersion and fix the teacher salary compression issue to **charter schools and the DOE. This bill can help change the course of education for the better on the leeward coast.** Charter schools and the Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

Many teachers I work with hold second jobs to support their families. This takes a toll on teachers and students. It not only limits the time teachers can spend with their ohana, it limits time available to prepare lessons and support students outside school hours.

Teachers are educated professionals and many are regrettably having to make the difficult decision to leave the field so they can find work to be able to better provide for families. Did you ever hear of a lawyer or a doctor who had a side job waiting tables or having a home business to make ends meet?

Increasing teacher pay would help us recruit and retain qualified teachers. As an educator, I worry for my own children's education. Many schools have to fill teaching positions with long-term substitutes and individuals with no background in teaching. While these hard working men and women do their best, they lack training in pedagogy and instructional strategies, and in some cases they also lack content knowledge. This deprives students of the quality education they deserve. Would you trust your medical health to someone with no medical training? Would you let someone operate on you who has never even been to medical school? This is essentially what is happening in schools when we are forced to hire people with no teacher training.

In districts like Waianae where teachers and substitute teachers are scarce, requirements for substitute teachers are lower than other areas on the island. Substitute teacher requirements elsewhere on Oahu include a Bachelor's degree. In Waianae, most of our substitutes have only a high school diploma. Last year, we had a long term substitutes teach 5th grade and high school science for the entire school year. Those teachers worked hard and tried their best, but they struggled. Their students struggled. Long term substitutes filling full time positions are not unique to Wai'anae. In schools across Oahu there are long term substitutes struggling to teach full time teaching lines for entire school years.

We need your help. Mahalo.

Nicole Suzuki, Waipahu, Oahu

## Kidani2 - Felicity

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**From:** marileiko@hotmail.com  
**Sent:** Monday, February 3, 2020 10:41 PM  
**To:** EDU Testimony  
**Subject:** testimony in support of SB 2488, proposed SD1

Dear Chair Kidani and members of the Education Committee:

My name is Mari Albarado. I am a teacher at Kalaheo Elementary School on the island of Kauai. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so.

I've been a special education teacher for almost 20 years, and every year there are positions that can't be filled or are filled by teachers who don't stay very long. At some schools the turnover rate continues to be high year after year. A high turnover or empty positions means long term substitutes if one is available, and willing to work in special education. In addition, the remaining qualified teachers have IEP's, meetings, and paperwork added to their workload. In the end, our students are the ones that ultimately suffer. All students deserve to have an invested qualified teacher in all of their classes.

Our teachers are worth it as they are important for the future of our keiki. More importantly, our keiki deserve quality education provided by qualified teachers.

Mahalo Nui Loa,  
Mari Albarado

## Kidani2 - Felicity

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**From:** Amanda Wilson <amandaofthejungle@gmail.com>  
**Sent:** Monday, February 3, 2020 8:40 PM  
**To:** EDU Testimony  
**Subject:** Testimony in Support of SB 2488

Dear Chair Kidani and members of the Education Committee:

My name is Amanda Wilson. I am a teacher at Kihei Charter School in Maui County. I am submitting testimony in support of SB 2488, proposed SD1. I also want to thank you for supporting the recent measure to give special education teachers a raise. That was an incredible show of support for those of us who work to serve the kids that need the most help.

Now I am asking you to also provide enough funds to fix the regular ed teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

I have recently become a mother, and now that I have another person to support on my same salary, I have been considering leaving the career that I love so much. When I went to the DOE's forums on why teachers think there is a teacher shortage, all the messages were united: There is not enough money to compensate us considering the cost of living.

Even though I have a passion for what I do, constantly educate myself on how to teach better, and love the kids so much, I need to earn more money for my family to be able to stay here.

As I am sure you are aware, living on 50-60k in Hawaii is not easy. In fact, I noticed that many of you just voted for a raise for the House and Senate legislators, so you obviously understand and agree that we all deserve more.

We need your help. Mahalo for hearing us.

Amanda Wilson, Maui County charter school teacher

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Amanda Li Wilson  
808.250.8471



## Kidani2 - Felicity

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**From:** Jessica Tennison <tennison@hawaii.edu>  
**Sent:** Tuesday, February 4, 2020 9:45 AM  
**To:** EDU Testimony  
**Subject:** SPED TESTIMONY

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

WEDNESDAY, FEBRUARY 5, 2020

2:45 p.m.

Chair Kidani and members of the Education Committee:

My name is Jessica Huggins. I am a teacher at Castle High School in Windward District on Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki. We need your help. Mahalo.

Jessica Huggins, Winward District, Oahu

## Kidani2 - Felicity

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**From:** Kapela Eli <kapela@nawahi.org>  
**Sent:** Tuesday, February 4, 2020 9:34 AM  
**To:** EDU Testimony  
**Subject:** Support SB 2488: Pay Differentials for Charter School Educators

### TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

WEDNESDAY, FEBRUARY 5, 2020

2:45 p.m.

Chair Kidani and members of the Education Committee:

My name is Kapela Eli and I am a teacher at Ka Papahana 'o Mā'ilikūhahi, a satellite site under Ke Kula 'o Nāwahīokalani'ōpu'u. Our site is located in Nānākuli, Hawai'i and our main campus is in Kea'au on Hawai'i island. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers in ALL schools (DOE & Charter). The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki and the stability of Hawai'i's future in all areas.

As a highly qualified teacher at a Hawai'i public charter school, I've committed hundreds of hours and thousands of dollars into my certification and teaching here in my community. I grew up in Nānākuli and have a deep passion for serving my community through education. However, even with deep aloha for my community and my students, the financial burdens on my family in Hawai'i's current economic condition has left me looking elsewhere for employment many times. I love my community and what I do, but I also need to provide for my family who's needs must come above all else.

I do not make sacrifices alone for this occupation. In an area where good teachers are hard to find, I moved my family to Hawai'i island to seek certification in the only Hawaiian Medium Education certification program in the state. Beyond that commitment and upon graduation, I immediately entered the field of education to fill one of the many deficit positions in Hawaiian immersion education in the world's LARGEST native Hawaiian community. I serve a VERY unique and critical role in my community and the thought of leaving my post due to financial burden is heart breaking but a decision that must be considered.

As I understand, the current proposal does NOT include pay differentials for Hawaiian immersion certified charter school teachers. I am appalled by the intent to exclude myself along with dozens of other teachers who work harder than most to research, develop and implement unique Hawaiian language and culture based curriculum to serve and build firm foundations for our students who call Hawai'i home. Our work is equally valuable and deserves compensation. Excluding Hawaiian immersion charter school teachers like myself continues to marginalize Hawaiian language & education, my community and my fellow teachers. This is an opportunity to show us how much we are valued before its too late.

We need your help. Hawai'i needs a well equipped educational system in order to serve our keiki and to prepare for a brighter future. Please consider our plea and help teachers IN EVERY SCHOOL.

No ka pono o nā kumu,

Kapela Eli

Kumu, Ka Papahana 'o Mā'ilikūkahi, Nānākuli, O'ahu

## Kidani2 - Felicity

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**From:** Amie <amiechau@yahoo.com>  
**Sent:** Sunday, February 2, 2020 4:23 PM  
**To:** EDU Testimony  
**Subject:** SB 2488 Proposed SD1

RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

WEDNESDAY, FEBRUARY 5, 2020

2:45 p.m.

Dear Chair Kidani and members of the Education Committee:

My name is Amie Yee and I am a 12-month teacher serving in the role of a Student Services Coordinator at Ala Wai Elementary School in Honolulu District on Oahu. I started working in the Department of Education in 1998 as a part time ESL teacher, then became a full time special education teacher since 2004. I became a Student Services Coordinator since 2011 because it allows me to work 2 more months, from a 10-month to 12-month teacher position in order to supplement my income. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

This will also really help my family not only financially but to also allow me to spend more quality time with my children and elderly parents. Currently, my husband and I not only work at our full time jobs, but we also have to do part time jobs and work on small projects on the side in order to supplement our family's income. The cost of food and overall living in Hawaii is very expensive, that even switching from a 10-month to

12-month teacher position does not cover all of the necessary costs. However, we continue to work extra hard because we want to stay in Hawaii to take care of our elderly parents at this time. Please help fix the salary compression issue so that we can continue to feel secured and proud as educators in Hawaii, without having to search for other more promising professional options on the mainland.

We need your help. Mahalo.

Amie Yee, Honolulu District, Oahu





## Kidani2 - Felicity

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**From:** Kellen Inafuku <kellen.inafuku@k12.hi.us>  
**Sent:** Tuesday, February 4, 2020 9:25 AM  
**To:** EDU Testimony  
**Subject:** Fund us Teachers!

Chair Kidani and members of the Education Committee:

My name is Kellen Inafuku. I am a teacher at Waipahu High in the Leeward District on O'ahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

None of this affects me. Yet. However, the few veteran teachers still fighting in the trenches need our support! They should get more pay. They've been doing what they do for so long and so well that it's a no brainer. When I become a veteran like them one day (and I really hope to) I'd like to have the benefit of higher pay.

Waipahu High is an amazing and campus full of opportunities for our students. I know there are other schools out there that don't offer as much as we do and that are hard to keep teachers at. Can we give people the incentive to take their training to those difficult places?

Let's step in the right direction to end this teacher shortage that NEVER seems to go away. Let's support the quality teachers and make education a more lucrative profession to enter into in Hawai'i.

We need your help. Mahalo.

Kellen Inafuku, Leeward District, O'ahu

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Kellen Inafuku  
Waipahu High School  
AIET 9th Grade World History  
Boys Bowling  
Marauder eSports Club  
808-307-9432

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## Kidani2 - Felicity

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**From:** Crisathan <crisathan@yahoo.com>  
**Sent:** Sunday, February 2, 2020 2:50 PM  
**To:** EDU Testimony  
**Subject:** Testimony for SB 2488

Aloha! My name is Cristy Athan. I am a teacher at Kohala Middle School on Hawaii Island. I am submitting testimony in support of SB 2488, proposed SD1.

I would like to request that you please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

I moved to Hawaii from California and took a significant pay cut of thousands of dollars to teach in this wonderful state. I have lived here for 17 years and am in my last decade of teaching. I am still not at the top of the salary schedule due to the way the department of education has it set up. The best way I see moving forward to solve this problem is to properly fund the profession of education and give the teachers a just salary for the hard work they do for the children and the entire community. The proposed changes are the first time I have seen hope for an improvement in conditions for our teachers. I hope you can look at this proposal and see the unity of vision from the teachers, superintendent and the board and realize the positive impact this will have for generations to come.

Mahalo for your consideration of this important proposal.

Cristy Athan, Hawaii Island



**Kidani2 - Felicity**

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**From:** Freeman Cheung <freeman.cheung@k12.hi.us>  
**Sent:** Tuesday, February 4, 2020 9:25 AM  
**To:** EDU Testimony  
**Subject:** SB 2488 RELATING to Education Committee, SD1

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

WEDNESDAY, FEBRUARY 5, 2020

2:45 p.m.

**Chair Kidani and members of the Education Committee:**

My name is Freeman Cheung. I am a teacher/counselor at Waipahu High School in Leeward District on Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

I have been a teacher here at Waipahu High School for the last 30 year. I love my profession but many of times I have been tempted to leave the profession due to the low pay and I have been working part time all these years just to meet the high cost of living here in Hawaii. In fact, I am contemplating retiring this year just to see if I could start another career to better provide for my two nine year old daughters and their future education.

We need your help. Mahalo.

Freeman Cheung

Math Teacher / Counselor

Waipahu High School

Ph.808-307-9578

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## Kidani2 - Felicity

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**From:** lynetteatuaia@hawaiiantel.net  
**Sent:** Monday, February 3, 2020 12:51 PM  
**To:** EDU Testimony  
**Subject:** Support of SB2488 Proposed SD1

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

WEDNESDAY, FEBRUARY 5, 2020

2:45 p.m.

Chair Kidani and members of the Education Committee:

My name is Lynette Atuaia. I am a Counselor at Hawaii Technology Academy Leeward District on Oahu and a previous teacher at Kahuku EI, Wahiawa EI, and Solomon EI. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

I have been in education for 27 years; teaching 19 and counseling for the last 8 years. I am eligible to retire in 3 years but if I was compensated I would love to stay in another 10-15 years. About 10 years ago new teachers were coming in making close to what I was making and I felt so discouraged. When I started teaching I was making \$26,000 a year. I have a total of 9 years in college with a Bachelor's degree, teaching credentials and 2 Advanced degrees, with many hours of PD and trainings under my belt. This has been the only way I was able to receive a pay raise in my career. I have been at class 7 for over 8 years, so I only received raises if it was negotiated in my contract. The last few raises I've received I took home less in my paycheck because medical premiums went up. I have felt the new teachers have received the most attention, but teachers who have been in the middle of the pack have been left out. I love my job and love working with my students and hope you will fund this proposal for compensation. I know this compensation will help me from leaving this profession.

We need your help. Mahalo.

Lynette Atuaia, Leeward, Oahu

## Kidani2 - Felicity

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**From:** David Brown <hidbro@gmail.com>  
**Sent:** Tuesday, February 4, 2020 9:18 AM  
**To:** EDU Testimony  
**Subject:** Pay raise for teachers

Dear committee,

My name is David Brown and I teach special education in Lahaina. I taught 30 years in California before moving to Hawaii five years ago. This is an awesome place to live and work but the teacher salaries definitely need to be increased DRAMATICALLY!!

If teachers don't make enough to live here then they stay a couple of years and return to the mainland. That's not what is best for the children of Hawaii.

You can do something about it.

Thank you.

Sent from my iPhone

## Kidani2 - Felicity

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**From:** Hossanna Faith Balmaceda <hossanna\_faith.balmaceda@k12.hi.us>  
**Sent:** Monday, February 3, 2020 9:49 AM  
**To:** EDU Testimony  
**Subject:** TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

WEDNESDAY, FEBRUARY 5, 2020

2:45 p.m.

Chair Kidani and members of the Education Committee:

My name is Hossanna Faith Balmaceda. I am a teacher at Waipahu High School in the Leeward District on Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

As a special education teacher, my workload follows me home every day even after staying on campus hours after the school bell rings. Teachers are not compensated for those undocumented hours. I have also heard of teachers leaving Hawaii in search of other places that will pay them twice or thrice the amount that we receive here. There are hard-to-fill spots in special education because of the amount of work that goes into holding IEP meetings, and because of this shortage, schools have resorted in hiring teachers who are not licensed in teaching SpEd.

Improving the teacher salary in Hawaii will encourage others to take up the profession and keep those who have been committed in teaching our keiki. We wouldn't have to look elsewhere to fill in these spots if we took better care of the teachers we already have.

We need your help. Mahalo.

Hossann Faith Balmaceda, Leeward District, Oahu

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## Kidani2 - Felicity

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**From:** Erin Drayer <erin.drayer@k12.hi.us>  
**Sent:** Tuesday, February 4, 2020 9:18 AM  
**To:** EDU Testimony  
**Subject:** SB 2488 Testimony

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

WEDNESDAY, FEBRUARY 4, 2020

Chair Kidani and members of the Education Committee:

My name is Erin Drayer. I am a teacher at Pukalani Elementary in King Kekaulike district on the island of Maui. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

This compensation is so important in keeping veteran teachers and acknowledging the value of these teachers. So many teachers come from the mainland which ends up causing high turn over and inconsistency for our students. If we put more value on the teachers we already have and who have put so many years and dedication into teaching we could increase stability and consistency for our students.

We need your help. Mahalo.

Erin Drayer, King Kekaulike District, Maui

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## Kidani2 - Felicity

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**From:** The Belleza Family <charmanejsb@gmail.com>  
**Sent:** Monday, February 3, 2020 8:47 PM  
**To:** EDU Testimony  
**Subject:** Testimony

### TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION  
WEDNESDAY, FEBRUARY 5, 2020  
2:45 p.m.

Chair Kidani and members of the Education Committee:

My name is Charmane Joy Belleza. I am a teacher at Waipahu Intermediate School in Leeward District on the island of Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

For the past three years that I have been teaching, one or two of our special education lines didn't have teachers. This issue had left us with more students to handle in our caseload. I, myself, almost quit multiple times, but I thought of the needs of our students. If I had left, they would've been left with just two teachers. I care so much about our kids.

Our students need licensed and highly qualified teachers. I am certified to teach SPED, ELL and GenEd and I do believe that fixing our salaries could make me/us stay in the teaching field.

We need your help. Mahalo.  
Charmane Joy Belleza  
Leeward District, Oahu

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Sent from Gmail Mobile

## Kidani2 - Felicity

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**From:** Heitiare Kammerer <heitiare@hawaii.edu>  
**Sent:** Tuesday, February 4, 2020 9:12 AM  
**To:** EDU Testimony  
**Subject:** Better Pay For Teachers!!

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION WEDNESDAY, FEBRUARY 5, 2020

2:45 p.m.

Chair Kidani and members of the Education Committee:

My name is Heitiare Kawehi Kammerer. I am former educator of Hau'ula Elementary. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

No teacher left behind should be your policy. When teachers are properly compensated and cared for they are better able to provide for their family and stay in Hawai'i.

We need your help. Mahalo.

Heitiare Kawehi Kammerer, Hawai'i Island



## Kidani2 - Felicity

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**From:** Nicole Bergh <nicole.bergh@ewamakai.org>  
**Sent:** Tuesday, February 4, 2020 7:31 AM  
**To:** EDU Testimony  
**Subject:** Thank you!

Good Morning:

I just want to share my experience moving from MN to Hawaii this past July. I have been teaching for 18 years in the area of special education. When I was hired I was incredibly grateful, but also very shocked at the pay here in Hawaii. I took a \$16,000 pay cut from a rural city in Central MN. I thought my years of experience would transfer over especially since there is such a shortage of special education teachers. I have all my licenses in SPED. and have taught K-12. When the compensation came out this January I was beyond grateful, thankful, and felt appreciated. I hope this continues in order to keep licensed staff in these positions for our kids.

Thank you!

Best regards,

Nicole Bergh

## Kidani2 - Felicity

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**From:** Morgan Kāla'e Josephine Parker <mkjparker8@gmail.com>  
**Sent:** Tuesday, February 4, 2020 9:06 AM  
**To:** EDU Testimony  
**Subject:** Testimony SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

My name is Morgan Parker. I am a teacher at Ke Kula 'o 'Ehunuikaimalino in the Konawaena District, West Hawaii on Hawaii Island. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

Fixing the salary compression issue and/or differentials will help and benefit our students in a profound way when we look at the long term gain. I have seen too many educated intelligent individuals leave the DOE because they knew they could make more money elsewhere. I have seen multiple people work hard to get a masters degree the DOE doesn't accept as valid, I have seen people with the "wrong" master degree for their job and have to leave because they could take on another 40,000 in student debt. This is a real problem that forces intelligent professionals to leave our profession. This means our keiki are losing on opportunities to be surrounded by even more great, intelligent, and eager adults.

This pay differential and salary compression would have incentive professionals to stay and make an impact on our keiki and hopefully start to reduce our high teacher turnover and teacher shortage.

We need your help. Mahalo.

## Kidani2 - Felicity

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**From:** MTB <matube@yahoo.com>  
**Sent:** Tuesday, February 4, 2020 8:23 AM  
**To:** EDU Testimony  
**Subject:** SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION  
RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION  
WEDNESDAY, FEBRUARY 5, 2020

2:45 p.m.

Chair Kidani and members of the Education Committee:

My name is Maria Bernard-Reantaso. I am a teacher at Moanalua High School in Central District on Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue to show that we as a state value our dedicated & hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

I've dedicated more than 25 years of teaching to serve my community & state while working at Saint John the Baptist Catholic School, Children's House, King Kekaulike High School, and Moanalua High School. I was raised in the public housing of Kuhio Park Terrace for 19 years, graduated from Farrington High School, UH Manoa, & Chaminade University. My family overcame homelessness, and eventually moved out of the housing system because of the value placed on education. It has given me an opportunity to teach those who look like me and have come from similar experiences. Helping my students to make better choices for themselves to improve their livelihoods as well as their families' is a calling that I really enjoy. Yet the income received required me to wait until I'm in my forties to afford a house of my own, while other jobs like nursing can do this sooner-as in the case of my former student who I influenced to become a nurse rather than a teacher. She is now a happy homeowner still in her twenties. Now being the main breadwinner for the household of 3 senior citizens on very limited income & a husband, the cost of providing for them is very difficult at times, especially with ongoing increase cost of living and medical care.

We need your help.

Mahalo.

Maria Bernard-Reantaso  
Central District  
Oahu Island

## Kidani2 - Felicity

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**From:** Rebecca Kerwin <kerwinr@knights.k12.hi.us>  
**Sent:** Tuesday, February 4, 2020 8:44 AM  
**To:** EDU Testimony  
**Subject:** TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

WEDNESDAY, FEBRUARY 5, 2020

2:45 p.m.

Chair Kidani and members of the Education Committee:

My name is Rebecca Kerwin. I am a teacher at Castle High School in Windward School District on Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

I am one of many teachers who struggle with our salary. If I didn't have my spouse's income (which isn't much more than mine) than I would not be able to live in Hawaii. I wouldn't be able to raise my children here or teach the children of Hawaii. I truly believe that if we want to have quality education for our keiki than we need to be recruiting teachers from Hawaii and one of the best ways to accomplish this is to show that Hawaii values its teachers by investing in them with a salary that reflects that. We need salaries that measure up with the cost of living in Hawaii. Otherwise, we will continue to lose teachers to the mainland or other vocations and our keiki will continue to suffer in their education because of it.

We need your help. Mahalo.

Rebecca Kerwin, Windward District, Oahu

## Kidani2 - Felicity

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**From:** Sasha Finch <sfinch@roosevelths.k12.hi.us>  
**Sent:** Tuesday, February 4, 2020 8:44 AM  
**To:** EDU Testimony  
**Subject:** SB2488 Proposed SD1 Relating to Teacher Compensation

Chair Kidani and members of the Education Committee:

My name is Sasha Finch. I am a teacher at Roosevelt High School in the Honolulu District on Oahu. I am submitting testimony in support of SB2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue and fund the pay differentials for teachers in hard to staff positions, special education, and Hawaiian immersion for charter schools and the DOE. This bill can help change the course of education for the better in Honolulu. Charter schools and the Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

This salary fix will help reward teachers who put in extra hours outside of school to better the learning of our students.

We need your help. Mahalo.

Sasha Finch, Honolulu District Teacher, Oahu

## Kidani2 - Felicity

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**From:** Jenny C M Leung <jleung@roosevelths.k12.hi.us>  
**Sent:** Tuesday, February 4, 2020 8:28 AM  
**To:** EDU Testimony  
**Subject:** SB2488 Proposed SD1 Relating to Teacher Compensation

Sent from my iPhone

### **Relating to Teacher Compensation**

#### TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

RE: SB2488 Proposed SD1  
Relating to Teacher Compensation

Wednesday, February 5, 2020

2:45pm

Chair Kidani and members of the Education Committee:

My name is Jenny Leung, and I am a teacher at Roosevelt High School (Oahu, Honolulu District). I write this testimony in support of SB2488, proposed SD1 on my iPhone as I sit at home sick with the flu (I did get the flu shot). Although barely able to care for my 6 month old who now has to take Tamiflu to avoid getting the flu from me as I breastfeed him, I am sitting here with a large stack of papers to grade (I have 180+ students), since there will no doubt be even more to grade once I am recovered enough to return to school. Incidentally, it took me 9 years to accumulate enough sick leave to stay home with my newborn for 5 months. FMLA's 12 weeks of leave without pay is not a viable option on a public school teacher's budget. After all, with my masters degree, I have more education than both my husband and his sister, but work more and earn less than either of them. My sister-in-law works 12 hour shifts every other day. Including the time I spend planning lessons and grading, I work twelve hour days every day.

The dire teacher shortage itself should be adequate proof that public education has been vastly underfunded for years. At the lowest pay for cost of living in the nation, who in their right mind would put up with working conditions such as that which I've just described? This bill can help change the course of education for the better in Honolulu, but it is projected that the Department of Education will need \$45 million more than this bill currently provides to do so.

Continued failure to fully fund public education will send teachers and students the message that you think they are not worth it. Consider that wealthy parents spend around five times what the DOE currently spends per student to send them to private school. One parent I know is sending his sons to private school because of his own public school experience. He says he wants "better" for his sons. Doesn't everyone want the best for their children, though? Why should only those children born to

wealthy parents have a “better” education? Or consider this: the keiki you choose to fund or underfund today will be the ones caring for you a few decades or less from now. How well-educated do you want your future doctors, nurses, electricians, construction workers, car mechanics, etc. to be? Until teachers are compensated fairly as professionals, there will continue to be a shortage of qualified and effective teachers to nurture the workforce of the future.

Thank you for your time and consideration.

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

WEDNESDAY, FEBRUARY 5, 2020

2:45 p.m.

Chair Kidani and members of the Education Committee:

My name is Susan K. Suzuki. I am a teacher at Konawaena Elementary School in the Kona District on the Island of Hawaii. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki and community.

I have been a Hawaii public school teacher for over 31 years and I am very concerned for the teaching profession and our students. The number of qualified teachers in our state is decreasing every year due to low salaries and the high cost of living. This is very unattractive to the younger generation of teachers since they cannot afford a home and pay back student loans. We have many outstanding teachers at Konawaena Elementary School, however, over the past 7 years we've had a high turnover rate and faculty consistency is not there for our students who are the future of Hawaii.

We desperately need your help. Mahalo.

Susan K. Suzuki, Kona District, Hawaii



## Kidani2 - Felicity

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**From:** Raechelle Villanueva <rvillanueva@waialae.edu>  
**Sent:** Tuesday, February 4, 2020 8:03 AM  
**To:** EDU Testimony  
**Subject:** S.B. 2488

Chair Kidani and members of the Education Committee:

My name is Raechelle Villanueva. I am a teacher at Wai'ālae Elementary Public Charter School in the Honolulu District on Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

As a veteran teacher who taught 8 years on the DOE and 6 years in a Public Charter School, I have worked through several step increases where my pay was withheld. There are teachers that have taught less years than me who are making way more than I am. I often mentor these new teachers and help these teachers as an advocate for the HSTA as the School Level Leader. I would like my years of service to be honored. I coach afterschool unpaid for our school's VEX IQ Robotics competition team. I am also a GLC, teacher leader. I dedicate my time to mentoring teachers via Twitter as well through #808educate, a project to help connect DOE, public charter, and private schools. As an inclusion teacher, I worked countless hours differentiating work and attending meetings while other non inclusion teachers got to go home earlier than me. For many teacher leaders like myself, our free time is spent on others. It is very disheartening to know that teachers I mentor, are making more money than I am. My years of service should count. It will help me to also remain the teaching profession. We are already the lowest paid teachers in the nation when cost of living is factored in. Let us celebrate and retain veteran teachers. Our keiki deserve the best quality education. I am a public school parent as well and I am in support of paying our veteran teachers the money they deserve.

We need your help. Mahalo.

Raechelle Villanueva, Honolulu District, `Oahu

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**Raechelle Villanueva** | 3rd Grade Teacher  
Wai'ālae Elementary Public Charter School  
1045 19th Avenue, Honolulu, Hawai'i, 96816  
(808) 733-4880 ext. 246  
<http://waialae.edu>



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## Kidani2 - Felicity

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**From:** Gerry Clarin <gerryclarin@gmail.com>  
**Sent:** Tuesday, February 4, 2020 8:01 AM  
**To:** EDU Testimony  
**Subject:** SB 2488 Proposed SD1, Relating to Teacher Compensation

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

WEDNESDAY, FEBRUARY 5, 2020

2:45 p.m.

Chair Kidani and members of the Education Committee:

My name is Gerry Clarin. I am a teacher at James Cambell High School in Ewa Beach, Leeward on Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue and fund the pay differentials for teachers in hard to staff positions, special education, and Hawaiian language immersion for charter schools and the DOE. This bill can help change the course of education for the better on the leeward coast. Charter Schools and the Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

The fix for salary compensation would greatly help our household. Where two of us are teachers. Currently both of us work extra jobs to pay the high cost of housing and high cost of living here in Ewa Beach. I would love to be able to stay in Hawaii and continue to make a difference here but each year it gets harder and harder.

Also the public school system can't keep qualified teachers here and more and more of our keiki are being taught by a tag team of substitute teachers which forces us to seek alternative education methods which drive up the cost of living even more. Please consider this proposal as it would help develop stronger communities and happier families.

Sincerely Gerry Clarin, Ewa Beach, Oahu

## Kidani2 - Felicity

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**From:** shantell tom <ukoh452002@hotmail.com>  
**Sent:** Tuesday, February 4, 2020 7:49 AM  
**To:** EDU Testimony  
**Subject:** Testimony Before the Senate Committee on Education

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION  
RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION  
WEDNESDAY, FEBRUARY 5, 2020  
2:45 p.m.

Chair Kidani and members of the Education Committee:

My name is Shantell-Tiare Tom. I am a teacher at Wai'anae High School in Leeward District on Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

I am a single, unmarried woman living on the West Coast of Oahu. I had to move back home due to my father passing away, who was the bread winner of our family, to help support my mother and special needs little brother. My mother is too young to collect SSI, and my little brother finally received help from SSI two years after my father's passing. The reason I share this is because I'm struggling to keep us afloat. I did not qualify for any aides from Section 8 or EBT or SSI to help me, and I still do not qualify. My taxes are taken out of my paycheck that I'm living paycheck to credit cards each month. I own one car that will be graduating high school this year, which I'm grateful that it still runs. This cost of living is putting me more in debt while living on the poorest side of Oahu. Not the prettiest picture.

I see myself retiring at Wai'anae High School as the Music Director! I want to build up the music program! I want to see my students succeed and show them how. My students need to see their Educators succeed without fear of not being able to attend school due to their vehicle breaking down, because they rather spend the money on rent; fear of calling out sick because we do not make enough to purchase health insurance; but we will always give our time, talent, skill and money away to our students - because we want what's best for them in every way.

We are in need of your help. Mahalo,  
Shantell-Tiare Tom

## Kidani2 - Felicity

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**From:** terri ewton <terri.ewton@gmail.com>  
**Sent:** Tuesday, February 4, 2020 7:45 AM  
**To:** EDU Testimony  
**Subject:** Support for HTSA

### TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

Hearing Date: WEDNESDAY, FEBRUARY 5, 2018

Hearing Time: [2:45 p.m.](#)

Chair Kidani and Members of the Committee:

My name is Terri Ewton. I am a Kaua'i resident and substitute teacher/fully licensed. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian Immersion, and Hard to Staff positions to show that we as a state value our hardworking teachers. They not only need this 25 million, but they will need 45 million more to fix it right the first time. Our teachers are worth it as they are important for the future of our keiki.

I work as a substitute teacher, mostly at the Hawaiian Charter School in Anahola on Kaua'i. The teachers there are long term and dedicated. The Hawaiian Studies Team are amazing and we are proud to partner with Waipa Organization via Kamehameha Schools. We are a charter school. Securing the funds to fix the teacher salary compression is essential in order to continue to provide services using reliable and educated teachers.

We need your help. Mahalo.

Terri Ewton, Kaua'i

Sent from my iPhone

## Kidani2 - Felicity

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**From:** Irene Kendig-Sullivan <ikendig@roosevelths.k12.hi.us>  
**Sent:** Tuesday, February 4, 2020 7:37 AM  
**To:** EDU Testimony  
**Subject:** SB2488 Proposed SD1 Relating to Teacher Compensation

Chair Kidani and members of the Education Committee:

My name is Irene Kendig-Sullivan. I am a teacher at Roosevelt High School in Honolulu District on Oahu. I am submitting testimony in support of SB2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue and fund the pay differentials for teachers in hard to staff positions, special education, and Hawaiian immersion for charter schools and the DOE. This bill can help change the course of education for the better in Honolulu. Charter schools and the Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

The proposed bill is not enough to fully fund the salary compression AND the differentials.

The salary compression fix will move teachers to the appropriate step based on years in the DOE. Funding the shortage differentials will fund the differentials for hard to staff, special education, and Hawaiian immersion.

We need your help. Mahalo.

Irene Kendig-Sullivan,  
Honolulu, Oahu

--

Science Teacher  
Roosevelt High School  
1120 Nehoa Street  
Honolulu, HI 96822  
808.307.0524

## Kidani2 - Felicity

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**From:** Aimee Matsuura <aimee.matsuura@ewamakai.org>  
**Sent:** Tuesday, February 4, 2020 7:15 AM  
**To:** EDU Testimony  
**Subject:** EDU Testimony

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

WEDNESDAY, FEBRUARY 5, 2020

2:45 p.m.

Chair Kidani and members of the Education Committee:

My name is Aimee Matsuura I am a teacher at Ewa Makai Middle School Oahu, Leeward district. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in hard to staff positions, special education, Hawaiian language immersion, and to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

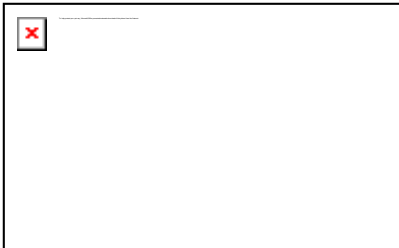
As a middle school teacher, I have 1 or 2 precious prep periods a week. Unfortunately, those prep periods are taken away for IEP and 504 meetings. They are also conducted after school during other prep time I am told I was to have. Both inclusion and Sped teachers are not compensated on any of these additional meetings that not all teachers have to attend to.

The funding provided will allow teachers to effectively prep for lessons and help make plans to work with students specifically and help differentiate lessons and projects. Being rushed as a teacher to make plans, attend meetings, and differentiate make it difficult to be effective.

We need your help. Mahalo.

Aimee Matsuura, Leeward Campbell, Oahu

--



**Mrs. Aimee Matsuura**

6th Grade English Teacher  
Anime Art Enrichment Advisor  
Team 6B Room #G222  
Ewa Makai Middle School  
91-6291 Kapolei Pkwy  
Ewa Beach, HI 96706 808.687.9500  
<http://ewamakai.org>

"Love is patient, love is kind." 1 Corinthians  
13:4-8

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## Kidani2 - Felicity

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**From:** Megan landes <meganfauth@hotmail.com>  
**Sent:** Tuesday, February 4, 2020 7:12 AM  
**To:** EDU Testimony  
**Subject:** Fwd: Support SB 2487, proposed SD1

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Chair Kidani and Members of the Committee:

My name is Megan Landes. I am a teacher/community members at in Lahaina on Maui. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The department will need 45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

The students in the state of Hawaii deserve qualified teachers in every classroom. Teachers are leaving every year and citing the high cost of living without comparative wages. Give teachers a fighting chance to stay in these islands by funding this bill. Our students deserve experienced teachers!

We need your help. Mahalo.

Megan Landes, Lahaina, Maui

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## Kidani2 - Felicity

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**From:** Amy Downard <adownard@gmail.com>  
**Sent:** Tuesday, February 4, 2020 7:05 AM  
**To:** EDU Testimony  
**Subject:** Testimony in support of 2488

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION  
RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION  
WEDNESDAY, FEBRUARY 5, 2020  
2:45 p.m.

Chair Kidani and members of the Education Committee:

I am submitting testimony in SUPPORT of SB 2488, proposed SD1.

My name is Amy Downard, teaching in Honolulu District on Oahu. As a special education teacher for students who are blind and visually impaired, I know first hand the hardships of providing quality specialized instruction to children in our state. Although blindness occurs in less than one percent of the general population, the needs to directly, hand-over-hand model, teach to explore concepts and provide meaningful instruction to this population is huge. The problem I have noticed is maintaining experienced, highly qualified educators. We have only 20 teachers in our state who are certified in blindness education. There are no colleges in our state that provide teaching programs in visual impairment instruction. That means Hawaii DOE has to rely on current Hawaii teachers who want to go to mainland schools to learn and add this 2-3 year program to their teaching licenses. The other option is to wait and hope a mainland teacher will apply for a position here. I can tell you first hand, it takes, on average three years to fill one of those highly specialized vacant positions. It is such a hardship to have a vacancy of that length to any student who cannot access their school content due to his or her significant vision loss.

Of the 20 teachers of the blind in our state, eight have worked over 20-40 years here. We have survived furloughs, long term vacancies, severely underfunded budgets and yet we stand behind the needs of the most needful children in our state. We have seen our students excel and overcome so many challenges. We are the only educators in our state to teach blindness specific skills (Braille, mobility with cane travel, access to tactile materials, increasing listening skills, etc.,) so that students can access their educational content and transition as their sighted peers to post high school goals of work and higher education.

I have worked two jobs for more than 8 years to make ends meet in our state with a very high cost of living. Every pay raise I have received came just in time with higher rent, higher prices, but never allowed me to get ahead of the debt that accumulates.

The current special education pay differential will make a huge impact to allow me to get ahead of debt and hopefully allow me to continue my employment until retirement age, 12 years from now.

I have the privilege to assist in changing so many lives for the better who have some of the highest needs to access educational content and develop life skills.

Please assist by changing so many lives for the better by increasing pay to teachers who have stayed in the DOE over the years without adequate compensation.

Please fund this bill to assist to attract and maintain teachers who need salary adjustments through compression, pay differentials in Special education, Hawaiian language immersion and hard to staff positions. We do so much with so little. Please take the time to make our schools fully staffed, instead of the vast exit of personnel in the past three years to pursue higher salary careers. The children of Hawaii deserve quality educators who stay rather than the ongoing revolving door that continues to impact their future.

Mahalo for all you do on our behalf,

Amy Downard

Special Education Itinerant Visual Impairment Teacher

Honolulu District

## Kidani2 - Felicity

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**From:** James Blake <mikojblake@yahoo.com>  
**Sent:** Tuesday, February 4, 2020 6:56 AM  
**To:** EDU Testimony  
**Subject:** Supporting SB 2488, Proposed SD 1

My name is **James Blake**. I am a third year Certified Special Education teacher at **Kahuku High and Intermediate School** in the **Windward District** on Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers.

The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

In 2005, our family of seven; my wife and I, and five daughters moved from Maui to Oahu. With one teacher income (my wives, she is also a Special Education Teacher) we struggled through the Furlough years, it was not easy for me to find employment even with a degree in Social Work. Our youngest daughter was not in school yet and without funds to put her into preschool, we decided I will play "Mr. Mom"

During the Furlough period, with a family of five daughters; one in high school 10th grade, a 7th grader, two in elementary 3rd and 1st graders, and one at home, I witnessed the agony my wife endured as a teacher to support our family. Staying up late to complete her IEP's to meet the deadline, preparing her lesson plans well into the night, spending money to advance her teacher credits for advancement even though we were barely surviving, and drove from Laie to Kapolei once a week (for a year) to participate in her Master's program with the University of Phoenix after school from 6-9pm. Because she was exhausted and I did not want her to get into an accident, sometimes I drove her.

Triumphantly, she overcame all odds and received her MA and continued to pay for her advancement credits; however, she has not been compensated for those advancements.

All teachers including my wife, agreed to put the DOE before their needs. After witnessing all that has transpired, I chose to be a teacher. Today, we ask you to consider those years of agony and support our keiki by keeping us teachers who value their needs. Please ponder our plea and make a difference. Together, we will educate our keiki with qualified and heartfelt teachers stay in Hawaii.

Mahalo!

James Blake

[Sent from Yahoo Mail on Android](#)

## Kidani2 - Felicity

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**From:** Sienna Makarewicz <ohanamaka@gmail.com>  
**Sent:** Tuesday, February 4, 2020 6:08 AM  
**To:** EDU Testimony  
**Subject:** SB 2488

Please provide enough funds to fix the teachers' salaries. I am Sienna Makarewicz, Second Grade Teacher at Kapaa Elementary School on Kauai. I have not had a step raise in many years. The budget was balanced on the backs of the teachers through furloughs and DLWOP. Many of us had to go into debt at that time and we are still digging our way out. It is time to put back our steps and to remove the ceilings on our pay scale. We need to keep our teacher here so that our students can have the highest qualified teachers that are culturally sensitive to our keiki. Please fund the bill fully. Thank you,  
Sienna Makarewicz

Sent from my iPad

## Kidani2 - Felicity

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**From:** Lisa Yamagata <lnishizuka@gmail.com>  
**Sent:** Tuesday, February 4, 2020 6:02 AM  
**To:** EDU Testimony  
**Subject:** Testimony for SB 2488 Proposed SD1

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION  
RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION  
WEDNESDAY, FEBRUARY 5, 2020  
2:45 p.m.

Chair Kidani and members of the Education Committee:

My name is Lisa Yamagata. I am a teacher at Waimea Canyon Middle School in Waimea on Kauai. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

Both my husband and I have been teaching for over 10 years, so any salary adjustment/delay has a great impact on our family. During the years that we had furloughs and step increases were not given on a regular basis, we had to really squeeze things financially. It would show great respect to our profession to give us regular step increases based on years of service, like most other professions do. It's nerve-racking and frustrating to think that the only way we may ever get a pay increase is if our negotiators are successful. Of course there should be stipulations, such as ensuring that the teachers are meeting standards, in order to receive this automatic step increase.

We need your help. Mahalo.

Lisa Yamagata

Sent from my iPhone

## Kidani2 - Felicity

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**From:** Phaedra Robinson <phaedra\_robinson@hokulani.k12.hi.us>  
**Sent:** Tuesday, February 4, 2020 6:01 AM  
**To:** EDU Testimony  
**Subject:** Support SB248

Chair Kidani and members of the Education Committee:

My name is Phaedra Robinson. I am a teacher at Hokulani EI on Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and also provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

Please support this bill in favor of giving our veteran teachers, special education teachers, Hawaiian immersion teachers and hard to fill teaching positions more money in terms of a bonus and in increased salaries granted for years of public service. We face a grave situation in our public schools that can no longer be ignored. The states' attempts in trying other solutions in attracting and retaining teachers have proven to be ineffective for decades now. The only solution is an increase in salary.

Unfair pay scales have driven our veteran teachers to leave the profession, due to the perception that their experience and dedication to public education and the teaching profession. If it were not for the recent momentary bonus I received for teaching special ed I was planning on leaving the teaching profession in Hawaii.

Please support us in this. We can't afford to loose teachers and have our public schools quality suffer any further by the masses of teachers leaving and the inability to draw in good teachers who will stay here in Hawaii.

With aloha,  
Phaedra Elisabeth Robinson, Ph.D.

## Kidani2 - Felicity

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**From:** mt4hawaii@gmail.com  
**Sent:** Tuesday, February 4, 2020 5:35 AM  
**To:** EDU Testimony  
**Subject:** SB 2488 Testimony

Chair Kidani and Members of the Committee:

My name is Mariann Tesauro. I am an Educator in Honolulu on Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian Immersion, and Hard to Staff positions to show that we as a state value our hardworking teachers. They not only need this 25 million, but they will need 45 million more to fix it right the first time. Our teachers are worth it as they are important for the future of our keiki.

We must prevent our teachers from leaving the profession or our state. Our children deserve to have licensed teachers who reside in every area of our state.

We need your help.

Mahalo,

Mariann Tesauro  
Honolulu, HI

[INSERT NAME, DISTRICT, ISLAND]



TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

WEDNESDAY, FEBRUARY 5, 2020

2:45 p.m.

Chair Kidani and members of the Education Committee:

My name is Lynn Otaguro. I am a teacher at Lincoln Elementary in Honolulu on Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

While I have been fortunate to be able to survive with one salary, I am aware of a number of teachers who must work another job in order to make ends meet. While at teacher's time in class may be limited within the school day, that really is only the time for presentation, teaching and guiding our students. Preparation and planning for instruction takes place outside of classroom hours and takes much more time than what is given. Meetings are also outside of classroom time, and school breaks are often not vacations but extra time to plan for school initiatives and activities, and to prepare for our students. We expect a lot of our teachers and we should allow them to focus solely on their jobs in their classrooms and schools. To give teachers the ability to focus in this way, we need to compensate them adequately to take away the need for outside income. We need your help. Mahalo.

Lynn Otaguro, Honolulu District, Oahu

## Kidani2 - Felicity

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**From:** Mrs. Blake <jblake@phkai.k12.hi.us>  
**Sent:** Monday, February 3, 2020 11:58 AM  
**To:** EDU Testimony  
**Subject:** Special Education Teachers

Chair Kidani and members of the Education Committee:

My name is Jamie Blake. I am a teacher at Pearl Harbor Kai Elementary School in Central District on Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

I have been teaching Special Education Preschool for 20 years in Central District. I specifically got my Master's Degree at the University of Oregon in Early Childhood with an emphasis in Early Childhood because I believe in ECSE. I love what I do, and there is a shortage of Special Education and ECSE teachers. Both my parents were DOE teachers, and my husband is actually a teacher at Kamehameha Schools. We are educators at heart, and we understand the importance of Education. We have two boys at private schools, and cannot afford to send them without the assistance of financial aid from their schools. My husband and I both have other jobs, and yet we still cannot afford our children's tuition. I have applied for Kamehameha Schools preschool teacher positions as I would be making more money if I were at a private school. I am grateful that others are understanding that Special Education teachers have to put in a lot more time to their IEP's and meetings, on top of curriculum planning. The salary differentials would help us be able to pay for our children's tuition, and hopefully not be in debt as we are currently. I am given \$300 a year for my classroom, and that normally covers office supplies, paper, paint etc. That does not cover the amount of money I spend on things for my children with special needs every year. The salary differential would help to keep me teaching Special Education in the DOE, and not look at applying to private schools or moving to the mainland.

We need your help.

Mahalo,  
Jamie Blake  
Central District  
Oahu

## Kidani2 - Felicity

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**From:** Anthony Oshiro <oshan3@hotmail.com>  
**Sent:** Monday, February 3, 2020 10:59 PM  
**To:** EDU Testimony  
**Subject:** Teacher Compensation

My name is Anthony Oshiro. I am a teacher at Kailua High School in the Kailua-Kalaheo district on Oahu. I am submitting testimony in support of SB 2488, proposed SD1.  
Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.  
We need your help. Mahalo.  
Anthony Oshiro

Sent from my iPhone

## Kidani2 - Felicity

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**From:** Jamie Walker <jamie.walker@k12.hi.us>  
**Sent:** Monday, February 3, 2020 10:55 PM  
**To:** EDU Testimony  
**Subject:** SB 2488 Testimony

### TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

WEDNESDAY, FEBRUARY 5, 2020

2:45 p.m.

Chair Kidani and members of the Education Committee:

My name is Jamie Walker. I am a teacher at Makawao Elementary School on Maui. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

I have been employed as a special education teacher in Hawaii since 2011. I love what I do. Working with special needs keiki is both challenging and rewarding. However, I see low pay compared to cost of living squeezing many of us off the island to teach elsewhere, or into higher paying professions here in Hawaii. I have watched talented and dedicated teachers leave their posts—not because they wanted to, but because they felt they had to. Some wanted to start families and knew they could not provide for their own keiki and continue to teach in Hawaii. Some grew weary of chronically scrambling to find affordable housing due to lack of inventory in their price range. They made too much to qualify for assistance, but not enough to survive the roller coaster of the rental market.

I love Hawaii and want to stay. I want to give my own keiki the stability of growing up here in our beautiful, tight-knit community. However, I have gotten lucky with housing. Always in the back of my mind I know that if circumstances change, I will be forced to look out for my family and check into other options. The funding requested will help myself and other teachers not need to make such difficult choices.

Sincerely,  
Jamie Walker  
Maui

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Thank you,

**Jamie Walker**

*Makawao School*

*Special Education Teacher*

*808-573-8770*

This is a staff email account managed by Hawaii Department Of Education School District. This email and any files transmitted with it are confidential and intended solely for the use of the individual or entity to whom they are addressed. If you have received this email in error please notify the sender.

## Kidani2 - Felicity

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**From:** Yavette Charles <charlesohana@hotmail.com>  
**Sent:** Monday, February 3, 2020 10:51 PM  
**To:** EDU Testimony  
**Subject:** Testimony

Chair Kidani and members of the Education Committee:

My name is Yavette CHARLES. I am a Special Education Teacher at Kailua High School in Windward District on the island of Oahu. I am also a parent of a student at Kailua High.

I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

As a Special Education in the State of Hawaii having that extra money will make a difference for me financially. My contracted hours are from 7:30am to 3:00pm but I have IEP meeting that can last until 5pm. I have to prepare for these IEPs on my own time and having that extra pay will make me feel like I'm more valued as the professional I am. I have a Masters degree in Special Education, and my husband who only has a Bachelors degree makes almost \$20,000 more than I do working in the airline industry. If you want qualified educators who care about our kids to stay as educators in our schools the PAY us what we are worth especially for the time we put in to teach and take care of our kids. I would LOVE to have an elected official come spend a day in my classroom to help them understand the need for our teachers to get paid more. Our students need local teachers not recruits from the mainland. Take care of those of use who live here, send our kids to public school and are teaching our future.

We need your help. Mahalo.

Yavette Charles

Sent from my iPhone

## Kidani2 - Felicity

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**From:** Alyssa Bruns <alynicbru@gmail.com>  
**Sent:** Sunday, February 2, 2020 12:59 PM  
**To:** EDU Testimony  
**Subject:** TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

WEDNESDAY, FEBRUARY 5, 2020

2:45 p.m.

Chair Kidani and members of the Education Committee:

My name is Alyssa Bruns. I am a teacher at Konawaena Elementary School in Kona on Big Island. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

We do not have enough qualified teachers to support and care for the keiki in our schools. I am a first-year teacher and I feel that the expertise and experience that our master teachers bring to our communities are invaluable. They support new teachers like myself as well as the students. They should be justly compensated for their work. Even more pressing is the lack of bodies on our campuses. We are raising the future caretakers of Hawaii; therefore this issue should be treated with immediate and effective action.

We need your help. Mahalo.

Alyssa Bruns, Kona, Hawai'i Island

## Kidani2 - Felicity

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**From:** Joyce Vea <joycebvea@gmail.com>  
**Sent:** Monday, February 3, 2020 10:31 PM  
**To:** EDU Testimony  
**Subject:** Testimony for SB 2488 Proposed SD1, Relating to Teacher Compensation

### TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

### RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

Chair Kidani and members of the Education Committee:

My name is Joyce Vea. I am a counselor at Waimea Canyon Middle School in West Kauai on Kauai. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

In 2008, I entered the DOE when "Furlough Fridays" under Gov. Lingle became part of our vernacular followed by "Directed Leave Without Pay" under Gov. Ambercrombie. Essentially it was about 5 years where I, a recent local graduate from UH Manoa's last cohort of their school counseling program, took a "pay cut" and then minimal "step movements" which was never corrected. I never understood why the burden of economic hardship fell on the back of our profession - and why hasn't our politicians tried to correct that wrong 12 years later? Our profession has been let down - we have not been properly compensated based on our education, our training, our experience, or our loyalty to the state and to our children.

Having spent all of my 12 years in the DOE at schools located on West Kauai, it is commonplace to have high turnover. I know to expect a new cohort of teachers every year...and I know to expect that some will leave even before the school year ends. Our children deserve better. I often feel like our school, like so many other rural and smaller schools, get lost in the conversation because we're not designated as a "hard to staff" area. This school year alone (2019-2020), we've already had 6 teachers leave only to be filled by non-qualified long-term subs. When looking at students' scores and if politicians have to ask themselves why should teachers get paid more when data shows a lack in student progress - I say that politicians have missed the mark. The system (the state and our politicians) need to realize that they too need to be held accountable for the shortfalls happening at our schools. We need qualified teachers and we need them to stay. We need local teachers to want



to stay in the profession. And I'll take it further and say that our state needs to step it up and inspire future generations to go into a field of work that is valuable - monetarily valuable. Please consider giving our educators a fair shot at having a living wage by funding the proposed compression scale. Ask yourselves, if not now, then when? We need the support now. I needed it 12 years ago as a college graduate and I need it even more now as a mom of two. There is no more time to push the issue of correcting teacher pay in the state of Hawaii to the back burner. Please consider how your vote today can impact the next generation of learners (& educators) in our home state.

We need your help. Mahalo.

Joyce B. Veal, West Kauai, Kauai

## Kidani2 - Felicity

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**From:** Ms Jazz M <msjasminemathew@gmail.com>  
**Sent:** Monday, February 3, 2020 10:28 PM  
**To:** EDU Testimony  
**Subject:** TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

WEDNESDAY, FEBRUARY 5, 2020

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION  
RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

Chair Kidani and members of the Education Committee:

My name is Jasmine Mathew. I am a teacher at Kaiser High School in Honolulu on Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

We need experienced teachers to stay here in Hawaii to make our students competitive with the rest of the world. In the past two years I've had to work Uber/Lyft, teach an extra social studies class after school twice a week and tutor on the side to barely have ten dollars left in my account at the end of the month.

Our desks are falling apart, I purchased air conditioners for my classroom, we have no textbooks and our students are suffering.

Please help us earn enough money to live in Hawaii.

We need your help. Mahalo.

Jasmine Mathew

Sent from my iPhone

## Kidani2 - Felicity

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**From:** Heather Paulino <paulinomohs@gmail.com>  
**Sent:** Monday, February 3, 2020 10:12 PM  
**To:** EDU Testimony  
**Subject:** Testimony Relating to Teacher Compensation

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION  
RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION  
WEDNESDAY, FEBRUARY 5, 2020  
2:45 p.m.

Chair Kidani and members of the Education Committee:

My name is Heather Paulino. I am a teacher at Moanalua High School in Central District on Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

I have been working for the DOE for 19 years. Teachers are constantly working to improve our practice, and the job gets tougher every year. I care a lot for my students, but I don't know how much longer I can do this. I have the equivalent of a doctorate degree in actual university credits, and I still made more money when I waited tables almost 20 years ago. I would like to buy a home, and have nice things, but how? I have mentored many wonderful student teachers, and they would be excellent teachers, but when they realize what teaching is, with all its stress and extra hours of work, and then compare that to the salary they can expect after a few years, they know it isn't worth it. Teaching is a calling, yes, but please ensure our livelihood.

We need your help. Mahalo.

**Heather Paulino**  
**Central District**  
**Oahu**

## Kidani2 - Felicity

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**From:** Catherine Caine <ccainecc@yahoo.com>  
**Sent:** Monday, February 3, 2020 10:19 AM  
**To:** EDU Testimony  
**Subject:** Testimony in support of SB 2488, proposed SD1

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

WEDNESDAY, FEBRUARY 5, 2020, 2:45 p.m.

Chair Kidani and members of the Education Committee:

My name is Catherine Caine. I have been teaching in the state of Hawaii for the past thirty years, and I am currently a teacher at Waikiki School in the Honolulu District. I am submitting testimony in support of SB 2488, proposed SD1.

I am asking you to please provide the funds to retain and attract teachers. As I am sure you know there are studies which indicate, the one thing that makes a significant difference in education is putting highly qualified teachers in every classroom. For your part, I urge you to fix the teacher salary compression issue and pay differentials for teachers. This would show that our state is ready to make the commitment to attract and retain the best and the brightest people to the teaching profession here in Hawaii.

For my part I have been engaged in many activities outside of my classroom. I have for the last three years worked at the university level teaching pre-service teachers in order to put more qualified teachers in each classroom. Additionally, I have joined the other State Teachers of the Year as we begin to meet and work on problem solving the teacher retention and shortage crisis. Although I am qualified for retirement, I have continued to work finding it difficult to leave the students in the classroom when there is such a shortage of highly qualified teachers. Teachers cannot find a solution alone we need you to support this bill.

I could continue my appeal to your sense of fairness with stories about teachers' pay being reduced during the 2008 recession and staying at that level until 2014. I could talk about furloughs and the salary schedule changes that made it more difficult for teachers' salaries to reflect their years of dedicated service. However, what I want you to reflect on is through all of difficult times many teachers continued to teach. Not because we thought these actions were fair but because of the dedication we have to the keiki and the belief that education is an essential component in building a viable society. I am humbly asking you to participate in supporting this bill and creating a future where every student has a highly qualified teacher in the classroom. I look forward to letting go of the past and focusing on our keiki's future.

Mahalo,

Catherine Caine  
National Board Certified 2008



## Kidani2 - Felicity

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**From:** Scott M <scottscrap@yahoo.com>  
**Sent:** Monday, February 3, 2020 10:12 PM  
**To:** EDU Testimony  
**Subject:** Bill SB2488

Chair Kidani and members of the Education Committee:

My name is Scott Miyagi. I am a teacher at Mililani Mauka Elementary School in Central District on Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

Ever since I can remember, I wanted to work in education. And ever since I can remember, teachers made way less than other professions. Totally ironic right? Because society expects teachers to teach the leaders of tomorrow, but pay them way less for it.

While I went to school for my Masters in Education degree (my undergraduate was in Business), I paid for my college, a car, and my first townhome by working part-time for a well-known local retail company. When I graduated with my Masters, the entry pay in the DOE was basically half of what I was making in a job that required no college education.

I worked a half time position with the DOE so I could get in the door but still be able to pay my bills to keep a roof over my head by continuing my current job. When I finally made decision to plunge full time into the DOE, I was appreciative of breaks so I could have a second job because I took a substantial pay cut. I still hold two jobs after 22 years in the DOE, because the cost of living is so high. I love my job working in the DOE and I probably could spend even more time doing more extras at work (I coach Robotics and run two other activities) if I didn't have to go my second job to help pay my bills.

Not only that, in my first few years on the job, there was a strike, followed by furloughs a few years later. Talk about getting treated badly at the start of my career! I think sometimes people take advantage of paying us low wages because we love our jobs - figuring we'll stay because we like it.

It would be nice to get paid what we should and be able to live off of one job. Please help correct the salary compression, and get us a decent wage placement on our salary scales. I know you have it in

you - it's nice to see the legislature will be getting a significant wage increase, making more for 4 months of work than some teachers do for working all year. Please help us level the playing field!

We need your help. Mahalo.

Scott Miyagi

Sent from my iPhone

## Kidani2 - Felicity

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**From:** Kelly Tanimura <tanimura@hawaiiantel.net>  
**Sent:** Monday, February 3, 2020 9:54 PM  
**To:** EDU Testimony  
**Subject:** SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

Chair Kidani and members of the Education Committee:

My name is **Kelly Tanimura**. I am a teacher at **Holomua Elementary School** in **Leeward district** on Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue and fund the pay differentials for teachers in hard to staff positions, special education, and Hawaiian language immersion for charter schools and the DOE. This bill can help change the course of education for the better on the leeward coast. Charter Schools and the Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

If teachers are provided with these funds, it will help to retain teachers who are debating retirement and new teachers who are thinking about quitting the profession. Keeping highly qualified teachers in the profession will definitely have a positive impact on the students. It will ensure that quality instruction is delivered to all students with fidelity. Keeping teachers also helps with continuity amongst the staff at the school level which also impacts student learning and achievement. So please support SB 2488!

We need your help. Mahalo.

**Kelly Tanimura, Leeward district**

Sent from my iPhone



## Kidani2 - Felicity

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**From:** Jerene Cluney <jerenekeiko@msn.com>  
**Sent:** Monday, February 3, 2020 8:39 PM  
**To:** EDU Testimony  
**Subject:** Testimony in support of SB 2488

Chair Kidani and members of the Education Committee:

My name is Jerene Cluney. I am a teacher at Makawao Elementary School in the Baldwin-Kekaulike-Maui Complex on Maui. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

I have been a teacher with the Hawaii Department of Education for 20 years. All of those 20 years have been at the same school. Needless to say, I am dedicated to both my profession and my community. I see my students as myself as a child and want to create a bright future for them. I feel like growing up in upcountry Maui helps to create an understanding and an bond with my students which is one of the reasons I have stayed at Makawao Elementary School for 20 years.

Tenured teachers play a vital role in the "story" of a school and a child's education. We have the valuable experience from the past and the knowledge of the present. That combination is invaluable in the education of today's keiki. Our new teachers will be tomorrows tenured teachers. We need to provide an opportunity for them to become tenured teachers who are not only passionate about the profession of teaching but can also afford that passion.

I am in support of SB 2488 not only for myself, but for all teachers. Our keiki are our future and they deserve the best education from the best educators . . . and that is us!

We need your help. Mahalo.

Jerene Cluney, Maui District - BKM Complex, Maui

jerene.cluney@k12.hi.us

*Jerene K. Cluney*

*"She believed she could, so she did."*

*~R.S. Grey*

## Kidani2 - Felicity

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**From:** Glen Eastman <gdeastman@gmail.com>  
**Sent:** Monday, February 3, 2020 9:53 PM  
**To:** EDU Testimony  
**Subject:** Education Testimony SB2488

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

WEDNESDAY, FEBRUARY 5, 2020

2:45 p.m.

Chair Kidani and members of the Education Committee:

My name is Glen Eastman and I am a Special Education teacher at Pomaikai Elementary School on Maui. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

My background is in Special Education. I have been teaching Special Education for 5 years and I can see why it has become more and more difficult to find Special Education teachers to fill the needs of our students. Modifying curriculum, designing specialized instruction, writing IEPs, collecting data, monitoring IEP progress, staying after school for IEP and behavior plan meetings, implementing behavior interventions, collaborating and planning with gen ed teachers and service providers, and responding to crises/extreme behavior meltdowns are just an example of some of the day to day tasks that I handle. It takes a very unique psyche and set of skills to be a Special Education teacher in Hawaii. It is a tough job that less and less people want to do. In my 5 years of teaching at our school we have had maybe 20-30 student teachers come through our school. 0 have been special education student teachers. We can recruit special education teachers from the mainland but all the ones that have come to my school just move back to the mainland. For these teachers the pay in Hawaii isn't worth it. The responsibilities aren't worth it. The cost of living is too high. 1 bedroom apartments that used to be long term rentals for young professionals are sold to the highest bidder on airBNB. Even in paradise they decide that it just isn't worth it. While supply dwindles, the demand for these teachers is greater than ever not only locally but nationally. Other states have already begun increasing pay for hard to staff areas including Special Education as they understand how important Special Education teachers are. Hawaii must compete with that. Add in the legal liability if IEP plans are not followed for the state and it puts an even greater burden on the importance of a quality Special Education teacher. Attracting and retaining Special Education teachers should be at the top of the state's list of things to do, and it should start by paying them more. Another Felix case would be devastating for not only the state but our keiki.

We need your help. Mahalo.

**Glen Eastman, Pomaikai Elementary School, Maui**

## Kidani2 - Felicity

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**From:** Matthew Yarberry <makio25@icloud.com>  
**Sent:** Monday, February 3, 2020 9:51 PM  
**To:** EDU Testimony  
**Subject:** Support of SB 2488 proposed SD1

Attention : Chairman Kidani and members of the education committee, My name is Matthew Yarberry and I'm a highly qualified teacher in Social Studies and Language Arts teaching at Hilo High School on the Big Island for the last 21 years. I would like to ask you to support SB 2488 which supports increased funding for Special Education and Hawaiian immersion instruction at our school and all schools in the state.

This funding would also adjust the salaries of some of our more veteran teachers to make their compensation more equitable to newly hired teachers. We are losing many of our experienced teachers who are finding other opportunities that more fairly reward their experience and training.

I love teaching the students at Hilo High where I've been teaching World History to 150 freshman a year. I believe representative Chris Todd was one of my students many years ago. Both of my parents worked for the Hawaii department of education, mom an elementary teacher at Waiākea Kai (distorted in the 1960 tidal wave) and latter at Chiefess Kapiolani elementary school. My father Dr. R. Burl Yarberry was the second State superintendent of education and worked to significantly increase teacher compensation in the 1960's. I know he would support this reasonable increase in support of our schools.

Thank you for taking the time to consider my request and for your focus on helping our schools serving on the education committee.

Sincerely Matthew A. Yarberry...

Sent from my iPhone

## Kidani2 - Felicity

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**From:** Pulama Collier <pcollier@kkhs.k12.hi.us>  
**Sent:** Monday, February 3, 2020 12:17 PM  
**To:** EDU Testimony  
**Subject:** SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

RE:WEDNESDAY, FEBRUARY 5, 2020

Chair Kidani and members of the Education Committee

My name is Wanda S.P. Collier. I am a teacher at Kekaulike High School in the Kekaulike Complex, Maui District on the Island of Maui. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

This year is my 26th year of teaching for the Department of Education in Hawai'i, specifically the Hawaiian Language Immersion Schools. I have walked the picket lines in 2001, endured the furlow days soon after and am one of those teachers that have not been compensated for my years of service. I strongly support this bill as it will definitely give me a bit more incentive to stay with the DOE a bit longer. I was planning on leaving the DOE classroom for a better-paying teaching position elsewhere in the private sector.

Wanda Sarah Pūlama Collier

Kekaulike Complex, Maui District, Maui

## Kidani2 - Felicity

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**From:** stacy sugai <snow3173@hotmail.com>  
**Sent:** Monday, February 3, 2020 9:39 PM  
**To:** EDU Testimony  
**Subject:** SB 2488

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

WEDNESDAY, FEBRUARY 5, 2020

2:45 p.m.

Chair Kidani and members of the Education Committee:

My name is Stacy Sugai. I am a counselor at Waipahu Intermediate School in Leeward District on Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

I have been a school counselor at Waipahu Intermediate for 26 years. I am currently at class 7 step 12. There are many teachers who have been working 10 years less than me that are at step 11. This is due to no step movements for a period of time. This is a very unfair situation. I, like many others, have a second job to try to make ends meet to live in Hawaii.

I believe that fixing this salary compression issue will help the keiki of Hawaii. More veteran educators will stay in the profession longer. As a veteran counselor, I believe my experience helps our students, their families, and newer counselors. Experience on the job is something that going to school, to be an educator, just can't teach. Being a counselor is about caring. It is learning how to build rapport, how to navigate the laws, how to work with students and their families, how to advocate for their students, how to deal with extremely tough mental and emotional challenges most people don't hear about. Being a counselor is about giving of yourself without losing yourself. This comes with experience and mentoring from seasoned colleagues. I watch my colleagues in the classroom who are veteran teachers. It's amazing how they orchestrate their classes. From classroom

management, to teaching their subject area to making sure the students are learning. This professionalism is not from reading a book or listening to a lecture. It is strictly from years of experience and fine tuning themselves.

We are all lifelong learners. Veteran educators use what they've learned over the years to continue to educate our students. They also use this knowledge and expertise to mentor younger educators so they can be successful educators that have a positive impact on our keiki.

We need your help. Mahalo.

Stacy Sugai, Leeward District, Oahu

## Kidani2 - Felicity

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**From:** Courtney Lau <courtneylau@waikikischool.org>  
**Sent:** Monday, February 3, 2020 9:23 AM  
**To:** EDU Testimony  
**Subject:** Testimony

Chair Kidani and members of the Education Committee:

My name is Courtney Lau I am a teacher at Waikiki School at the Farrington Kaiser Kalani Complex on Oahu I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

The teacher shortage is a serious matter. There are schools in difficult to staff areas that have begun their school year with 50% substitutes. Non permanent teachers do not provide our keiki with the type of stability and sense of routine that children need in order to feel successful and secure. Teachers also need to develop a close relationship with students in order to learn and meet their diverse learning needs and style. This can only be done with teachers that have been with children for extended periods of time.

The lack of funding in combination with the high cost of living is forcing teachers to leave the state. I am currently investing my time (one entire school year) in training a student teacher that will leave the state upon graduation because they simply cannot afford to support themselves in this state with the salary as is right now. We are using our resources to train highly qualified candidates only for them to leave the state to teach elsewhere.

We need your help. Mahalo.

Courtney Lau, Farrington Kaiser Kalani, Oahu

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Courtney Lau

**Waikiki School-Grade 3**

(808) 971-6900

[courtneylau@waikikischool.org](mailto:courtneylau@waikikischool.org)

## Kidani2 - Felicity

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**From:** Anna Crawford <annabcrawford@hotmail.com>  
**Sent:** Monday, February 3, 2020 2:43 PM  
**To:** EDU Testimony  
**Subject:** TESTIMONY TO THE SENATE COMMITTEE ON EDUCATION RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

Chair Kidani and members of the Education Committee:

My name is Anna Crawford I am a teacher at King Kekaulike High School in The Baldwin-Kekaulike Complex on Maui Island. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

I have been teaching in Maui for 18 years. When we we were furloughed I took a 9% pay decrease. At that time I could have left the island for better pay but I feel devoted the the children of Hawaii so I stayed. I had to go into debt to make it through the years we were furloughed, did not have any step increases, or pay raises. I am only just now paying off that debt. There are teachers at my school who have worked far less years than me who are on the same pay step. These pay inequities should be remedied. I could retire soon but would stay longer in the profession with equitable pay. I feel that by funding the pay differentials Hawaii will retain more teachers, especially veteran and highly experienced teachers who are a true benefit to our students.

We need your help. Mahalo.

Anna Crawford, Kekaulike Complex, Maui Island



## Kidani2 - Felicity

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**From:** cai\_mir@yahoo.com  
**Sent:** Monday, February 3, 2020 7:51 PM  
**To:** EDU Testimony  
**Subject:** TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

WEDNESDAY, FEBRUARY 5, 2020

2:45 p.m.

Chair Kidani and members of the Education Committee:

My name is Catherine Davis. I am a teacher at Kamali'i Elementary in Maui District on the island of Maui. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

I moved to Maui in 2006 from Colorado. I didn't know anyone here but I sold most everything I owned and moved with every intention of staying. I have stayed at great expense because living here has been all about the aloha and being part of a larger ohana and community. After all these years, I have friends and extended family, as well as, wonderful colleagues with whom I share a mission. Each day we come together as a team to support our keiki and local families. We are doing our level best to keep up the good work but it is heartbreaking to see teachers come and go, many of whom could not bear the financial sacrifices in order to support their families. I do not want to loose anymore teachers! Please, we need your help.

Mahalo for your endorsement of this history-making bill in support of our young people and the future leaders of our beautiful state.

Yours respectfully,  
Catherine M Davis, M.Ed.  
480 Kenolio Rd 5-201  
Kihei, Maui, HI 96753

## Kidani2 - Felicity

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**From:** lyon@hawaii.rr.com  
**Sent:** Sunday, February 2, 2020 7:47 PM  
**To:** EDU Testimony  
**Subject:** TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

WEDNESDAY, FEBRUARY 5, 2020

2:45 p.m.

Chair Kidani and members of the Education Committee:

My name is Elizabeth DeLyon. I am a teacher at Haiku Elementary School on the island of Maui. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

Teaching is my joy. I have been teaching for 31 years and have twice Nationally certified in Early Childhood. I decided to stay in education beyond retirement age because our state still has hundreds of classrooms without qualified teachers. I have seen so many unfortunate situations in the schools throughout the years on my own island. Numerous classrooms have been too difficult to fill with highly qualified teachers. No Hawaiiana teachers, unqualified Special Education teachers are just a few of the terrible situations we have witnessed over the years - A Security company was hired and classrooms 'held' in the cafeteria just to be able to say to parents that there was an 'adult in the room', teachers teaching without degrees, and so much more. Children deserve better. But to keep qualified staff, we need to pay teachers better.

I have had the honor of training over 20 teachers in my Hawaii teaching career and have unfortunately seen so many of the teachers leave the profession from poor pay and not being able to make ends meet here in Hawaii. 3/4 of the teachers I personally have trained, left within the first five years after teacher training. It breaks my heart to watch as us dedicated teachers train these educators for 1/4 of our year, and then have them leave the teaching profession within five years.

I have spoken to many teachers who are at retirement age, like myself, and would be willing to put in five to ten extra years if we were compensated as proposed. Please take this consideration seriously and help our schools. A salary adjustment could help ensure that we have highly qualified teachers for our keiki.

We need your help. Mahalo.

Elizabeth DeLyon

Island of Maui

**Blessings of Peace and Grace**

Grace and peace be yours in abundance through the knowledge of God and of Jesus our Lord.

*2 Peter 2*

## Kidani2 - Felicity

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**From:** Cindy Deuz <cngdeuz@gmail.com>  
**Sent:** Sunday, February 2, 2020 5:35 PM  
**To:** EDU Testimony  
**Subject:** SENATE TESTIMONY ON EDUCATION

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION  
RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION  
WEDNESDAY, FEBRUARY 5, 2020

2:45 p.m.

Chair Kidani and members of the Education Committee:

My name is Cindy Deuz. I am a teacher at Red Hill Elementary in Central District on the island of Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

Teaching is my second career and it has been very rewarding to be able to see the growth our keiki make in a year. However, with the cost of living in Hawaii being so high, it has been extremely hard to make ends meet. My family and I have had multiple discussions about moving to the mainland where I would not need to look for a second job. My daughter is currently at UH Manoa pursuing a degree in education and even she is discouraged about the teacher pay. She will most likely stay to gain some experience but ultimately will need to move away to be more financially secured.

With the proposal for differential pay for Special Education teachers, she will now be applying for the dual BEd. and SPED degree while I will head back to school at Leeward Community College to begin the Advanced Professional Certificate in SPED program. I hope to be licensed by the end of this year. Since these differentials have been proposed, a lot of veteran teachers are pushing back retirement to be able to benefit from the pay compression fix and myself and others are going back to school to pursue SPED licenses. This not only benefits teachers but the future of Hawaii as students will be taught by highly qualified teachers and not by emergency hires or long term substitutes. Our students deserve the best because they are the key to anything and everything that matters. Please approve the funding needed to keep Hawaii's teachers in Hawaii.

We need your help.

Mahalo,

Cindy Deuz, Central District, Oahu

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

WEDNESDAY, FEBRUARY 5, 2020

2:45 p.m.

Chair Kidani and members of the Education Committee:

My name is Maile Akiona. I am a teacher at Aiea Elementary School in Central district on Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

I have been teaching in Hawaii for 23 years and would like to continue teaching here as this is my home. Recently, I have considered moving and teaching in another state or perhaps leaving the profession for one that earns an income that is more conducive to the rising cost of living. It is a sad choice as I have loved teaching and working with children and I believe I have made a positive impact on my students. I am not alone. I know that

there are many educators, such as myself who have worked tirelessly, dedicated to the improvement of our teaching practice. We all have one goal in mind, and that is to educate “our children” to the best of our ability. But, the lack of pay for the amount of work required is incredibly unfair and to put it bluntly, wrong. Please provide enough funds to fix the teacher salary compression issue. We need your help.

Sincerely,

Maile Akiona

Central District, Oahu

## Kidani2 - Felicity

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**From:** hughey2000@aol.com  
**Sent:** Monday, February 3, 2020 8:01 PM  
**To:** EDU Testimony  
**Subject:** SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION WEDNESDAY, FEBRUARY 5, 2020

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION  
RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION  
WEDNESDAY, FEBRUARY 5, 2020  
2:45 p.m.  
Chair Kidani and Members of the Committee:

My name is Justin Hughey. I am a teacher/community members at in Wailuku on Maui. **I am submitting testimony in support of SB 2488, proposed SD1.**

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The department will need 45 million more than this bill provides to do so.

My wife and I had our first child last year. Even though I have a Masters degree and she has a PhD, we don't make enough as teachers to pay for daycare. Hawaii has one of the lowest teacher salaries in the country, when factored in the cost of living. We started comparing our salary to other states. In Washington State I would make \$105,000 and my wife would make \$81,505. That is roughly \$71,000 more in combined income than what we were paid in 2019. This state doesn't provide a salary that offers an incentive for our keiki to go to college and become teachers. Why should our kids go into debt for a job that doesn't pay rent? We shouldn't be importing teachers, our state government should ensure the teaching profession is worth pursuing, for the people who are born and raised here. For 10 years I worked 4-5 nights a week, leaving school when the bell rang to serve tables until I literally broke my back with a bulging disc. I was out of work for a year and a half.

This is about every child having a real shot at life, liberty and the pursuit of happiness. When a teacher resigns or moves away, my principal complains about not having any teachers to hire from the list of qualified applicants. My son deserves a certified teacher and so does every other child in Hawaii.

Mahalo,  
Justin Hughey  
Special Education Teacher  
King Kamehameha III Elementary

## Kidani2 - Felicity

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**From:** Marissa Faleolo <marissa.faleolo@wilsonschoolhawaii.org>  
**Sent:** Monday, February 3, 2020 7:51 PM  
**To:** EDU Testimony  
**Subject:** SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION  
RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION  
WEDNESDAY, FEBRUARY 5, 2020  
2:45 p.m.

Chair Kidani and members of the Education Committee:

My name is Marissa Faleolo. I am a teacher at Wilson Elementary School in Honolulu District on Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

I am currently in my 21st year of teaching Special Education. I graduated from Punahou School many years ago, along with Scripps College. I have a Post-Bacc degree in Elementary Education from UH-Manoa. I'm dual certified in Special Education and General Education. I also have a Master's Degree in Curriculum and Instruction from UH-Manoa. I've taught Special Education at Wilson Elementary School for 15 years. Before that, I taught at Waipahu Intermediate School for 6 years. I have been trained within the Honolulu District in the Orton-Gillingham Method to better serve students with Learning Disabilities. I was a part of the last cohort of Kula Kaiu (ie ACCESS) which helped to prepare me to work with students on the Autism Spectrum and those with language difficulties. By providing funding for differentials for special education teachers, you are acknowledging our value as educators. By fixing the salary compression issue, you are acknowledging that my family and I took a cut in pay years ago that was never fully undone. By providing funding for teachers in hard to staff areas, you are encouraging teachers like myself to go back to areas that I was originally most interested in working in. I, myself, plan on applying to transfer out of Honolulu District to the Leeward Coast during this next transfer period (with the encouragement of the hard-to-staff differential). I did my student teaching on the Waianae Coast. I was a part of one of the first Elementary teaching cohorts which focused on children from the Waianae Coast (led by Kathy Au and Margie Maaka 1996-1998). I would love to go back to the communities of Waianae and finish my teaching career, where it began. By providing a differential for teachers like me, you are helping me make that "leap of faith". In conclusion, fixing the salary compression issue and providing differentials will help myself, and others to remain public school teachers, librarians, or counselors. These measures will also help other teachers from leaving the profession or our state. In turn, our students will benefit from having better qualified teachers who would have otherwise chosen other school districts over their own.

We need your help. Mahalo.

Marissa Faleolo, Honolulu District, Oahu



TESTIMONY BEFORE THE SENATE COMMITTEE ON  
EDUCATION

RE: SB 2488 Proposed SD1, RELATING TO TEACHER  
COMPENSATION

WEDNESDAY, FEBRUARY 5, 2020

2:45 p.m.

Chair Kidani and Members of the Committee:

My name is Jan Dumarán. I am a teacher at Ilima Intermediate School and a community member in Ewa Beach, Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide the funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The department will need 45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

Legislators talk about education being a top priority but they fail to provide the appropriations to support education. This bill will do a lot to fix the salary compression issue and differentials and inspire and encourage teachers to continue teaching.

To show your support for teachers, librarians and counselors and to keep them from leaving the profession, please fund this bill. The future of all our keiki is depending on you to do the right thing.

We need your help. Mahalo.

Jan Dumarán

Campbell-Kapolei Complex, DOE

Ewa Beach, Oahu

## Kidani2 - Felicity

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**From:** erich smith <ersmith30@hotmail.com>  
**Sent:** Sunday, February 2, 2020 8:26 PM  
**To:** EDU Testimony  
**Subject:** Teacher Salary Adjustments

Chair Kidani and members of the Education Committee:

My name is Erich Smith. I am a teacher at Kalaheo High School. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

I have taught here in Hawaii since 1996 and have struggled financially the entire time. It is really sad that my family of 3 is considered low income even though I have a master's degree and am maxed out on professional development credits. I still consider job offers elsewhere due to the fact I live paycheck to paycheck.

We need your help. Mahalo.

Erich Smith

Windward District, Oahu

Sent from my iPhone

## Kidani2 - Felicity

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**From:** Rachel Main <rachel.main@icloud.com>  
**Sent:** Monday, February 3, 2020 7:37 PM  
**To:** EDU Testimony  
**Subject:** Testimony

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

[WEDNESDAY, FEBRUARY 5, 2020](#)

[2:45 p.m.](#)

Chair Kidani and members of the Education Committee:

My name is **Rachel Main**. I am a teacher at **Maunawilli Elementary** in **the Windward** on Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

I have lived on Oahu for 12 years and have taught here for 6. I struggle every single year to pay my bills. I even have a Masters degree in education and I still don't make enough to even have my own apartment or home. I have to live in a bedroom, with no kitchen. I even have to work multiple jobs just so that I can barely get by. I don't have a savings account because I don't make enough to put into savings on top of paying for my rent and bills. It is clearly a crisis, and something needs to be done. Teachers are highly underpaid and under appreciated.

We need your help. Mahalo.

Rachel Main, Windward District, Oahu

Sent from my iPhone

## Kidani2 - Felicity

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**From:** Jennie Hancock <mrshancock808@gmail.com>  
**Sent:** Monday, February 3, 2020 7:34 PM  
**To:** EDU Testimony

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

WEDNESDAY, FEBRUARY 5, 2020

2:45 p.m.

Chair Kidani and members of the Education Committee:

My name is Jennie Hancock. I am a 5th grade teacher at Waikoloa Elementary and Middle School in South Kohala on Hawaii Island. I am submitting testimony in support of SB 2488, proposed SD1.

My husband and I moved to Hawaii from Alaska in 2011 because while our salaries were good, we didn't have pensions or medical coverage upon retirement. Now that my husband, a wounded police officer, might have to medically retire we're left with the harsh reality that we might have to leave Hawaii because my salary isn't enough to support our family. As a 7th year teacher that has established myself in my profession and my community, I'm heartbroken that others and myself can barely make it here. The turnover in our area is a critical factor in the shortage crisis our complex area experiences, and the reason we received a hard to staff differential.

The shortage differential I received this semester helps a little bit, but the long-term viability of life in Hawaii for teachers is abysmal. We don't make enough money and we spend what little we do have on extremely high rent and supplementing our classroom budgets to improve our students' educational experience.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education

will need \$45 million more than this bill provides to do so. Our teachers are worth it, as they are important for the future of our keiki.

Now is the time for positive change, and we need your help. Mahalo.

Jennie Hancock

68-3840 Lua Kula St Apt F203

Waikoloa, HI 96738

## Kidani2 - Felicity

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**From:** Logan Okita <lokitahsta@gmail.com>  
**Sent:** Monday, February 3, 2020 7:27 PM  
**To:** EDU Testimony  
**Subject:** RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

### TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

WEDNESDAY, FEBRUARY 5, 2020  
2:45 p.m.

Chair Kidani and members of the Education Committee:

My name is Logan Okita. I am a teacher at Nimitz Elementary in Central District on Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

I went through my teacher prep program in Oregon with the intent of returning home. I fell in love with the Pacific Northwest and contemplated staying in the Portland area to teach. When it was time to find a teaching position, jobs in Oregon were scarce and my family needed me at home. I returned and found a teaching position almost immediately and started just before Spring Break of 2006. My principal allowed me to take leave to attend my graduation ceremony when I hesitated to start teaching in the middle of the semester. That's how desperate a school In Honolulu District was for a qualified teacher.

I am currently in my 14th year of teaching and am a National Board Certified Teacher. I love what I do every day in my classroom. I love watching my students grow and helping them to develop a love for learning like my teachers did for me. But it's hard. I watch my colleagues struggle. Teachers who started almost a decade before me, but who know that I make as much as them, if not more. Teachers who I look up to as mentors who have not been compensated for their dedication. I likely will not benefit by addressing the compression issue amongst teachers, but I am hopeful that my colleagues will be and will feel like they can stay in their teaching careers longer. Careers where they make an impact on our future leaders. I've been asked if I would ever leave Hawaii and right now the answer is no. I have family roots and obligations that hold me here. But I also know that if it weren't for those ties, a place with a lower cost of living and higher salary schedule would be options.

We need your help. Mahalo.

Ms Logan Okita, MEd NBCT  
Nimitz Elementary School  
Central District, Oahu

## Kidani2 - Felicity

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**From:** Erik Tanaka <isaiahsdaddy808@gmail.com>  
**Sent:** Sunday, February 2, 2020 7:02 PM  
**To:** EDU Testimony  
**Subject:** SB 2488, proposed SD1

Chair Kidani and Members of the Committee:

My name is Erik Tanaka. I am a teacher/community member at in Ewa Beach on the island of Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The department will need 45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

As a 26-year veteran, I truly believe that fixing the salary compression issue and/or differentials will help all of us maintain positions throughout our state in providing as seem less as possible instruction and curriculum as possible for the keiki of Hawaii.

We need your help. Mahalo.

Erik Tanaka  
Leeward District  
Oahu



## Kidani2 - Felicity

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**From:** dawn <dshiota@kkhs.k12.hi.us>  
**Sent:** Monday, February 3, 2020 7:24 PM  
**To:** EDU Testimony  
**Cc:** dfaith808@yahoo.com  
**Subject:** TESTIMONY from ALO Teacher

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION  
RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION  
WEDNESDAY, FEBRUARY 5, 2020  
2:45 p.m.

Chair Kidani and members of the Education Committee:

My name is Dawn Shiota. I am an Alternative Learning Opportunities Program teacher at King Kekaulike High School on the island of Maui. I am submitting testimony in support of SB 2488, proposed SD1. Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

In my 23 years of working for the Department of Education in various roles as Teachers, Counselors, Student Services Coordinator, I have seen numerous highly effective teachers leave Hawaii because they had not been paid what they should be and I myself contemplate every year if I can financially afford to reside and work on Maui due to the high cost of living. I strongly want to reside here and serve my community on Maui in my hometown.

As a teacher serving the highest risk population in our high schools, I urge you to place education first so that we can keep our dedicated teachers who are currently in the trenches working in the schools. The students that I work with are one step from the prison pipeline and these positions often are vacated or placed with not highly qualified people. Please support our teachers to work and teach in Hawaii.

We urgently need your help. Mahalo.

Dawn Shiota, MA.Ed., B.Ed.

Sent from [Mail](#) for Windows 10

## Kidani2 - Felicity

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**From:** jane filipi <minnmaui@hotmail.com>  
**Sent:** Monday, February 3, 2020 3:42 PM  
**To:** EDU Testimony  
**Subject:** SB 2488, proposed SD1

Chair Kidani and members of the Education Committee:

My name is Jane Filipi. I am a counselor at Lihikai Elementary School in Maui District on Maui Island. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

I have been a school counselor on Maui for over 20 years. I moved here from the mainland and have struggled to make a life here due to the high cost of living. I have often worked two jobs to make ends meet and still put money away for retirement. I love my job and working in Hawaii but every year it is a harder decision to stay. I have a Masters Degree and am at class VII so it is hard for me to continue to move up the pay scale without step- movements. I know other teachers and counselors that would love to come teach here but they know they wouldn't be able to afford to buy a house and be secure financially. I work with many other teachers who have dedicated 20 plus years of their lives to the Hawaii DOE and we all deserve to be compensated as well.

We need your help. Mahalo.

Jane Filipi  
Maui District  
Maui

Sent from my iPhone

## Kidani2 - Felicity

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**From:** Caroline Freudig <carolinefreudig@gmail.com>  
**Sent:** Monday, February 3, 2020 7:06 PM  
**To:** Rep. Daynette Morikawa; EDU Testimony  
**Subject:** SB 2488 Proposed SD1, Relating to Teacher Compensation

### EDUCATION

RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION  
WEDNESDAY, FEBRUARY 5, 2020  
2:45 p.m.

Aloha Representative Morikawa, Senate Chair Kidani and members of the Education Committee:

I am writing to you as a voting constituent of District 16 on Kaua'i as well as an elementary public school teacher on Kaua'i since 2005. I fully support SB 2488, proposed SD1 and I ask that you please provide enough funds to fix the teacher salary compression issue and to provide funding for the pay differentials for teachers in special education, Hawaiian language immersion and hard to staff positions. The Department of Education will need \$45 million more than this bill provides to fund all of these and it will be money well spent. We are in a crisis - a Teacher Shortage Crisis. There are schools in District 16 that see a high rate of teacher turnover and much of that turnover is due to not being able to afford living here with the salary we make. Also, there are teachers who have dedicated their lives to support our West Kaua'i, District 16 keiki yet due to contractual salary compression they are barely making ends meet even with their years of experience and some of those same teachers are receiving a salary that's about the same as teachers with many less years of teaching experience. Fixing the salary compression issue will support those teachers and let them know that our state does value all of their hard work. We need to send a message to our teachers, especially those with many years of experience - We value you, We appreciate your hard work, We know your work is important. Funding this bill at the full amount will send that message and it will retain teachers who otherwise will leave.

Thank you for your support.

Respectfully,  
Caroline Freudig, District 16, Kaua'i

## Kidani2 - Felicity

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**From:** m satta.ellis <msattaellis@gmail.com>  
**Sent:** Monday, February 3, 2020 6:54 PM  
**To:** EDU Testimony  
**Subject:** testimony

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION  
RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION  
WEDNESDAY, FEBRUARY 5, 2020  
2:45 p.m.

Chair Kidani and members of the Education Committee:

My name is Molly Satta-Ellis I am a teacher at Konawaena High School in West Hawaii on the island of Hawaii. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

Fixing the salary compression issue and/or differentials will help me and other experienced teachers. Many of us veteran teachers are at an age where we have colleged-aged children and are at our greatest need to supplement our children's endeavors financially. I see too many of my co-workers working additional jobs, i.e., working at our local Target which is 25 minutes away from our school. Why are so many of us working an extra job? Perhaps because we've given so much of ourselves and we couldn't be home for our own children. Now our children need our help funding their education, and we don't make enough. If not for the children of educators, the least we ask is to make up for "taking one for the team" for so many years. From furlough Friday's to striking for pay, we are the generation that got paid just as much as someone who just entered the profession after we striked for it.

We need your help. Mahalo.

Molly Satta-Ellis, West Hawaii, Hawaii island.

Sent from my iPhone

## Kidani2 - Felicity

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**From:** Ulu Vincent <missvincent5@gmail.com>  
**Sent:** Monday, February 3, 2020 6:48 PM  
**To:** EDU Testimony  
**Subject:** Testimony for salary compression

My name is Adrienne Vincent. I am a Technology teacher and technology coordinator at Mokapu elementary school in Windward District on Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

I've taught for 16 years in the state of Hawaii and have a master's degree and am at Class 7 on the salary scale, the highest educational level. I've been through the time of Furlough Fridays and at one point made less than when I started 5 years prior. There is nothing more I can do to increase my pay and for many years I have debated moving off island to the continental USA because the cost of living is so far away from what I bring home as a teacher.

I never thought I would be facing this reality because I grew up in the 1980s-90s seeing teachers buy and own homes in Hawaii. Now I can barely afford a \$2,200 rent, (which is pretty cheap compared to other places), which I pay and drive from Waipahu to Kaneohe Marine base to teach daily, about 2-2.5 hours commuting daily in traffic.

I've almost given up the possibility of owning my own home here and realizing I may have to relocate as the main provider for my family. I've also been wondering if it would be better for me to switch to an IT career as I have gained experience in this area, but my heart is in teaching and I know that's what I was born to do for a living. It's tempting though at times to consider other options that pay more to offset the cost of living a little more. I also own a side business that I've relied on to help make ends meet more than I would like to, leaving me drained because I work way too much. Thank you for your time and attention to this matter. It would be nice to be able to live with less financial stress as a teacher serving our future generation.

We need your help. Mahalo.

Adrienne Vincent, Windward District, Oahu

Sent from my iPhone

## Kidani2 - Felicity

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**From:** roxane hirahara <roxane-y@hotmail.com>  
**Sent:** Monday, February 3, 2020 6:38 PM  
**To:** EDU Testimony  
**Subject:** Support SB 2488

Chair Kidani and members of the Education Committee:

My name is **Roxane Yi** I am a teacher at **Wilson Elementary School** in **Honolulu District** on **Oahu**. I am submitting testimony in support of SB 2488, proposed SD1.

Please support SB 2488 which would provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

The teacher shortage is real. I have seen it first hand in the past couple of years. Many teachers are retiring earlier or leaving the D.O.E. In the past 3 years alone, it has really been difficult to find teachers to even work at a "good" school such as mine. I can't imagine what it's like at other schools.

Not having a stable, highly qualified teacher really does affect student behavior and performance. Please approve this bill and release funding to help fix the salary compression and differentials so that we are able to retain our highly qualified teachers. Please give our keiki what they deserve, a stable highly qualified teacher.

We need your help. Mahalo.

**Roxane Yi, Honolulu District, Oahu**

Sent from my iPhone

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

WEDNESDAY, FEBRUARY 5, 2020

2:45 p.m.

Dear Chair Kidani and members of the Education Committee:

My name is Christy Sakamoto. I am a teacher at Kamali'i Elementary School in Kihei on Maui. I am submitting testimony in support of SB 2488, proposed SD1. Please provide enough funds to fix the teacher salary compression issue to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

I have been a dedicated teacher on Maui for over 20 years. During this time, my fellow teachers and I have endured a strike, many contracts with no step increments embedded, furlough Fridays, and increased demands and paperwork. I have been willing to tolerate all of this, despite the financial burden put on my family, because I am passionate about teaching. I have been steadfast in remaining loyal to my profession here on Maui while being underappreciated and underpaid.

It seems that most contracts in the past have been designed to attract new teachers, sending a message that new teachers are more valuable than experienced teachers. **Teachers should be paid according to years of service and ongoing education.** Leaders need to realize the dedication of teachers who have stayed year after year, despite watching brand new teachers almost catch up to them on they pay scale because of lack of step movement in the past. **Please realize that all of us deserve fair pay,** not just certain groups of teachers. It is disheartening to feel that over 20 years of service is basically meaningless to the people making these decisions for us. If teachers can be compensated for missed step movements in the past, this would be a powerful step towards showing respect to our seasoned teachers and encouraging them to remain in the classroom.

Mahalo.

Christy Sakamoto, BKM Complex Area, Maui

## Kidani2 - Felicity

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**From:** Mia Molinaro <miamolinaro9@gmail.com>  
**Sent:** Monday, February 3, 2020 6:35 PM  
**To:** EDU Testimony  
**Subject:** teacher testimony

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION  
RE: SB2488 Proposed SD1, RELATING TO TEACHER COMPENSATION  
WEDNESDAY FEBRUARY 5, 2020 2:45

Chair Kidani and members of the Education Committee:

My name is Mia Molinaro. I am a teacher at Kainalu Elementary School in the Windward District on Oahu. I am submitting testimony in support of SB2488, proposed SD1. Please provide enough funds to pay for differentials and fix the teacher salary compression issue. Charter Schools and the Department of Education will need \$45 million more than this bill provides to do so. Our teachers are word it as they are important for the future of our children.

I am a 23 year veteran teacher and I find it difficult to pay a mortgage, college tuition for my children, and day to day living costs in Hawaii. I am only getting paid roughly \$10,000 more than a new hire. This is such a discouraging reality and each year I consider moving to a new state or looking for a new career. I am facing crumbling schools with temperatures that make some days unbearable. Our class sizes are at a maximum and I am consistently dealing with discipline issues. On top of that, I am paying for Professional Development classes to get a small salary raise. Essentially, I am working and paying for more money which is such a small amount in the long run.

Teachers are professionals with college degrees and deserve to be payed for the incredibly work we provide. We have endured years of pay neglect. Please consider funding this bill so that education becomes a career where we feel valued and can continue teaching in Hawaii in giving a top notch quality education to our keiki. We need your help at this time.

Mahalo,  
Mia Molinaro  
Kailua, Oahu



## Kidani2 - Felicity

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**From:** Duane Fukumoto <duanef13@yahoo.com>  
**Sent:** Monday, February 3, 2020 3:37 PM  
**To:** EDU Testimony  
**Subject:** Testimony from a teacher

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

WEDNESDAY, FEBRUARY 5, 2020

2:45 p.m.

Chair Kidani and members of the Education Committee:

My name is Duane Fukumoto. I am a teacher at Farrington High School on Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

I have been teacher Special Education for 22 years in the HDOE. While the job is rewarding at times, it can be a thankless and difficult profession. Both of my parents were teachers and they told me it would be a financial struggle to follow in their footsteps of being a teacher in Hawaii. And 22 years later, I agree.

Being a sped teacher is a difficult, and at times frustrating job. It have taken a physical toll on my well-being now that I am middle aged. Recently, I was thinking of leaving the profession for a less stressful job. However, SB 2488 would make me reconsider.

Please also consider finding funding that would move teachers up the pay scale by paying them by years of service. I know many other teachers who left the profession or the island due to not being compensated for their years of service.

Mahalo.

Duane Fukumoto

Farrington High School, Honolulu

## Kidani2 - Felicity

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**From:** Cami I <camisemail@gmail.com>  
**Sent:** Monday, February 3, 2020 6:07 PM  
**To:** EDU Testimony  
**Subject:** PLEASE READ- SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

Dear Chair Kidani and members of the Education Committee,

My name is Cami Iwanaga. I am a teacher at Konawaena Elementary School in West Hawaii District on the Big Island of Hawaii. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

I have been teaching for 28 years. I have taken numerous courses and accumulated countless credits (out of pocket) to learn the latest strategies and best practices to implement. I am at the top of my class, but have not nor will not reach the highest salary at the time of retirement because unlike other occupations that pay for over time and provide step increases after years of service, teachers like me have had to fight and beg for their step increases and yet will not reach that highest step. My life is rich with knowing what I have invested in our keiki, but salary compression has been unfair. Unfortunately, over these 28 years, I have seen amazing educators leave our profession or leave our state because of the hardships of being a teacher in Hawaii. We need your help. Please provide the funds needed.

Mahalo,

Cami Iwanaga

West Hawaii District, Island of Hawaii

## Kidani2 - Felicity

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**From:** Kryssa Isobe <kryssa.isobe@k12.hi.us>  
**Sent:** Monday, February 3, 2020 6:06 PM  
**To:** EDU Testimony  
**Subject:** SB 2488 Testimony

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION  
RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION  
WEDNESDAY, FEBRUARY 5, 2020  
2:45 p.m.

Chair Kidani and Members of the Committee:

My name is Kryssa Isobe. I am a teacher in Wai'anae on Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The department will need 45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

Although the salary compression schedule does not personally affect me as I have benefited from step increases every other year since my hiring, I can see how frustrating it is for veterans. There are colleagues at my school that have 5+ more years of experience on me and we are at the same step on the salary charts. I think teachers that are committed to doing quality work and that are sticking with our profession deserve to be compensated for their years of service -- much like you'd see in other sectors. I fully support the veteran teachers in getting the pay that they deserve.

I am a proud product of our public school system in Hawaii. For so long, the public has criticized our public schools and many parents have opted to send their students to private schools. I am a firm believer, and living proof, that a \$20,000 education is not necessary to be a contributing member of society. I also believe that my students -- our state's future -- deserve the same quality education that I received. Many teachers along the coast, myself included, puts in extra hours -- long past our contracted work hours. The school I teach at has over 10 clubs that students can partake in that requires extra time commitments during and after school hours. For the past 6 years, I've worked as a 6th grade teacher. Every year, my students have ranged from kindergarten to 6th+ in terms of reading abilities. This requires my colleagues and I to differentiate work to accommodate the 7 year learning gap within one classroom. This is not an easy task by many means. Although I've never taught in another community on island, I know that this is not a norm in communities with higher socioeconomic statuses. The hard-to-staff differential will help attract and retain teachers to communities where there is a greater need. Students in hard-to-staff districts deserve a high-quality education; a constant turnstile of new teachers does not help in boosting the learning in communities like mine.

We need your help.

Mahalo,

Kryssa Isobe, Leeward District, Nanakuli-Waianae Complex, Oahu

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## Kidani2 - Felicity

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**From:** Jennifer Kramer <jenkramerteacher@gmail.com>  
**Sent:** Monday, February 3, 2020 5:39 PM  
**To:** EDU Testimony  
**Subject:** Funding Salary Compression: Textimony

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION  
RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION  
WEDNESDAY, FEBRUARY 5, 2020

2:45 p.m.

Chair Kidani and members of the Education Committee:

My name is Jennifer Kramer. I am a teacher at Keone'ula Elementary School in Ewa Beach on Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to pay for differentials and fix the teacher salary compression issue. Charter Schools and the Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

First, I strongly support differentials. The fact that there are hard to fill places and positions is simply a "supply-and-demand" issue (as well as a possible legal issue) that should be solved with financial incentives.

Compression is equally concerning. I don't know if most of the legislators realize this, but right now, **a 22-year teacher in Hawaii makes about \$10,000 more than a brand new teacher.** Getting by is difficult for me as a veteran teacher—but this fact is also distressing to new teachers who are barely getting by and questioning whether to stay in this field. It's also discouraging to high school and college students who may aspire to become teachers someday. Even some of my young 2nd graders have told me, "I don't want to become a teacher when I grow up because teachers don't make enough money." Of course, they hear this from their parents. This saddens me. Yet, other professions paid through the state of Hawaii such as firefighters, police officers, and nurses do not share our compression issues and I cannot in good faith recommend that they struggle as I have in a career.

Teachers are professionals—college graduates at a minimum, and many of us have doctoral degrees or equivalents in credit hours. Our keiki deserve quality teachers—and you can see the result of years of pay neglect as this shortage crisis worsens. Please consider funding this bill so that education becomes a career that the best of the best of our keiki aspire to—and so that our current teachers can continue to give our children the quality education they deserve.

We need your help. Mahalo.

Jennife Kramer  
Ewa Beach  
Oahu

## Kidani2 - Felicity

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**From:** Raiza Garcia <RaizaGarcia@CauliflowerCollective.org>  
**Sent:** Monday, February 3, 2020 2:18 PM  
**To:** EDU Testimony  
**Subject:** Teacher Testimony

My name is Raiza Garcia. I am a teacher at in **Honolulu District on Oahu**. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

I have been a teacher for 14 years and have earned my Master's Degree in Education as well. It is disheartening to be left at the end of the month with under a \$100 to my name regularly after paying bills. With such high cost of living in Hawaii it is difficult to survive as a teacher. I have seen many amazing teachers and colleagues leave the profession for this very reason. In the end the ones that suffer are the keiki that are left with inexperienced teachers or worse yet substitutes filling vacancies. If the state is interested in helping the keiki they will have to pay for quality teachers.

We need your help. Mahalo.

Raiza Garcia, Honolulu District, Oahu.

Chair Kidani and members of the Education Committee:

My name is **Jaclyn Wills** I am a teacher at **Makaha Elementary** in the **Waianae District** on **Oahu** . I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue and fund the pay differentials for teachers in hard to staff positions, special education, and Hawaiian language immersion for charter schools and the DOE. This bill can help change the course of education for the better on the leeward coast. Charter Schools and the Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

The shortage differentials will encourage me to stay in the education system out in the Waianae Coast as a special education preschool teacher. I left this position 7 years ago, for 3 years, and within those three years, there was a turn around of at least 6 different teachers, some of them being without a special education license.

I actually could have been retired 3 years ago, but I found that this need in my community is an important one to fill with one who has experience and Aloha for this community.

I moved to Kapolei 3 years ago, but staying at Makaha is what I love, and having this shortage differentials allows me to provide more material things ( snack, new toys and supplies), without hesitation for my keiki in the classroom.

I also would appreciate you helping to remedy the compression issue. We old timers have put the recruiting efforts for new teachers as a priority, and now is the time to be compensated for our sacrifices on our step movements for those of us who have been in the system for over 23 years.

We need your help. Mahalo.

**Jaclyn Wills, Waianae District, Makaha Oahu**

## Kidani2 - Felicity

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**From:** Kristen Macadamia <kristen.macadamia@k12.hi.us>  
**Sent:** Monday, February 3, 2020 5:05 PM  
**To:** EDU Testimony  
**Subject:** TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

WEDNESDAY, FEBRUARY 5, 2020

2:45 p.m.

Chair Kidani and members of the Education Committee:

My name is Kristen Macadamia. I am a teacher at Waipahu High School in the Leeward District on Oahu Island. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

As a special education teacher for five years, I have devoted my life to helping students with special needs. Most of my afternoons and evenings have been devoted to contacting parents, finishing IEP compliance paperwork, and collaborating with other teachers to meet the needs of all of my students. Not only do I work as a special educator, but I need to provide for my two children as a single mother. The differential pay has helped me consider staying and teaching in Hawaii for at least another two years. I have worked the past 4 years of my teaching career with 1-2 additional part-time jobs to compensate for the lack of income I need to make to balance the cost of living here in Hawaii. My job(s) do not just end with paperwork compliance and teaching students at their pace. My job has many hats that include being a counselor, data analysis, assessment proctor, and teaching multiple students with a wide variety of disability and need in one room. Most of the time, I value being a pseudo-parental figure because there is a lack thereof. I take my job very seriously to make sure Hawaii's keiki are provided quality and equitable education. Thus, the differentials are needed to pay for this quality, highly-specialized service that serves kids first!

We need your help. Mahalo.

Kristen Macadamia, Leeward District, Oahu

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## Kidani2 - Felicity

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**From:** Kimberly Keating <kimberly.keating@k12.hi.us>  
**Sent:** Monday, February 3, 2020 4:49 PM  
**To:** EDU Testimony  
**Subject:** TESTIMONY: Fund the SPED differential to retain teachers

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

WEDNESDAY, FEBRUARY 5, 2020

2:45 p.m.W

Chair Kidani and members of the Education Committee:

My name is Kimberly Keating. I am a teacher at Waipahu High school in Leeward district on Oahu Island. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

As a special education teacher, I spend much of my personal time writing IEPs, using my personal cellphone to call parents to schedule meetings and coordinating that all the required members are reserved and booked to attend SPED conferences. I do two jobs: 1) teaching a full U.S. history 10<sup>th</sup> grade line with both resource and inclusion classes; and 2) as what feels like being a social worker with a Special education case load. Fair compensation through the SPED differential goes a way toward fair compensation for the extra stress and work I take on every year. Furthermore, every year without fail I see SPED teachers quit teaching or move to other non-SPED teaching positions because of the stress they encounter in SPED. General education teachers do not need to put up with these inappropriate student behaviors that SPED teachers regularly encounter. If we want to retain SPED teachers this differential will help.

We need your help. Mahalo.



Kimberly Keating

Waipahu High Special Education teacher

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## Kidani2 - Felicity

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**From:** Lorianne Salazar <lorianne.salazar@gmail.com>  
**Sent:** Monday, February 3, 2020 4:26 PM  
**To:** EDU Testimony  
**Subject:** TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION  
RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION  
WEDNESDAY, FEBRUARY 5, 2020  
2:45 p.m.

Chair Kidani and Members of the Committee:

My name is Lorianne Telles. I am a teacher at Leihoku Elementary in Waianae on Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The department will need 45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

As a special education teacher in the underserved area of Waianae, we see a high turnover of teachers yearly, and work with students who must deal with so many factors related to poverty and trauma. My fully self-contained special ed. classroom runs effectively, but the daily work we do as a team is highly stressful - physically, emotionally, and intellectually. In our class, we work on shaping behaviors from highly aggressive to socially acceptable, and shaping increasingly independent individuals. I am lucky to have an amazing team of adults, who need to be given the respect and incentive to remain in their positions and grow as educators, to better serve our students. We lose far too many teachers who have great potential to schools who deal with fewer issues of poverty, states that pay more, and careers that are more lucrative. Differentials would aid in addressing the respect and recognition that needs to be paid to staff who effectively and consistently work in highly stressful, difficult, and many times traumatizing environments.

We need your help. Mahalo.

Lorianne Telles, Leeward District Nanakuli/Waianae Complex, Oahu

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[Lorianne Salazar](#)

## Kidani2 - Felicity

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**From:** Joanne Tamashiro <jtamashiro123@gmail.com>  
**Sent:** Monday, February 3, 2020 4:12 PM  
**To:** EDU Testimony  
**Subject:** Teacher support for SB 2488

Chair Kidani and members of the Education Committee:

My name is Joanne Tamashiro. I am a teacher at August Ahrens Elementary School in Leeward District on Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue and fund the pay differentials for teachers in hard to staff positions, special education, and Hawaiian language immersion for charter schools and the DOE. This bill can help change the course of education for the better on the leeward coast. Charter Schools and the Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

I have been teaching in Hawaii for 24 years and is still not on the the highest

step of our pay scale, although I am in the highest class. With my years of experience, I feel that I should be compensated accordingly.

Last year we had 13 teachers retire at our school. Many of them did not have to but choose too. Years of class room experience cannot be learned at a good college but develops every year. Students need and deserve to have a qualified and experienced teacher.

We need your help. Mahalo.

Joanne Tamashiro

Leeward District, Oahu

## Kidani2 - Felicity

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**From:** Rodelyn Gonzales <rodelyn.gonzales@k12.hi.us>  
**Sent:** Monday, February 3, 2020 4:02 PM  
**To:** EDU Testimony  
**Subject:** Testimony of support for SB 2488

My name is **Rodelyn Gonzales**. I am a school counselor at **Waipahu Intermediate School** in the **Leeward District** on Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

There are a lot of different students that are in our school system that need the support of experienced school counselors to help them receive services that will support them to become contributing and successful individuals. I firmly believe that my experience as a school counselor that have been working with students and their families for over 26 years is beneficial in supporting our students and families. Having experienced counselors working with students and families will help in obtaining the assistance a student may need. The knowledge and experience of a seasoned school counselor will also help in providing different options that may be available for the student and their families. Fixing the salary compression issue/or differentials will help and keep experienced school counselors that have a wealth or experience and knowledge in our school system in helping support students and their families in becoming successful contributing community members.

We need your help. Mahalo.

**Rodelyn Gonzales**

**Leeward District**

**Oahu, Hawaii**

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## Kidani2 - Felicity

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**From:** Rebecca Giallongo <rgjall@yahoo.com>  
**Sent:** Sunday, February 2, 2020 11:38 AM  
**To:** EDU Testimony  
**Subject:** Testimonial for salary compensation

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

WEDNESDAY, FEBRUARY 5, 2020

2:45 p.m.

Chair Kidani and members of the Education Committee:

My name is [rebecca Giallongo]. I am a teacher at [nanakuli high and intermediate] in lee ward] on [oahu]. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

... Honestly I have been teaching for 20 years and I have taught in several different kinds of schools and 4 different States including and unaccredited 98% free and reduced lunch and.... As you guys obviously know this is the hardest place I've ever had to teach because of lack of support of the community and parents and their lack of support of state types of education.

It makes it very difficult to have high morale when you don't get enough support from the administration or parents and the students do not see education as important because of their culture.

Therefore teachers need more education and more compensation in order to be willing to stay in this area and try to learn how to accept this culture and lifestyle and lack of support of education for a global societee not just to live on the West Coast of the island forever.

We need your help. Mahalo.

[INSERT NAME, DISTRICT, ISLAND]

[Sent from Yahoo Mail on Android](#)

## Kidani2 - Felicity

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**From:** Carol Hasegawa-McOuat <carol\_hasegawa@momilanies.k12.hi.us>  
**Sent:** Monday, February 3, 2020 3:53 PM  
**To:** EDU Testimony  
**Subject:** Testimony

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

WEDNESDAY, FEBRUARY 5, 2020

2:45 p.m.

Chair Kidani and members of the Education Committee:

My name is Carol Hasegawa McOuat. I am a teacher at Momilani Elementary School in Pearl City on Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

I am a mother of two children but even before that I knew that a teacher's salary was not enough for me. I always had multiple jobs all the way until my second child finally came along and I realized that I do not have enough time to spend with both my children if I keep having two or more jobs. I finally decided that my family is more important and that I want to spend time with them but do not like the fact that I have to choose which experiences I want them to have because I do not make enough in my profession. I went to school until I received my masters but yet, I constantly have to think about how to spend my money to make it last. You would think that we would make just as much as any other profession that requires a master's degree or possibly more since we are trying to teach the future. I have thought about leaving the profession to find a job that would pay more but would really love to continue to work with the children to help them, to lead them.

We need your help. Mahalo.

Carol Hasegawa McOuat

Leeward District

Pearl City, Oahu

## Kidani2 - Felicity

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**From:** Roy Hannu <roy.hannu@gmail.com>  
**Sent:** Monday, February 3, 2020 3:40 PM  
**To:** EDU Testimony  
**Subject:** SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

WEDNESDAY, FEBRUARY 5, 2020

2:45 p.m.

Chair Kidani and members of the Education Committee:

My name is Roy Hannu. I am a teacher at Mililani High School in Central District on Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

In order to buy a house here on Oahu my wife, who is also a teacher and I had to leave and teach internationally for three years. Being compressed in pay we never would have been able to save up enough to buy a house. We have also had various friends who are excellent teachers leave Hawaii and go to the mainland because they could actually make a living working one job and they were paid according to their profession and experience.

As for SPED differentials, I am a dual certified teacher in SPED and social studies. Each year I think about leaving SPED due to the amount of paperwork and meetings and tasks that a SPED teacher must do. It really got to me when one morning I came in an hour early to get caught up on IEP paperwork and my co-teacher strolled in just before the bell with no stress, ready to start the day. When the \$10,000 was mentioned, that was a game changer for me. Now I will stay in SPED. We need to keep teachers. I do not want my child to go into a classroom and have a long term sub, or a unlicensed teacher. Imagine if this happened in the first few years of school. Those children could be set back by years because of Hawaii not being able to recruit and retain our best.

We need your help. Mahalo.

Roy Hannu, Central District, Oahu

## Kidani2 - Felicity

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**From:** Mirriam Tong <mirriamct@hotmail.com>  
**Sent:** Monday, February 3, 2020 3:36 PM  
**To:** EDU Testimony  
**Subject:** SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

My name is Mirriam Tong. I am a teacher at Ka'ewai Elementary in the Honolulu District on Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

The last 4 summers I have had to work summer school to make ends meet and it has been taxing. The start of the next school year has been really hard for me physically and mentally because I'm burnt out. I have sacrificed spending quality time with my family because of this.

I ask that funds are provided to fix the teacher salary compression issue. I am a 20+ experience teacher and am dissatisfied that teachers with way less experience are close to the pay of more experienced teachers.

WE NEED YOUR HELP!

Thank you so much,  
Mirriam Tong  
Honolulu, Oahu



## Kidani2 - Felicity

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**From:** Stacey Chang <jnschang@gmail.com>  
**Sent:** Monday, February 3, 2020 3:29 PM  
**To:** EDU Testimony  
**Subject:** RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

WEDNESDAY, FEBRUARY 5, 2020

2:45 p.m.

Chair Kidani and members of the Education Committee:

My name is Stacey Chang I am a teacher at Mauka Lani Elementary in Kapolei on Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue and fund the pay differentials for teachers in hard to staff positions, special education, and Hawaiian language immersion for charter schools and the DOE. This bill can help change the course of education for the better on the leeward coast. Charter Schools and the Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

We need to fund this bill to retain teachers of experience. I have been a teacher for 29 years and still have not reached 14B which is the top of the pay scale. They only way to reach this is by negotiation which wasn't done for a while. We need to retain teachers with experience to help guide and support the new teachers that are coming in.

We need your help. Mahalo.

Stacey Chang, Kapolei, Oahu

## Kidani2 - Felicity

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**From:** greene stem <dorese.greene@hawks.k12.hi.us>  
**Sent:** Sunday, February 2, 2020 4:45 PM  
**To:** EDU Testimony  
**Subject:** TESTIMONY IN SUPPORT of SB 2488, Proposed SD1

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

WEDNESDAY, FEBRUARY 5, 2020

2:45 p.m.

Chair Kidani and members of the Education Committee:

My name is Dorese Greene. I am a teacher at Nanakuli high and Intermediate School in Leeward District on Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

I am a previous math teacher but currently a computer science teacher teaching the [code.org](https://code.org) curriculum to 7th graders at Nanakuli High and Intermediate School. I have a B.S. in Applied Mathematics and a M.S. in the Science of Instruction. I am previously from Philadelphia, Pennsylvania. I am entering in 2020 my 18th year being on the island of Oahu. I have been an educator at least 13 of these years. Only by the grace of God through many prayers I have been able to stay here in Hawaii. I am a single lady and it is extremely hard to stay here financially by myself.

Sometimes I don't have enough money to get new socks or sneakers that I badly need to function properly to serve our keiki. When I heard of the new financial proposals there were many shouts of joy that God heard my crying and praying for a way to make it here financially. I have seen many teachers leave but I have stayed here to fight the good fight. Please know your efforts in this proposal is not in vain. There are us teachers from the mainland who are still here and appreciate you recognizing how much help we need to stay here in Hawaii. .

We need your help. Mahalo.

Dorese Greene, Leeward District, Oahu

## Kidani2 - Felicity

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**From:** Sharon Saronitman <ssaronitman@gmail.com>  
**Sent:** Monday, February 3, 2020 3:09 PM  
**To:** EDU Testimony  
**Subject:** SB 2488 Teacher Support Request

### EDUCATION

#### RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

Chair Kidani and members of the Education Committee:

My name is Sharon Saronitman. I am a teacher at Wilcox Elementary on Kaua'i. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki. At my school we already have our veteran teachers that are dual certified now interested in the Special Education positions because of the differential that started this school year. We have never had anything to motivate these teachers to move to these positions in the past. I am in my 22nd year of teaching special education at Wilcox Elementary and I have never seen anything inspire teachers to enter into the special education field before this. We have had a revolving door of teachers from the mainland that stay one to two years and move on. Keeping our local veteran teachers at our school is so important for our students.

As for the salary compression, this would finally get us on the right step after so many years. I have 22 years of teaching in Hawaii public schools and I am currently on step 12. My co teacher is in her 8th year teaching and is on step 10. We need to make this right.

We need your help.

Mahalo.

Sharon Saronitman, Kaua'i

February 3, 2020

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

Dear Chair Kidani and members of the Education Committee:

My name is Shannon Kaleinani Sagapolutele. I am a 5<sup>th</sup> grade teacher at Ka Waihona O Ka Na'auao Public Charter School in Leeward District (Nanakuli Complex) on O'ahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue and fund the pay differentials for teachers in hard to staff positions, special education, and Hawaiian language immersion for charter schools and the DOE. This bill can help change the course of education for the better on the leeward coast. Charter Schools and the Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

Charter schools have to fight so much harder than DOE schools do. They receive roughly 60% of the per pupil funding that our DOE counterparts do. Why is that? Are our charter school keiki less important? So, the kumu at the charter schools need to be creative in developing their keiki's mind and to keep them engaged with less resources. It is also less personnel resources for our keiki to be molded and shaped by. The differentials helps, at least a bit, to make up a small portion of that gap. Our teachers are generous and kind with their time. It's not just a job. Many of us put money into our supplies for our kids when they can't afford it. Many of us have brought food for our kids because they are hungry and they don't get free lunch. Many of us sacrifice our time to tutor and guide these keiki in much more than just academics. We are teachers too and deserve the same differentials that the DOE teachers received beginning this January.

I implore you to consider the destination of our lahui and our keiki. We are attempting to provide them the same foundation to rise with much less monies. Would you consider evening out the playing field for their future and for ours?

We need your help.

Mahalo for your time and consideration,

Shannon K. Sagapolutele

5<sup>th</sup> grade Math and Social Studies Kumu

Ka Waihona O Ka Na'auao PCS

Leeward District, Nanakuli

## Kidani2 - Felicity

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**From:** Henry <wonghenry61@yahoo.com>  
**Sent:** Monday, February 3, 2020 2:47 PM  
**To:** EDU Testimony  
**Subject:** Teacher Funding

My name is **Henry Wong**. I am a Special Education teacher at **Alvah Scott Elementary school** in the **Aiea district** on **Oahu**. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

This is my 13th year as a Special Education teacher, and it is one of, if not the most, stressful, difficult, demanding, draining job there is. I do and still love my profession teaching, counseling, tutoring, guiding, and helping each individual student. It's is my passion and commitment, but I always have mixed emotions about my job and reality. First ten years of my teaching profession I did not receive raises and it was financially depressing. That's why NO ONE wants to be a SPED teacher, and when there is one they quit within the school year. I do hope an increase in salary will aid in more teachers and retention.

Thank you,  
Henry Wong  
Alvah Scott Elementary  
Central Oahu

Sent from my iPhone

## Kidani2 - Felicity

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**From:** Teacher <creader13@hotmail.com>  
**Sent:** Monday, February 3, 2020 2:30 PM  
**To:** EDU Testimony  
**Subject:** SB 24488

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

WEDNESDAY, FEBRUARY 5, 2020

2:45 p.m.

Chair Kidani and members of the Education Committee:

My name is Carla Hazlet. I am a teacher at Princess Nahienaena Elementary School on Maui. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

I have been contemplating leaving my Special Education position at my school for years, in order to seek a General Education position. I have been teaching in Hawaii for more than 20 years and teaching Special Education for more than 11 of those years. I am a veteran and have been involved in training many new staff members over the years. The pay differentials have convinced me to continue working in Special Education, despite the more physical nature of my position, the legal paperwork and meetings, and feeling undervalued as an inclusion teacher in multiple classrooms. I know my skills are much needed at my school and the increase in pay has created an incentive for me to continue.

Lastly, I feel that fixing the salary compression will help us keep veteran teachers in the classroom. These are the teachers we need most to mentor new staff in our transient community. They are the glue that helps keep our schools running smoothly. My co-worker is now contemplating retiring at the end of the school year if the salary compression is fixed. I feel confident that I can remain in Hawaii with my family, if the DOE is able to fund and fix the salary compression issue that affects my pay and my family's life style.

We need your help. Mahalo.

Carla Hazlet, Maui District, Maui

## Kidani2 - Felicity

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**From:** Renee Murphy <pricessnay@hotmail.com>  
**Sent:** Monday, February 3, 2020 2:26 PM  
**To:** EDU Testimony  
**Subject:** TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION  
WEDNESDAY, FEBRUARY 5, 2020

2:45 p.m.

Chair Kidani and members of the Education Committee:

My name is Renee Llanes. I am a teacher at Kapaa Elementary in East Complex on Kaua'i. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

Currently, I am living paycheck to paycheck, and unable to save money. I am paying the minimum on my credit cards and just like my fellow teachers, I am in need of higher pay. I am a special education teacher & the current pay differential is helpful. My job can be very difficult most days, and it's hard to feel appreciated when you are barely making it without financial support from your family.

Please continue to provide the differential to keep our teachers here in Hawai'i.

We need your help. Mahalo.

Renee Llanes, East Complex, Kaua'i Island

Sent from my iPhone

## Kidani2 - Felicity

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**From:** Mikell Groff <mikellgroff@gmail.com>  
**Sent:** Monday, February 3, 2020 11:58 AM  
**To:** EDU Testimony  
**Subject:** SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

WEDNESDAY, FEBRUARY 5, 2020

2:45 p.m.

Chair Kidani and members of the Education Committee:

My name is Michelle Groff. I am a resource teacher in the West Hawaii Complex Area on the Big Island. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

I work as the Induction Program Coordinator for West Hawaii and our entire complex area is considered a hard to staff area. This impacts our schools and students greatly! One of my responsibilities is to ensure that all new teachers in their first 3 years in the profession are assigned a trained mentor to support them as an *instructional mentor*. The work is amazing and so beneficial for these new teachers, but even with support, new teachers continue to leave. Year after year, I start over supporting more and more new hires, many who are not even licensed or qualified with education training. I struggle to find veteran teachers who want to mentor, knowing they will likely mentor a teacher who won't stay. Why don't they stay? There are many reasons, but one huge influence is certainly the pay scale imbalance with cost of living. Teachers can't stay in these remote areas when they can't afford to even pay their rent, let alone the tremendous work load they are expected to maintain. Special Education teachers, Hawaiian Immersion and remote school teachers are in high need in our complex. We should not think twice about paying a fair living wage for these exceptional teaching situations.

Veteran teachers are hard to recruit as mentors as well because they are so burned out with all the extra loads they already carry due to the lack of teachers in our complex area. They do not want to take on one more thing in an already difficult profession that doesn't support them financially. I hear their complaints about the lack of step movement (pay increases) that were frozen some years back and now brand new teachers make the same as those who have been teaching 10-20 years. We MUST compensate new teachers for working in these areas AND compensate the veteran teachers who deserve their hard earned time served increases.



Our students deserve quality teachers in every classroom, in every school! Funding the financial means to ensure these measures will only help our situation; without it, the guaranteed outcome is we will continue to lose more and more teachers.

For me personally, I too have not gained adequate pay increase for my time served as a 11 year veteran teacher. I have dedicated my career to working in this complex area for the benefit of “giving back” to the community that I know, love and call home. To feel valued and appreciated as a professional would mean a great deal to me as a teacher and help me make ends meet financially by being given what is due to me for my years in this profession.

We need your help. Mahalo.

Michelle Groff, Big Island Hawaii

## Kidani2 - Felicity

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**From:** Teresa Shimizu <teressa.shimizu@gmail.com>  
**Sent:** Monday, February 3, 2020 2:18 PM  
**To:** EDU Testimony  
**Subject:** TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION  
RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION  
WEDNESDAY, FEBRUARY 5, 2020  
2:45 p.m.

Chair Kidani and members of the Education Committee:

My name is Teresa Shimizu. I am a teacher at Farrington High School in Honolulu district on Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

I have been personally affected by the salary compression situation as I have been a State employee since 1996 and a teacher since 2003. Even with more than 16 years of service as a teacher, and having education qualifications placing me in Class VII, I am yet to reach the "step" placement equivalent to my years of service as a teacher. This disparity continues to affect me each year, often compounding, as the cost of living in Hawaii soars. As I plan for retirement, I fear I may not be able to afford to live here on a fixed income based on the salary position I currently hold. There were many years that I worked and saved on a meager salary with no incremental increase(s) for year(s) of service. I would like to retire and remain in Hawaii and spend my State retirement dollars in this economy and community for years to come. A correction to the salary compression issue will afford me and many of my veteran colleagues that opportunity.

We need your help. Mahalo.

Teresa Shimizu, Honolulu, Oahu

## Kidani2 - Felicity

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**From:** Zandra Jackson <zandra.jackson@k12.hi.us>  
**Sent:** Monday, February 3, 2020 2:15 PM  
**To:** EDU Testimony  
**Cc:** hunterz@bellsouth.net  
**Subject:** Testimony in support of SB 2488, proposed SD1

Chair Kidani and members of the Education Committee:

My name is Zandra J. I am a counselor at an Intermediate School in Baldwin-Kekaulike-Maui on Maui. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

I was recruited to work at an Intermediate on Maui from the state of Georgia. In addition to taking a \$10,000 cut in salary due to the drastic difference in pay for someone with my 20 years of experience as a school counselor with a Masters level certification plus 21 additional hours in Educational Leadership, I was placed on a Class 3/Step 7 level of pay for Hawaii. The district does not recognize the current educational hours in Educational Leadership that I have, but as a current employee, I am being asked to take additional professional development classes or educational courses in order to receive an increase in salary. My current salary does not align with the higher cost of living that I am faced with as I am currently paying double for a cottage of less than 700 square feet than I paid for a mortgage that I had in Georgia for a home that was a little over 1200 square feet. This is just one of many costs of living areas associated with living here on the island that is being affected by my current salary. I have to make a decision to 1.) take on a 2nd and 3rd job to offset the cost of living expenses, 2.) change my career after 20 years in education, or 3.) relocate back to the mainland.

It is my goal to remain on island and continue to serve the keike and their ohana while supporting them to advocate for their educational successes. I believe that if it is the state's goal to recruit or retain **highly qualified educators**, the compensation **must** align with other states that have higher cost of living.

We need your help. Mahalo.

Zandra J.

Baldwin-Kekaulike-Maui

Maui

*Zandra Jackson*  
*MWIS*  
7th Grade Counselor  
808-727-4242

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## Kidani2 - Felicity

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**From:** Alison Hayama <alisonhayama@gmail.com>  
**Sent:** Sunday, February 2, 2020 2:24 PM  
**To:** EDU Testimony  
**Subject:** Testimony for SB2488, Proposed SD1

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

WEDNESDAY, FEBRUARY 5, 2020

2:45 p.m.

Chair Kidani and members of the Education Committee:

My name is Alison Hayama. I am a teacher at Ka'ewai Elementary School in Honolulu on Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

Fixing the salary compression issue will help me personally, as the cost of living in Hawaii has skyrocketed. Food, electricity, water and sewer, property taxes, cable and internet expenses have all increased over the years. Teachers like me, have continued to teach the children of Hawaii for 26 years and more even though, we (the compression group) have not received equal compensation as our colleagues who have less teaching experience. I am a committed teacher who works hard developing relationships in my community, donating and supporting children in my school in order to close the achievement gap. Fixing the salary compression will bring equality and compensate me for my years of service.

We need your help. Mahalo.

Alison Hayama, Honolulu District, Oahu

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## Kidani2 - Felicity

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**From:** Heather Peters <hpeters3@icloud.com>  
**Sent:** Monday, February 3, 2020 10:07 AM  
**To:** EDU Testimony  
**Subject:** SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

WEDNESDAY, FEBRUARY 5, 2020

2:45 p.m.

Chair Kidani and members of the Education Committee:

My name is Heather Peters. I am a teacher at Manana Elementary School in Leeward District on Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

I have been teaching in the Hawaii Department of Education for twenty seven years and have been working in retail, part time for the past two years. With Hawaii's high cost of living and the demands that are put on public educators, it makes it difficult if not impossible to keep good teachers in Hawaii. As the Student Services Coordinator and working with Special Education teachers, I've seen many good, excellent teachers leave for the mainland where the pay is comparable to the cost of living. They love teaching in Hawaii but just can't afford to live here due to the high cost of living. The bottom line is that our children pay the ultimate price. We need to invest in our children, our future leaders, which means we need to invest in our educators!

Fixing the salary compression issue and/or differentials will not only help me, but it will help other educators from leaving the profession and our state.

We need your help.

Mahalo.

Heather Peters, Leeward District, Oahu

## Kidani2 - Felicity

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**From:** rkh <noellebrat@gmail.com>  
**Sent:** Sunday, February 2, 2020 2:15 PM  
**To:** EDU Testimony  
**Subject:** Support for Teachers 2488

Chair Kidani and members of the Education Committee:

My name is Rebecca Hirakami. I am a teacher at Kalihi Kai Elementary in Honolulu District on Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our Keiki.

This is my 22nd year teaching in Hawaii. I have not moved steps in years. I feel that it is unfair to teachers such as myself. I am single and need to live with my sister's family in order to afford rent. I have approximately three years until I can possibly take early retirement.

I feel I have a lot more to offer the students. I was awarded National Board Certification, I attained an MEd. Educational Psychology to understand better the way children's brains grow and learn in order to better serve my students. I have been trained in Arts Integration and integrated those skills since the beginning of my career in order to address all learning styles.

I recently received a second master's degree in Library Studies. I now face a fork in my career. In three years I could retire from the DOE and move away to the mainland where it is more affordable and utilize my LIS degree there in a second career. Or, if I can afford to live here I would like to continue to serve our Keiki as a school librarian. The full funding of the compression in steps will be a big step in helping me continue to work here in Hawaii in the DOE.

We need your help. Mahalo.

Rebecca Hirakami, Honolulu District, Oahu



## Kidani2 - Felicity

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**From:** Annie Temple <annktemple@gmail.com>  
**Sent:** Monday, February 3, 2020 2:01 PM  
**To:** EDU Testimony  
**Subject:** HB2243 testimony  
**Attachments:** Testimony for HB 2243.pdf

Aloha,

Please see my testimony below and/or attached.

Mahalo,  
Annie

Ann Katherine Temple, MS, CCC-SLP, CLC  
Speech-Language Pathologist & Certified Lactation Counselor

[annktemple@gmail.com](mailto:annktemple@gmail.com)  
Mobile: 614-600-7105

Re: Testimony in SUPPORT of HB 2243 Relating to Education

I **STRONGLY SUPPORT** the passage of HB 2243, relating to education, which seeks to expand the certification incentive program to include speech pathologists.

In the Department of Education (DOE), Speech-Language Pathologists (SLPs) are a vital member of a school's comprehensive student support team. SLPs provide necessary direct and consultative special education speech and language services, collaborate with teachers regarding recommendations for accommodations and interventions, and offer services for non-eligible students under a multi-tiered system of support. They are trained to work with a variety of students that have a range of communication difficulties, such as Autism, Down Syndrome, developmental delay, specific learning disability, traumatic brain injury, cleft palate, speech sound disorders, stuttering, etc. SLPs have specialized knowledge of the foundational speech and language skills needed for students to successfully participate in reading development, written expression, social interaction, and general academic readiness.

Across the state in the DOE, there is a critical shortage of SLPs that range from 12% to 63% in the various districts to fulfill the Federal- and State-mandated special education communication services as stated on a student's Individualized Education Program. Of the total positions allocated statewide, that amounts to an average vacancy rate of 24%. To address this shortage the DOE must rely on costly contract workers with a high turnover rate, thus reducing the continuity of quality, evidence-based services for students. Often times, SLPs support a student over the course of many years, as the student advances in grade. The SLPs becomes the constant for the student, providing the connection between the teachers for each grade level.

To be awarded national certification, called the Certificate of Clinical Competence (CCC), SLPs have to obtain a Master's Degree or higher, pass a national certification exam, and complete a Clinical Fellowship under the supervision of a certified Speech-Language Pathologist. To maintain the CCCs, they are required to complete 30 hours of qualified continuing education units every three years and maintain good standing with the American Speech-Language-Hearing Association, the national professional, scientific, and credentialing organization.

Passing HB 2243 will have a positive effect on the recruitment and retention of highly-qualified Speech-Language Pathologists. It will allow the DOE to seek reimbursement for qualified Medicaid services to assist with the funding requirements of the Individuals with Disabilities Education Act (IDEA). Most importantly, it will positively affect students' educational success by providing a continuity of high-quality speech and language services.

## Kidani2 - Felicity

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**From:** Katie Jagger <katie.jagger@k12.hi.us>  
**Sent:** Monday, February 3, 2020 1:42 PM  
**To:** EDU Testimony  
**Subject:** SB 2488, Proposed SD1

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

WEDNESDAY, FEBRUARY 5, 2020

2:45 p.m.

Chair Kidani and members of the Education Committee:

My name is Katherine Jagger. I am a teacher at Pearl Harbor Kai Elementary School in Central District on Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

I am a special education preschool teacher working in a school that has a population of students with special needs that exceeds the national average. We have a shortage of qualified special education teachers in our district and need to fill the vacancies with highly qualified teachers. Our state's inability to fill SPED vacancies with licensed SPED teachers is violating many students' Free and Appropriate Public Education which could result in law suits. Funding the differential would entice teachers who are dual certified to fill these positions and save our state from bankruptcy.

We need your help. Mahalo.

Katherine Jagger, Central District, Oahu

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TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

WEDNESDAY, FEBRUARY 5, 2020 at 2:45 p.m.

Chair Kidani and members of the Education Committee:

My name is Laura Phillips. I am a teacher at Hilo Union Elementary in Hilo District on Hawaii Island. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

I am originally from Hawaii, but took a teaching position in California when I graduated. I worked in California for 17 years as a Special Education Preschool Teacher. I came back to Hawaii in August 2019. Hawaii only took 6 years of my work experience (less than half of my experience). I took over a 50% pay cut to come to Hawaii. I was hoping that my family would be able to survive with less income so my kids will be close to family and learn about the Hawaiian culture. It has been a huge struggle living in Hawaii because I making so much less money and the cost of living in Hawaii is significantly higher than where we lived in California.

If I was compensated for the years of experience I had worked in California, my family and I would be able to stay in Hawaii. I hope to be able to stay in Hawaii and help to educate the keiki of Hawaii.

We need your help. Mahalo.

Laura Phillips

Hilo District

Hawaii Island

## Kidani2 - Felicity

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**From:** Lillian Shaw <lilshaw168@icloud.com>  
**Sent:** Monday, February 3, 2020 1:19 PM  
**To:** EDU Testimony  
**Subject:** Testimony

BEFORE THE SENATE COMMITTEE ON EDUCATION  
RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION  
WEDNESDAY, FEBRUARY 5, 2020  
2:45 p.m.

Chair Kidani and members of the Education Committee:

My name is Lillian Shaw. I am a teacher at Kawananakoa Middle school in Honolulu on Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

I have another job to provide myself enough income to live here. All teacher should only have one job in stead of working multiple jobs. One teacher in our school have four, I used to have three. My family against me working so much in odd hours. I finally gave in. I'm under the weather and stay home today due to stress and not enough rest.

We need your help. Mahalo.

Lillian Shaw  
Honolulu district  
Oahu

Sent from my iPhone

## Kidani2 - Felicity

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**From:** Brenda Palumbo <brenda.palumbo@k12.hi.us>  
**Sent:** Monday, February 3, 2020 1:07 PM  
**To:** EDU Testimony  
**Subject:** SB 2488, Proposed SD1

Chair Kidani and members of the Education Committee:

My name is **Brenda Palumbo**. I am a teacher at **Lana'i High and Elementary School**. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it and have been denied a fair income for too long.

**I have recently returned to teaching after a long absence. I am delighted daily by the wonderful students we have on Lana'i but am dismayed that we cannot find enough qualified teachers to fully staff our school. I don't blame anyone though, as the cost of living on Lana'i is exorbitant. I grew up on O'ahu thinking that was expensive but little did I know how hard the people of Lana'i have it economically. In order to attract teachers you are going to have to increase salaries in hard to staff schools.**

We need your help. I hope you are able to find enough funding for SB 2488, Mahalo.

Brenda Palumbo  
ELL Secondary  
Lana'i High and Elementary School  
Maui District

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## Kidani2 - Felicity

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**From:** John Randolph Van Plantinga Jr. <johnrvp@gmail.com>  
**Sent:** Monday, February 3, 2020 12:20 PM  
**To:** EDU Testimony  
**Subject:** RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

### TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

WEDNESDAY, FEBRUARY 5, 2020

2:45 p.m.

Chair Kidani and members of the Education Committee:

My name is John R. Van Plantinga Jr. I am a teacher at Maui High School in Kahului on Maui. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

I earned a Master s degree in education and have taken all of the available continuing credits to raise my pay and I still have 3 jobs. Although the DOE is my primary paycheck, I also spend many hours every week supplementing my income to meet my housing, transportation and meal expenses. I must ask why our students are such a low priority to law makers? Why are teachers so poorly paid yet in charge of ourr Keiki's future? It makes no sense. I would like to recommend this profession but it is only a pathway to poverty in the long run. Please raise our pay or even invite educators to reach for higher degrees like docorates and pay them according a doctorate standard. Help, teachers need help.

We need your help. Mahalo.

John Van Plantinga

Maui High School

Maui Hawaii

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John R. Van Plantinga Jr.  
(808) 385 7871



## Kidani2 - Felicity

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**From:** Carol Holland <chrosetta@hotmail.com>  
**Sent:** Monday, February 3, 2020 12:10 PM  
**To:** EDU Testimony  
**Subject:** testimony

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

WEDNESDAY, FEBRUARY 5, 2020

2:45 p.m.

Chair Kidani and members of the Education Committee:

My name is Carol Holland I am a teacher at Maui High School in Maui district on Maui Island I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

we are losing teachers at an unprecedented rate and you are not doing enough to keep your tenured qualified and excellent teachers. Every school year I need to re-examine my finances and decide if I can continue to be a teacher. The pay rate does not match out education level or the professional level we are required to be at to be considered highly qualified. I am on the brink of not being able to afford being a teacher anymore. I would love to be able to have teaching be my only job. You must do better. Put the money where your mouth is - everyone needs good teachers.

We need your help. Mahalo

Carol H Holland, M.Sc. Oceanography, M.A Secondary Education, Highly qualified Math, Science, Elementary Ed, Social Studies

"Go confidently in the direction of your dreams. Live the life you have imagined." -Henry David Thoreau

## Kidani2 - Felicity

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**From:** Petar Kovacic <pkovacic@kkhs.k12.hi.us>  
**Sent:** Monday, February 3, 2020 11:54 AM  
**To:** EDU Testimony  
**Subject:** SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

### TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

WEDNESDAY, FEBRUARY 5, 2020

2:45 p.m.

Chair Kidani and members of the Education Committee:

My name is Petar Kovacic. I am a teacher at King Kekaulike High School on Maui for 10 years now. I am submitting testimony **in support of SB 2488, proposed SD1.**

**Please provide enough funds to fix the teacher salary compression issue**, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

Up to 50% of teachers in the state of Hawaii do not last more than 2 years! Cost of living is high. Housing opportunities are tight. Second jobs are common. We as all members of our society need our youth to become productive citizens. Happy, healthy teachers equates to happy healthy students. I want to be offered steps so I am inspired to continue my professional development throughout my whole career.

*Aloha,*

**Petar Kovacic, Maui district, Maui, HI**

**280 Pukalani St. Pukalani, HI. 96768**

(808) 727-3615

[pkovacic@kkhs.k12.hi.us](mailto:pkovacic@kkhs.k12.hi.us)

[petar\\_kovacic@notes.k12.hi.us](mailto:petar_kovacic@notes.k12.hi.us)

King Kekaulike High School Teacher-

Automotive Technologies 1 & 2, Automotive Repair and Refinishing,

Building and Construction 1 & 2, Industrial and Engineering Technologies Core

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

WEDNESDAY, FEBRUARY 5, 2020

2:45 p.m.

Chair Kidani and members of the Education Committee:

My name is Rayne Lau. I am a teacher at Farrington High School, in the Farrington Kaiser Kalani Complex on the island of O'ahu. I have been a DOE employee for the state of Hawaii for the past 25 years. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue.

In my 25 years as a teacher, I have weathered a lot when it comes to pay. I have survived a lengthy union strike, payroll lags, furlough Fridays, and all throughout I have remained a dedicated educator for the youth of Hawaii. This has been at the personal cost to me, my family, and the students I work with. I am a single parent, and the truth is that I continue to struggle financially every day. Minimal pay increases throughout the years have nowhere near kept up with the cost of living, inflation, and taxes. I live paycheck to paycheck, and have zero savings. Most times I am down to my last dollar or in a deficit. I have skipped meals, went with my gas on empty, and gone without just to pay rent and keep the lights on. How can someone who is educated with a Master's degree, and who has put in the amount of years at a job as I have be in this situation? Please help me and many other struggling educators like myself by funding this pay raise. We need it desperately.

Mahalo.

Rayne Lau

## Kidani2 - Felicity

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**From:** Carol Holland <chrosetta@hotmail.com>  
**Sent:** Monday, February 3, 2020 12:10 PM  
**To:** EDU Testimony  
**Subject:** testimony

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

WEDNESDAY, FEBRUARY 5, 2020

2:45 p.m.

Chair Kidani and members of the Education Committee:

My name is Carol Holland I am a teacher at Maui High School in Maui district on Maui Island I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

we are losing teachers at an unprecedented rate and you are not doing enough to keep your tenured qualified and excellent teachers. Every school year I need to re-examine my finances and decide if I can continue to be a teacher. The pay rate does not match out education level or the professional level we are required to be at to be considered highly qualified. I am on the brink of not being able to afford being a teacher anymore. I would love to be able to have teaching be my only job. You must do better. Put the money where your mouth is - everyone needs good teachers.

We need your help. Mahalo

Carol H Holland, M.Sc. Oceanography, M.A Secondary Education, Highly qualified Math, Science, Elementary Ed, Social Studies

"Go confidently in the direction of your dreams. Live the life you have imagined." -Henry David Thoreau

## Kidani2 - Felicity

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**From:** Joanna Lee <joannalee8@gmail.com>  
**Sent:** Monday, February 3, 2020 11:05 AM  
**To:** EDU Testimony  
**Subject:** Revised Testimony (typo on last email)RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION  
RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION  
WEDNESDAY, FEBRUARY 5, 2020  
2:45 p.m.

Chair Kidani and members of the Education Committee:

My name is Joanna Lee. I am a teacher at Washington Middle School in the Honolulu District on Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

*I have been in the DOE system a long time, 32 years to be exact, and I have seen much injustice for the young teachers initially and now, the veteran teachers. Back in 1985, I made about \$15,000.00 on Lanai to gain tenure, then returned to Oahu. Lanai was always a "hard to fill" position every year so an "extra incentive" would have been appreciated back in the day. Years later, funding was allocated to help these "hard to fill" positions but not in my favor. Then I witnessed the compression of the salary schedule to assist the young teachers to enter the teaching profession, again not helping my situation. Years go by and these young teachers are leaving about the 5th-7th year because they say they "can't make it financially in Hawaii." My words to them are "don't marry a teacher" or you really won't make it. Now I am the senior teacher on campus watching teachers around me retire. I stay for my students, and financially as a divorcee with three college children. I also stay because I would like to see if I will be able to benefit as a veteran teacher. It surely doesn't make sense that someone with my years of experience is dealt the same cards (salary) as someone with a decade less of experience. Some examples of this injustice are heard at faculty meetings and core/team meetings after school. They almost ALWAYS refer to me/us for advice and counseling, as well as heading the school leadership committees. Good veteran teachers are leaving unfortunately for this lack of recognition for our "old school thinking" when teachers viewed it their ONLY job. Today, the teachers tell me that teaching is just "one of their jobs," hence there may be a lack of devotion and commitment on their part as it is not physically or mentally possible to put your "all" into this profession. I hope that you hear my voice and "do the right thing." There isn't enough money to do what needs to be done but you can pick and choose what's more important, if you feel it is important. Thank you for reading my message and we really do need your help to fund this bill. Mahalo Nui Loa,*

Joanna Lee, Honolulu District, Oahu

## Kidani2 - Felicity

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**From:** Mark Ikenaga <mikenaga12@gmail.com>  
**Sent:** Monday, February 3, 2020 10:39 AM  
**To:** EDU Testimony  
**Subject:** SD1 Testimony

My name is Mark Ikenaga . I am a teacher at Moanalua High School in the Central District on Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

I entered the DOE in 1997 and ever since I entered, I noticed how the HSTA works so hard to hire new teachers into the state. They try their best to lure mainland teachers here to the islands to help with the necessary shortages in the education system. It's wonderful that the state offers these young teachers opportunities to move to Hawaii to start their careers. But has anyone stopped to research how many of those mainland teachers actually remain teaching in Hawaii? How many of these recruited teachers live in Hawaii for more than 5-10 years? What about us veteran teachers that are loyal, dedicated, and committed to the Hawaii's keiki for decades. The teachers who grew up in the islands, went to school here, and now make a living here in Hawaii. Please don't forget about us. Many times the focus gets directed to areas that are needed, and I understand that, but don't forget about those teachers who are on the front lines day in and day out for 15-20, even 30 years in Hawaii.

We need your help. Mahalo.

Mark Ikenaga

Central District, Oahu

## Kidani2 - Felicity

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**From:** roeleno@juno.com  
**Sent:** Monday, February 3, 2020 10:28 AM  
**To:** EDU Testimony  
**Subject:** Re: SB 2488 Proposed SD1

Chair Kidani and members of the Education Committee:

My name is Romeo Eleno. I am a teacher at Lanai High & Elementary School in Maui District on the Island of Lanai. I am submitting testimony in support of SB 2488, Proposed SD1. By providing enough funds to fix the salary compression issue as well as funding the pay differentials for teachers in Special Education, Hawaiian Language Immersion, and Hard to Staff positions, it will show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are the nucleus for the future of our keiki.

I teach at a school that currently has the highest teachers that are uncertified to be teaching our students. With the instability of attracting qualified/certified teachers in each classroom, we are doing a disservice to all of our students in education. By fixing the salary compression issue and differentials, it will start the process of attracting teachers that would like to come to Hawaii and teach in our schools. Over the 24 years of teaching at this school, our test scores has dropped tremendously and making it difficult to provide a quality education that our students deserve. Teachers are leaving the profession because they see their experience as not being respected and rewarded when it comes to salary.

To make ends meet, I have taken up another job to keep up with the high cost of living here in Hawaii. I feel and believe that one job should be sufficient enough to live comfortably here in Hawaii, especially as a teacher who's responsible in educating the future of our community, society, and the world.

We need your help. Mahalo.

Romeo Eleno  
Maui District on the Island of Lanai

## Kidani2 - Felicity

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**From:** Summer <Sumerlei@aol.com>  
**Sent:** Sunday, February 2, 2020 12:41 PM  
**To:** EDU Testimony  
**Subject:** SB 2488 testimony

My name is Summer Holwegner. I am a teacher at King Kaumualii Elementary in Lihue on Kauai. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

I have been teaching in an inclusion classroom for the past 5 years. In my classroom there are both general education students and those receiving a specialized education. The special education teacher that was co-teaching with me has gone on extended maternity leave and this position has not been filled for the last two years. Currently I have an educational assistant in the place of a special education teacher and this does not support the needs of all students. The school has tried to hire teachers but there is no one available in the pool. I have spoken to at least two teachers who would be willing to make the switch over to being a special educator teacher if they receive the pay raise that is being discussed. There are far too many vacancies in our special education departments and it is a crisis. We need trained teachers to work with our students. It's only a matter of time before our state is sued for inadequate instruction to our students with IEPs.

Our state needs to start funding this profession appropriately. If not, there is no reason for teachers to remain in their jobs if they can receive similar or better pay in another job that doesn't require so much of them. Teaching is a job that extends far beyond the 2:00 end time. If you want to attract and keep high quality teachers, you need to start paying them what they are worth.

We need your help. Mahalo.

Summer Holwegner, LIHUE, Kauai

Sent from my iPhone



## Kidani2 - Felicity

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**From:** Maile W <mailewikum@gmail.com>  
**Sent:** Monday, February 3, 2020 10:16 AM  
**To:** EDU Testimony  
**Subject:** Testimony on Education

### TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

MONDAY, FEBRUARY 3, 2020

9:45 a.m.

Chair Kidani and members of the Education Committee:

My name is Maile K. Wikum. I am a teacher at Konawaena Elementary School in West Hawaii District on the Big Island. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

When I first came back from teaching abroad, it was a shock of how much less I would be getting paid in my home town of Kona. I started out as a substitute but was offered a job mid-year. As a single mother working full time I would need to send my child to preschool/daycare which would cost a lot. I thought about working at the hotels instead of teaching to make more money. But in the end, I really wanted to help out the school that had a teacher leaving in the middle of the year. Living paycheck to paycheck, paying off a mortgage and paying for daycare, I had nothing left. When I arrived back in Hawaii, I had no debt. It wasn't until I started teaching that I accrued 20,000 in debt over just 2 years because the paychecks were just not enough even when living very simply. This extra money that I will be receiving from the shortage differentials will be just enough to let me live without using debt. Never will I be living and saving, but at least this differential helps keep me afloat living in Hawaii. Was I tempted to move and teach in another country again? Yes, all the time. But I stuck it out and now, with this slight raise, I am okay with staying in Hawaii and teaching our keiki once again. I hope it stays or as many of us teachers struggling to live on this salary in Hawaii, there are more opportunities out there just waiting.

We need your help. Mahalo.

-Maile Wikum, West Hawaii, Big Island

February 3, 2020

Chair Kidani and members of the Education Committee:

My name is Christopher Del Rosario. I am a teacher at Waipahu High School in Leeward District on Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

I have been teaching now for 23 years. I have done my job to the best of my ability to the point where I am always trying to further my knowledge of how to help students by attending classes and trainings. Understand that by furthering my knowledge and skills I did so by financially covering the cost on my own.

While teaching for 23 years, there was a long period where teachers did not get any step movement. You would think that when you reach a point of your life that you can retire, you be able to do so with the thought that I have been recognized for what I have brought to education by getting a salary that acknowledges my hard work. However, it feels as though even with all the trainings that I have paid for, the evaluations that I have met via the teacher evaluation and teaching student that it seemed as though my efforts went unnoticed or it was scrutinized by the public and legislature as being complaints. Thus, the mindset by other as "just do your job and be happy that you are getting paid at all."

There are other factors on why funding should be provided, but honestly, I would not have enough hours in the day to continue to explain why teachers should be compensated for all that they do for the students of Hawaii.

All I ask is that the please consider supporting teachers and provided funding.

We need your help. Mahalo.

Christopher Del Rosario  
Leeward District  
Oahu

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

MONDAY, FEBRUARY 3, 2020

2:45 p.m.

Chair Kidani and members of the Education Committee:

My name is Wina Ababa and I am a teacher at Waipahu High School in the Leeward District on Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

Sixteen years ago, I was blessed to return to my alma mater as an English teacher. However, I quickly learned after earning my first paycheck that my salary was not enough for me to make ends meet. I ended up getting a second job which I held onto for about six years until I became a mother to two children and was needed more at home. Recently, my sister-in-law, also a teacher and mother of two young girls, made the decision with my brother to move to Nevada because of the endless struggle to provide for their family in a beautiful yet unaffordable state. Their decision is making me question if moving out of state is the only option available for me and my family to live comfortably. However, if this bill is passed, it will give me hope as well as other veteran teachers that educating the youth and raising our families in the place that we love is actually possible.

Please help us turn our hope into reality. Mahalo.

Wina Ababa, Leeward District, Oahu

## Kidani2 - Felicity

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**From:** banyan regina <banyanr@yahoo.com>  
**Sent:** Monday, February 3, 2020 6:57 AM  
**To:** EDU Testimony  
**Subject:** Craziness

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

WEDNESDAY, FEBRUARY 5, 2020

2:45 p.m.

Chair Kidani and members of the Education Committee:

My name is [Charlene Hosokawa](#). I am a teacher at [Moanalua High School](#) in [Central DISTRICT](#) on [Oahu](#). I have been a teacher for more than twenty-five years and often shake my [head](#). I am submitting testimony in [partial](#) support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue. Our veteran teachers are worth every penny.

[It disturbs me that the BOE might have the power to determine teacher salaries. They should be working hand in hand with the legislature to ensure that the DOE, HSTA and teachers work together. Teacher pay is not the only issue.](#)

[One factor that does not cost is the elimination of time wasted in useless meetings. Some of the so-called professional development is laughable. The presenters don't even take into consideration the bored faces of their audience. They do not try to make what they are trying to impart relevant to the teachers listening while on their phones or zoning out. They stick to their script. The DOE pays much money for these so-called professionals to instruct us how to teach while not even following sound pedagogy themselves.](#)

[Thank you very much for your consideration.](#)

We need your help. Mahalo.

[Charlene Hosokawa](#)  
[Central District](#)  
[O'ahu](#)

## Kidani2 - Felicity

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**From:** Brandi Kaiolohia Masaoka <kaiolohia.masaoka@gmail.com>  
**Sent:** Monday, February 3, 2020 9:08 AM  
**To:** EDU Testimony  
**Subject:** SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

MONDAY, FEBRUARY 3, 2020

Chair Kidani and members of the Education Committee:

My name is Brandi Say Masaoka. I am a teacher at Ke Kula 'O Nawahiokalaniopuu Iki, a public charter school in Kea'au on Hawai'i Island. I am submitting testimony in **support** of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. As of present, charter school Hawaiian language immersion teachers have been excluded from the pay differential that all other public school teachers of same qualifications have received. This is baffling to us as charter school teachers because we are public school teachers as well. It is my understanding Governor Ige has approved funding of this differential to ALL Hawaiian immersion teachers, both in the public schools as well as charter schools. Funding this must be a priority. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

As a teacher of 18 years, I have seen how appreciative our families and communities are of the job that we do. I am not only proud of what I do, but I feel honored to have this vital role in a keiki's life. The pay that I receive for the work that I do has never been balanced, and yet I continue on because I know that the keiki that I teach are our future and supporting their growth is imperative to our lives. Fixing the salary compensation would help my 'ohana to continue to live, work and play in our home. Hawai'i is the land of our people and there is no where else in the world where I would want to be.

We need your help. Mahalo.

Brandi Masaoka

District 2

Hawaii County

## Kidani2 - Felicity

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**From:** Curt Weathersbee <curtweath@gmail.com>  
**Sent:** Monday, February 3, 2020 7:28 AM  
**To:** EDU Testimony  
**Subject:** Testimony

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

WEDNESDAY, FEBRUARY 5, 2020

2:45 p.m.

Chair Kidani and members of the Education Committee:

My name is JAMES WEATHERSBEE. I am a teacher at Wheeler Middle School in Central District on Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

I came to this island 3 years ago and have since fallen in love with the people as well as the island itself. Teaching is what I do and will do no matter where I live, but this is where I want to do it. When my wife (who is also a teacher) and I first came here, we planned to stay permanently. Unfortunately, even after obtaining almost every raise possible for a teacher of our experience level, it is not realistic for us to stay here and raise a family. We know our calling as Special Education teachers, and would prefer to practice that calling here. But without a significant increase in pay, we can't.

If Hawaii wants to keep qualified teachers, they must pay them enough to live and raise a family. We did not come here expecting to have the same standard of living as what we had in North Carolina, and still do not. However, right now we must live with another family to afford housing. That isn't sustainable if we want to start our own family. Please help us stay on this island we love and keep doing the job we love.

We need your help. Mahalo.

JAMES WEATHERSBEE, CENTRAL DISTRICT, OAHU

## Kidani2 - Felicity

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**From:** Mitchell Kimura <mkimura77@hotmail.com>  
**Sent:** Sunday, February 2, 2020 10:30 PM  
**To:** EDU Testimony  
**Subject:** please help

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

WEDNESDAY, FEBRUARY 5, 2020

2:45 p.m.

Chair Kidani and members of the Education Committee:

My name is Mitchell Kimura. I am a teacher at Kalani High School, Honolulu District on Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

I have been teaching for more than fifteen years. I have lived through Lingle's "Furlough Fridays," when there was absolutely no money. At that time, all the teachers "put up with it," as we did not really have an option--the only other option being, at the time, to lay off teachers, which we did not want to do. As a consequence, I have hardly gone up the salary scale....

Though my wife works (retail), I have to work at another part-time job so that we can survive. We buy/ drive used cars; we do not eat out; we do not "go out" (unless it is to the free beach); we do not take any trips or vacations; and we live with the parents just so that we CAN stay here. Do not get me wrong, we love Hawaii and I love teaching. It is just that I work way over 60 hrs/ week and we do not have much free time or funds to do anything. You know people always say "No money (to pay for teachers)" but I think, as leaders, it is YOUR job to be creative to get the money to, at the very least, make teaching attractive so that well-qualified, decent people can join and stay in the profession. You really "get what you pay for" and if you do not raise salaries, how are you going to attract and retain quality people? You know the advertising on the mainland campaigns? They DID bring in GREAT teachers. The problem is (and I have seen this personally, over and over again) the great teachers from the mainland love Hawaii at first... but when they experience how DIFFICULT it is to live here, they just go back. I call it the boomerang recruitment strategy. They are not

stupid: they can plainly see you gotta be either very committed or nuts to be a teacher here at this salary!

In response to the "no money" argument, I have this to say: We should have the public vote if it is ok to ammend the Constitution so that property tax can go to the STATE, NOT THE CITY! MANY other states have the property taxes go to the State, why not us? The STATE, not the City, needs the funds more. And with those funds, you can pay teachers. In addition I think you should raise the property tax, especially on high-end properties. Find a creative way to tax "non-residents," or people not really from here but that have a second house here. Another good idea: Make affordable housing for teachers! UHM has housing for faculty, what about us? Last (maybe not so related) Thought: In Hawaii, there is a big disparity between private and public schools. If you cannot outlaw private schools, you need to find a way to have rich folk choose public over private schools, maybe by cutting up the state into totally autonomous districts so that at least some areas with rich folk (like Mililani) can shine--and attract more investment from parents and the community.

We need your help. Please help us! Thank you for your time.

Sincerely,

Mitchell Kimura, Kalani High School, Honolulu, HI



## Kidani2 - Felicity

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**From:** G R <gramirez123@hotmail.com>  
**Sent:** Sunday, February 2, 2020 10:01 PM  
**To:** EDU Testimony  
**Subject:** TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

WEDNESDAY, FEBRUARY 5, 2020

2:45 p.m.

Chair Kidani and members of the Education Committee:

My name is Gil Ramirez. I am a teacher at Waipahu Elementary School in the Leeward District on O'ahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

I am a dedicated public school teacher that has taught for 15 years in the DOE. I currently teach over 1000 students from Grades Kindergarten to 6th grade as a Fine Arts Resource Teacher. I pretty much teach the entire school including general education students, english language learners, and special education students. Also I tutor after school, teach in an after school tech class, and teach an art club for students. Although I have dedicated my life in this career of educating our Keiki, I still struggle to survive financially in Hawaii's economy with my salary. This bill will hopefully help me to not stress and to not worry about finding another line of work to support my family.

Aside from me being a dedicated public school teacher, I also have a sister who is a Kindergarten teacher at Likelike Elementary and my mom is a retired public school teacher from Waipahu Elementary. As a family we have dedicated years of service to improving the lives of all our students by teaching them with high quality learning experiences. We are dedicated teachers but our current salary really makes it a struggle to financially live in Hawaii. I dream and pray for the day that our society dedicates sufficient amount of funds to help improve the livelihood of our veteran teachers that continue to provide for our keiki. It would be greatly appreciated and it would inspire me in knowing that our leaders care for our teachers.

We need your help. Mahalo.

Gil Ramirez, Waipahu Elementary, Leeward, O'ahu.

## Kidani2 - Felicity

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**From:** Kahanu Nguyen <kahanunguyen@gmail.com>  
**Sent:** Sunday, February 2, 2020 9:26 PM  
**To:** EDU Testimony  
**Subject:** Support for SB 2488

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

WEDNESDAY, FEBRUARY 5, 2020

2:45 p.m.

Chair Kidani and members of the Education Committee:

My name is Kahanu Nguyen. I am a teacher at Waiākeawaena Elementary School in the Hawaii District on the Island of Hawaii. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

With this additional funding, I won't have to make a choice between my own children's opportunities to attend extracurricular activities, special programs/camps and the educational resources and needs of my own classroom. As you well know, I not only have a growing family of my own at home, but also that of 20 young minds in my classroom. I purchase many resources for my classroom to enrich my students' learning and to supplement the mandated curriculum, as well as to attend professional development opportunities outside of what's offered through my school. It's all for the betterment of my students and really my own family's livelihood. With your help, compassion, and understanding, I won't need to choose between the two.

Thank you for your support,  
Kahanu Nguyen, Hawaii District, Hawaii Island

## Kidani2 - Felicity

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**From:** Ashley Olson <ms.a.olson@gmail.com>  
**Sent:** Sunday, February 2, 2020 9:24 PM  
**To:** EDU Testimony  
**Subject:** Testimony in support of SB 2488, proposed SD1, A. Olson, District 10, Maui

Chair Kidani and members of the Education Committee:

My name is Ashley Olson and I am a veteran teacher at Lahainaluna High School on the island of Maui, in District 10. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide the funds needed to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions. Please show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. It is time to show thank teachers not just for the vitally important job that we do but also to begin to repay us for the many times that the state has balanced the books on teachers' backs through increases so small that they did not keep up with the cost of living, wage freezes, and pay cuts- furlough Fridays, anyone?

I started teaching at Lahainaluna on February 1, 1993 yet I have still not reached step 14b on our pay scale- I am currently on step 13. A former student of mine started teaching at Lahainaluna in 2013. and she is already on step 8. I have 20 years more experience, yet I am only five steps ahead. Can you understand how teachers, like myself, feel that our experience and dedication is devalued and disrespected? Failure to address the salary compression will drive myself and literally thousands of others to leave- if not before we are eligible to retire, then certainly the moment we are eligible. This will only exacerbate the teacher shortage crisis in which we currently find ourselves.

It is my hope that you will also fund the differentials. I work- and live- in a community where one in three housing units is in the short term rental pool. Rent, if you can find a safe, comfortable situation, is exorbitant. With over 25 years as a teacher, I recently qualified for 'affordable workforce housing'. I qualified in the lowest income category and my commute will increase by 25 minutes, each way. Were I to look in other parts of Maui, while initially less expensive, the commute might increase by a 45-60 minutes each way and I would run the risk of being cut off from my home or my job in the not unheard of event of a road closure. In the Lahainaluna Complex Area, we have had new hires turn around and go back to the continent because they could not find a place to live- at least, not one they could afford. We have teachers working 20-30 hours a week at their second job. Imagine how much

more time and energy would go to the benefit of our keiki were all of us able to afford to quit those jobs and just concentrate on educating our students.

We need your help. Our students need you to support us so that we may better support them.  
Mahalo.

Ashley Olson

District 10

Lahaina, Maui

## Kidani2 - Felicity

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**From:** thesandpebbles HURST <thesandpebbles@hotmail.com>  
**Sent:** Sunday, February 2, 2020 6:11 PM  
**To:** EDU Testimony  
**Subject:** In support of SB 2488

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

WEDNESDAY, FEBRUARY 5, 2020

2:45 p.m.

Chair Kidani and members of the Education Committee:

My name is Howard Hurst. I am a Special Education teacher at Waimea Canyon Middle School on Kauai. I am submitting testimony in support of SB 2488, proposed SD1.

I've been a SpEd teacher with the DOE for 24yrs. and ask that you please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions.

As a Felix Consent Decree era recruited Special Education teacher, I remember the news articles detailing the astronomical cost the Felix case and Consent Decree cost the State of Hawaii. With the annual turn over of SpEd teachers most often due to cost-of-living and this years need for permanent substitutes rather than certified Special Education teachers across the State, it is only a matter of time before parents once again bring a case against Hawaii DOE unless something is done.

Funding of SB 2488, proposed SD1 will provide professional incentive and recognition of experience. It will also address perennial under service of critical populations.

After receiving the current SpEd differential, I can tell you from first hand experience of it's impact on many colleagues consideration to either return to teaching SpEd or getting additional certification in SpEd.

I truly appreciate your support in recognizing the importance of supporting SB 2488, proposed SD1. The impact of this initiative if passed will reverberate for decades to come in our shared effort to improve Hawaii's Public Schools.

Altruistically,

Howard Hurst, M.S.Ed  
Waimea Canyon Middle, Kauai

February 2, 2020

Chair Kidani and members of the Education Committee:

My name is Raylene Peters. I am a teacher at Kailua High School in the Windward District on Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

I have been an educator with the Department of Education for twenty-two years. As with many other educators, I went into the profession because I wanted to give back and make a difference in my community. I knew that at times it would be a thankless job that didn't pay much. However, I also knew that this is where I belonged.

Throughout those twenty-two years I have spent thousands of dollars of my own to equip my class and students with the necessary supplies to create the needed learning environment for my students to succeed. This was through the thick and thin years of the State's budget crises when I was struggling to make ends meet for my family. During those years, many teachers questioned whether or not to remain in the Department of Education or move on. I stuck it out because I knew our students needed teachers who cared about them and their futures. This was in spite of the pay cuts and lack of raises that we endured. In fact, to make ends meet, I took out loans, worked other jobs, and succeeded in becoming Nationally Board certified.

Now that I am nearing retirement age, I have become very aware of the fact that I cannot retire in spite of my years of service because of those lean years where we teachers accepted what the state dealt us for the sake of the students. However, it becomes very disheartening and morale crushing when student teacher candidates that I mentor complain about their starting pay that it is a mere twenty-thousand or so less than what I make in spite of my years of service where I strove to better myself as a teacher professionally by continuing my own education and accepting to mentor these young teacher candidates.

We need your help. Please right the wrong that was created years ago. Mahalo.

Raylene Peters  
Windward District  
Kailua, Oahu

## Kidani2 - Felicity

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**From:** Greg Saggars <sagz7734@gmail.com>  
**Sent:** Sunday, February 2, 2020 8:26 PM  
**To:** EDU Testimony  
**Subject:** Doe TEacher

Chair Kidani and members of the Education Committee:

My name is **Greg Saggars**. I am a teacher at **Mokapu Elm** in **Windward District** on Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

The monies will help keep teaches here in out proffession. Ive personally seen many teachers leave proffession or our islands because they say the amount of pay is not worth the stress and work other jobs where they dont have to prepare as much and make same money and can get more pay through the years with out extra work after work hours. Ive seen teacher leave for mainland this may be local families or teachers from mainland who have try to come here and teach. But they all want to leave because they say with the pay they cannot afford it here to live and have a family and they can make same or more in mainland.

Honestly Teachers need money. I know so many teachers who have to have 2 jobs, atleast half work 2nd some 3 jobs. I work 2 jobs. I know if these teachers had the pay differentials as stated above they can stay in profession and focus on the kids more instead of trying to provide food for families . If teachers could focus on 1 job they can put more time into there teaching and have better lessons for there students.

IT really boils down to having competitive wages for to live in Hawaii. Your going to have better workers. The workers will be of higher quality because more intelligent people will want to get into teaching and the jobs for teaching will be more competitive, therefor you will get more highly qualified trained teachers that we keep here in Hawaii in teaching.

We need your help. Mahalo.

**Greg Saggars, Windward District, Oahu--**  
Mahalos, Greg Saggars



## Kidani2 - Felicity

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**From:** Kristy Ku <kristyku4@gmail.com>  
**Sent:** Sunday, February 2, 2020 7:43 PM  
**To:** EDU Testimony  
**Subject:** SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION  
RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

Chair Kidani and members of the Education Committee:

My name is Kristy Ku. I'm a teacher at Kohala Elementary School in North Kohala on Hawai'i Island. I'm submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard-to-staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

In Kohala, a rural country town, choices come few and far between. It's no different with education. Our keiki essentially have one option for education – Kohala Elementary School, Kohala Middle School, and Kohala High School. We are extremely hard-to-staff schools, but providing the pay differentials will ensure that highly qualified, licensed teachers fill those positions to give our keiki the proper education they deserve.

We need your help. Mahalo.  
Kristy Ku, Kohala Complex, Hawai'i Island

## Kidani2 - Felicity

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**From:** Shari Inter <Shariinter@yahoo.com>  
**Sent:** Sunday, February 2, 2020 12:24 PM  
**To:** EDU Testimony  
**Subject:** testimony in support of SB 2488, proposed SD1.

My name is Shari Inter. I am a teacher at Kapunahala Elementary in the Windward District on the island of Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

It is frustrating to hear that new teachers are making very close to or the same amount of pay that I as a veteran teacher of 12 years makes. It is difficult to want to stay in the field of teaching when we are one of the lowest paid professions. Paying for many of my supplies myself making sure my students are learning. Please support the compression and differential pay for teachers or we will continue to lose good teachers. We want our local teachers to stay and teach our children's because we all our Ohana.

We need your help. Mahalo.

Shari Inter, Windward District, Oahu

Sent from my iPhone

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

WEDNESDAY, FEBRUARY 5, 2020

2:45 p.m.

Chair Kidani and members of the Education Committee:

My name is Robin Wong and I am a teacher at Kauai High School on the island of Kauai. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

I am a dedicated teacher who has committed myself to educating the next generation but, like many of my colleagues, I'm forced to work a second job to make ends meet as a teacher on Kauai. Considering cost of living, we are the lowest paid teachers in the nation. We work in a crumbling century old school beset with peeling paint, ancient plumbing and no air-conditioning in a sweltering sub-tropical climate. Ours is a noble profession but the indignity we face is shameful and needs to be addressed. Won't you please make things right for the thousands of teachers who strive to make a difference every day?

We need your help.

Mahalo.

Robin Wong, Kauai High School, Kauai District, Kauai, HI

## Kidani2 - Felicity

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**From:** Janice Javar <janicejavar@hotmail.com>  
**Sent:** Sunday, February 2, 2020 12:23 PM  
**To:** EDU Testimony  
**Subject:** Teacher salary

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

WEDNESDAY, FEBRUARY 5, 2020

2:45 p.m.

Chair Kidani and members of the Education Committee:

My name is Janice Javar. I am a teacher at Ka'u High and Pahala Elementary School in the district of Ka'u on Hawaii Island. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

Funding differentials would help my decision to remain in education as opposed to retiring earlier than I thought I would. Working in a rural area resources are not readily available and it can be a struggle to make ends meet.

We need your help.

Mahalo Janice Javar  
District of Ka'u  
Hawaii Island

## Kidani2 - Felicity

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**From:** Barbara Haight <surfer.mom@hotmail.com>  
**Sent:** Sunday, February 2, 2020 7:29 PM  
**To:** EDU Testimony  
**Subject:** SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

WEDNESDAY, FEBRUARY 5, 2020

2:45 p.m.

Chair Kidani and members of the Education Committee:

My name is Barbara L. Jensen-Haight. I am a teacher at Waimea Middle Public Conversion Charter School in Waimea on Hawaii Island (Big Island). I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

I am in my 22nd year of teaching. I am certified in Special Ed as well as English 6-12. I worked hard to get my Masters in Education in Reading. It has been a very long haul for many years to get to the small raises that were recently implemented. As one of the teachers that are in the "compressed" category, I can attest that we all went through many years of hardship with no step increases or salary increases.

I can recall a few years when I seriously reconsidered this career. It's very hard and takes years of work to establish the craft and skill of teaching for the grade level that we are teaching. The developmental needs of each age and grade level, the differentiation and special attention various student needs require, take years to develop. Just the idea of finally receiving the compensation that has been withheld for years is a breath of fresh air for me, and teachers in my situation.

I was/am a single mother and am now, helping my daughter pay her student loans. I live hand-to-mouth and am concerned about having enough for my retirement. This relief in compensation due from many years past would bring a greater sense of worth and security for the work that we do and the hardship we have endured during the years of no-growth. It will bring a better sense of morale and positive light that our work and education are valued.

We need your help. Mahalo.

Barbara L. Jensen-Haight

Waimea Middle Public Conversion Charter School

Waimea, Hawai'i Island.

## Kidani2 - Felicity

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**From:** MNMS <mnmswong@hawaii.rr.com>  
**Sent:** Sunday, February 2, 2020 5:43 PM  
**To:** EDU Testimony  
**Subject:** SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

Chair Kidani and members of the Education Committee:

My name is Marc Wong. I am a teacher at Maunawili Elementary in Windward District on O'ahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

Increased compensation will go a long way towards helping teachers provide the best educational experience for our keiki. There are countless times where out of pocket expenses are needed to help provide the best possible experience for students. Those small little expenses add up over time and the differential will help offset those costs.

We need your help. Mahalo.

Marc Wong, Windward District O'ahu

## Kidani2 - Felicity

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**From:** Landy Shiroma <landyks@gmail.com>  
**Sent:** Sunday, February 2, 2020 4:02 PM  
**To:** EDU Testimony  
**Subject:** TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

[WEDNESDAY, FEBRUARY 5, 2020](#)

[2:45 p.m.](#)

Chair Kidani and members of the Education Committee:

My name is Landy Shiroma. I am a teacher at Moanalua Elementary School in Central district on Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for our students' success.

I have been teaching here in Hawaii for 31 years on Oahu and on Molokai. I know how teaching for many years has helped me tremendously to become a better teacher to better help each and every one of my students. I, along with my many other colleagues who are ready to retire, would be willing to stay in the profession a few more extra years if we are able to fix the teacher salary compression issue. By having more senior stay longer in the profession, it will keep more highly qualified teachers in the classroom and slow down the growing problem of teacher shortages. We will also be able to keep more teachers from leaving the state or leaving the profession altogether. This is a critical time that this needs to be done now and not a year or 2 from now. We humbly ask for your help and support to find a way to solve this Problem.

Sincerely,

Landy Shiroma, Central District, Oahu



Sent from my iPhone

## Kidani2 - Felicity

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**From:** Karen Lilly <klillypad6@gmail.com>  
**Sent:** Sunday, February 2, 2020 12:48 PM  
**To:** EDU Testimony  
**Subject:** Testimony

My name is **Karen Lilly** I am a teacher at **Maemae** in **Honolulu** on Oahu . I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

I have taught in the special education department for the last 15 years and have raised four children who have also been through the DOE system. I truly believe that the school systems here in Hawaii give excellent education services to all keiki's. I also know how difficult it is to live in Honolulu, raise a family and live on the salary of a special education teacher. Please recognize us teachers and show that we too deserve to be treated as professionals!!!

We need your help.

Karen Lilly Honolulu, Oahu

Sent from my iPhone

## Kidani2 - Felicity

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**From:** Seppelfrick Diana <dseppelfrick@gmail.com>  
**Sent:** Sunday, February 2, 2020 3:06 PM  
**To:** EDU Testimony  
**Subject:** RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

Chair Kidani and members of the Education Committee:

My name is, Diana Lynne Curammeng Seppelfrick, I am a teacher at Wai'anae High School in the Leeward District on the island of Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

The salary compression issue and differentials will help me because of our high cost of living, as well as compensating me for using my own funds to provide students with the necessary supplies that is necessary for my curriculum.

As a professional who works in a overcrowded, hot, classroom, the compression and differentials will create an incentive to help with my day to day teacher life.

Plus, as a 30+ year educator with a Master's Degree, the compression and differentials will help. Years ago, when we fought for our rights and had our strike, we put our salary in limbo to help the

state. Now is the time for our legislators to support us with their voice and belief in Hawaii State Teachers in the public school system.

The compression and differentials will create an atmosphere of positivity in our educational environment. It will also help me and the other public school teachers, librarians, and counselors from leaving our profession and our state.

In the long run, by doing this our students will have continuity in their classrooms and have a greater educational framework when they leave our schools to be productive members of our community and society.

We need your help. We are counting on your support. Your attention to this matter is greatly appreciated.

Sincerely,

Diana Lynne Curammeng Seppelfrick

Waianae High School

Leeward District

Oahu

Sent from my iPhone

## Kidani2 - Felicity

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**From:** collparl2000@yahoo.com  
**Sent:** Sunday, February 2, 2020 3:01 PM  
**To:** EDU Testimony  
**Subject:** TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

WEDNESDAY, FEBRUARY 5, 2020

2:45 p.m.

Chair Kidani and members of the Education Committee:

My name is Colleen Parlee. I am a teacher at Wheeler Elementary in Central District on Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

Fixing the salary compression issue will certainly enable me to sufficiently support my family financially. Also the salary issue at present certainly poses a hardship on teachers thus resulting in many leaving the profession or our state. It is time to act now and do what is right for our teachers and keiki!

We need your help. Mahalo.

Colleen Parlee, Central District, Oahu.

## Kidani2 - Felicity

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**From:** Kayleen Pieper <kayleenelen@gmail.com>  
**Sent:** Sunday, February 2, 2020 2:24 PM  
**To:** EDU Testimony  
**Subject:** SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

Chair Kidani and members of the Education Committee:

My name is Kayleen Pieper. I am a teacher at Kamali'i Elementary in Maui District on the island of Maui. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

I have been teaching on Maui for 7 years now, yet make the same salary as teachers who have 10+ years more experience. We need to address the salary compression and pay teachers based on their experience. All of the Hawaiian islands are "hard-to-staff," and we need to do whatever we can to retain the amazing teachers who teach our keiki. Please pay teachers what they deserve.

We need your help.

Mahalo,

Kayleen Pieper, Maui District, Maui

Chair Kidani and members of the Education Committee:

My name is Julie Ko-Lee. I am a teacher at Mililani Mauka Elementary School in the Central District on Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

I have been teaching for over 26 years at Mililani Mauka Elementary School. I have been part of the furlough, teacher strike, and many more changes that the school system has endured. Through it all, I have stayed in my profession because I love teaching and want the best for my students. I have contemplated many times to relocate (to a place they pay more), to a private school, or even to a different profession. I truly believe that it is time that the state addresses the inequality in pay right now. Experienced teachers are being treated unjustly because we are NOT being valued. We have the knowledge that college courses can't teach. We are the mentors to all the new teachers that join our system. We embrace the new teachers and teach them the curriculum/units (which we have developed), best practices, assessment, how to differentiate for all students, dealing with difficult parents, and the day-to-day challenges. I could go on and on. How can this be fair when we are mentoring these newer teachers and we are getting the same pay. I have 26 years of devotion and another teacher at my school only has 15 years, but we are on the same step/pay scale. Where is the justification... In ANY profession, experience should be compensated and valued. On a personal note, I have 2 children in college, and it is very difficult to support them with my current salary. If I'm compensated the way I should be, I would definitely stay on longer to teach because I really love it. Yes, you have these new teachers joining the department, but it takes time and experience to be an effective teacher. Everyone says that education is important, but every year there is little change. The biggest change starts by keeping your experienced teachers so that we can do what we do best... which is to educate our future generation. So, please make this the year, that we will

all remember because our experienced teachers are finally respected and valued. We were robbed for many years because we didn't get the step increase that we deserved!

We need your help!!

Mahalo.

Julie Ko-Lee, Central District, Oahu



## Kidani2 - Felicity

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**From:** Koa Rodrigues <koa7@hawaii.edu>  
**Sent:** Sunday, February 2, 2020 2:06 PM  
**To:** EDU Testimony  
**Subject:** Testimony - Support SB 2488

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

WEDNESDAY, FEBRUARY 5, 2020

2:45 p.m.

Chair Kidani and members of the Education Committee:

My name is Koa Rodrigues. I am a teacher at Ke Kula 'o Nāwahīokalani'ōpu'u in the Ka'ū-Kea'au-Pāhoa on Hawai'i. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our children.

As a secondary mathematics teacher in a Hawaiian medium school, I have recognized the absolute dedication that Hawai'i teachers put into raising our students. Within my own teaching, there are no upper-level math lesson plans, textbooks, curriculum or resources in Hawaiian. Every project and assignment needs to be created which takes hours, every single day. If you multiple that effort by the thousands of teachers across the state, that is an unbelievable force.

As a teacher, we do not come into this profession for the money, but at the end of the day it is a constant concern to support our families and their future. By providing public and charter school teachers with additional funding, you are helping to take one more worry off of our plate so that we can continue to focus on raising the next generation.

We need your help. Thank you.

Koa Rodrigues, Kea'au, Hawai'i

## Kidani2 - Felicity

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**From:** Andrew Sanchez <andrewsanchez54@gmail.com>  
**Sent:** Sunday, February 2, 2020 1:43 PM  
**To:** EDU Testimony

Chair Kidani and members of the Education Committee:

My name is Andrew Sanchez . I am a teacher at Kea'au High School in Puna on Hawai'i Island. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

Since moving here from the San Francisco bay area, I have witnessed first hand the effects of the extremely low wages Hawaii DOE provides its teachers. After reviewing the salary schedule, witnessing the way in which veteran teachers are not appropriately compensated for their efforts and knowledge, and suffering first hand from under-payment, I can see why teachers flee our profession here in Hawaii. Thank you in advance for improving our wages as teachers. We are in desperate need of appropriate compensation for all our tremendous efforts

Aloha,

Andrew

Sent from my iPhone

## Kidani2 - Felicity

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**From:** Lisa Chang <kaionagirl808@gmail.com>  
**Sent:** Sunday, February 2, 2020 1:39 PM  
**To:** EDU Testimony  
**Subject:** testimony for SB 2488 for WED. Feb. 5th

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION  
RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION  
WEDNESDAY, FEBRUARY 5, 2020

2:45 p.m. at

Chair Kidani and members of the Education Committee:

My name is Lisa Lehuanani Chang. I am a teacher at Hau'ula Elementary School at Windward District on O'ahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

About 4 years ago, after 15 years of teaching, I debated leaving the profession. I was burnt out, felt like I was at a teaching mill (avg 32 students per class for 5 periods at my old middle school), didn't care for the Principal's leadership style (he is now facing unprofessional conduct charges), and felt I was taken for granted by the Community and by our Legislators and Representatives. Both parents and principals would conduct themselves in a way that often left many of our teachers in tears. They demanded so much of us and had no idea of the inordinate amount of work that comes with the profession. It's funny how no one has never taken up my offer to come and teach for a day and walk in the shoes of a teacher. As I would explain to parents who didn't understand why I couldn't turn around correcting homework fast enough: I'd say. Here's a math problem. If a teacher has 160 students and spends five minutes grading each child's homework a nite, how much does that equal?  $5 \text{ min} \times 160 \text{ students} = 800 \text{ minutes} / 60 \text{ minutes} = 13.33 \text{ hours}$ . Do you now understand why it takes me more than a few days to return your child's homework, graded with comments? Oh, and by the way, I have a second job that I work at on the weekends, and I'm caring for my 91 year old mom, in addition to raising a family.

For those of you who have children, you know it's much easier to go to work than to be responsible for your child's daily learning - planning the lesson, making sure it's engaging to their cognitive and social/emotional levels, assessing and reassessing their skills, balancing their need for physical exercise and communication skills, etc. That's why some save up for private school, thinking that's the ticket for our kids. There's a good chance your child may fare better there considering most children who attend private school do know that mom and dad are giving up their retirement money to insure Jr. gets a "good" education. (I didn't pay for you to get C's son). And thus with money comes a higher standard of expectations from the child him/herself, the parents, and the teachers who teach them. And so I'm asking you all to start thinking of non-private school students as your kids. And I'm asking you to pay that teacher who is teaching your kid, a salary that affects their expectation of themselves, their students and their parents. I'm asking you to pay for a profession that has the highest salaries in Finland and other countries, yet in our state, we have treated teachers unfairly and no one has spoken up for them, until our current union president Corey Rosenlee and his team stepped into office. We have to address the elephant in the house, and Senate. If you can set aside funds to send your child to private school, you can set aside funds and figure out a way to come up with another \$45 million for your additional keiki.

Mahalo for hearing me out!  
me ka ha'aha'a,  
Lisa Lehuanani Chang

J.D. UCLA Law school

M.i.M. Master's in International Management. Thunderbird Graduate School

National Board Certified Teacher (renewed) Early Adolescence Language Arts  
Literacy Specialist

TESOL (ELL) Certified Teacher

Elementary School Certified

Grade 6 - 12 Language Arts Certified

## Kidani2 - Felicity

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**From:** Lisa Chang <kaionagirl808@gmail.com>  
**Sent:** Sunday, February 2, 2020 1:39 PM  
**To:** EDU Testimony  
**Subject:** testimony for SB 2488 for WED. Feb. 5th

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION  
RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION  
WEDNESDAY, FEBRUARY 5, 2020

2:45 p.m. at

Chair Kidani and members of the Education Committee:

My name is Lisa Lehuanani Chang. I am a teacher at Hau'ula Elementary School at Windward District on O'ahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

About 4 years ago, after 15 years of teaching, I debated leaving the profession. I was burnt out, felt like I was at a teaching mill (avg 32 students per class for 5 periods at my old middle school), didn't care for the Principal's leadership style (he is now facing unprofessional conduct charges), and felt I was taken for granted by the Community and by our Legislators and Representatives. Both parents and principals would conduct themselves in a way that often left many of our teachers in tears. They demanded so much of us and had no idea of the inordinate amount of work that comes with the profession. It's funny how no one has never taken up my offer to come and teach for a day and walk in the shoes of a teacher. As I would explain to parents who didn't understand why I couldn't turn around correcting homework fast enough: I'd say. Here's a math problem. If a teacher has 160 students and spends five minutes grading each child's homework a nite, how much does that equal?  $5 \text{ min} \times 160 \text{ students} = 800 \text{ minutes} / 60 \text{ minutes} = 13.33 \text{ hours}$ . Do you now understand why it takes me more than a few days to return your child's homework, graded with comments? Oh, and by the way, I have a second job that I work at on the weekends, and I'm caring for my 91 year old mom, in addition to raising a family.

For those of you who have children, you know it's much easier to go to work than to be responsible for your child's daily learning - planning the lesson, making sure it's engaging to their cognitive and social/emotional levels, assessing and reassessing their skills, balancing their need for physical exercise and communication skills, etc. That's why some save up for private school, thinking that's the ticket for our kids. There's a good chance your child may fare better there considering most children who attend private school do know that mom and dad are giving up their retirement money to insure Jr. gets a "good" education. (I didn't pay for you to get C's son). And thus with money comes a higher standard of expectations from the child him/herself, the parents, and the teachers who teach them. And so I'm asking you all to start thinking of non-private school students as your kids. And I'm asking you to pay that teacher who is teaching your kid, a salary that affects their expectation of themselves, their students and their parents. I'm asking you to pay for a profession that has the highest salaries in Finland and other countries, yet in our state, we have treated teachers unfairly and no one has spoken up for them, until our current union president Corey Rosenlee and his team stepped into office. We have to address the elephant in the house, and Senate. If you can set aside funds to send your child to private school, you can set aside funds and figure out a way to come up with another \$45 million for your additional keiki.

Mahalo for hearing me out!  
me ka ha'aha'a,  
Lisa Lehuanani Chang

J.D. UCLA Law school

M.i.M. Master's in International Management. Thunderbird Graduate School

National Board Certified Teacher (renewed) Early Adolescence Language Arts  
Literacy Specialist

TESOL (ELL) Certified Teacher

Elementary School Certified

Grade 6 - 12 Language Arts Certified

## Kidani2 - Felicity

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**From:** Mike Landes <jmlandes@gmail.com>  
**Sent:** Sunday, February 2, 2020 1:35 PM  
**To:** EDU Testimony  
**Subject:** RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

WEDNESDAY, FEBRUARY 5, 2020

2:45 p.m.

Chair Kidani and members of the Education Committee:

My name is Mike Landes. I am a teacher at Lahainaluna High School in Lahaina on Maui. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

I have taught in Hawaii for 16 years and am at the exact same salary step as my dear friend and colleague who has taught here for 26 years. This is not right. She has taught in the exact same school as me for 10 years longer than I have. Those additional 10 years have enabled her to be a much more effective teacher, and it is a travesty that she would not be compensated for her years of experience and that someone like me with substantially less experience would be making the same amount as her.

We need your help. Mahalo.

Mike Landes, Kihei, Maui

## Kidani2 - Felicity

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**From:** johnny bravoo <jhnnnybravoo@yahoo.com>  
**Sent:** Sunday, February 2, 2020 1:15 PM  
**To:** EDU Testimony  
**Subject:** Testimony

My name is Michelle Santos I am a teacher at Leihoku elementary in the Waianae/Nānākuli district on Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

I have been a teacher here for 16 years. It's been 16 years of abuse, is the way I look at it. Why do I stay? Why do I continue to be taken advantage of if you will? Because of my desire, dedication and love for the children of Waianae. I'm born and raised in Waianae, I bleed Waianae, and I know what the children need. That's why I'm here, that's why I stay, that's why I find other means of income and struggle. It really pays off when a student whom you had in 4th grade comes back and tells you thank you. It's worth it when you get cards from families that thanks you so much for all that you do and APPRECIATES you. I know that I make an impact and that's why I'm still here. I struggle financially to make an impact. Why should we struggle and be taken advantage of? We shape our future. What kind of future are we preparing if no one what's to be in the teaching profession because it won't make ends meet financially?

Sincerely,

Michelle Santos, Waianae/Nānākuli/leeward/ Oahu

Sent from my iPhone



## Kidani2 - Felicity

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**From:** Suzie Lee <sue.namaste@gmail.com>  
**Sent:** Sunday, February 2, 2020 1:11 PM  
**To:** EDU Testimony  
**Subject:** Support for SB 2488

Chair Kidani and members of the Education Committee:

My name is Susan Lee. I am a teacher at Hawaii Academy of Arts and Science PCS in Hawaii district on Hawaii Island. This is my 26th year in the classroom, 22nd in Hawaii. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

I absolutely love what I do- teach 5th and 6th grades in lower Puna. I have always been rated as highly effective.

Our district is wrought with challenges, especially with the devastation from the recent lava eruption. It directly impacted us. I started an Airbnb business to make ends meet as my teaching salary just isn't enough, even after all these years! When the lava came, my Airbnb business was ruined. We took such a hard hit that I am now thinking about other options. I want to stay and continue to make a positive difference in my community and beyond.

With this adjustment to the pay compression, I would be able to make ends meet, have more energy for my students and stay in the classroom longer. In addition to the obvious economic benefit this gives teachers, it also gives us a moral boost in that it tells us we are valued. And with that teachers will do anything for our students!

We need your help. Mahalo.

Susan Lee, Hawaii District, Hawaii Island

## Kidani2 - Felicity

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**From:** Yvette Rapozo <yrapozo0@twc.com>  
**Sent:** Sunday, February 2, 2020 11:58 AM  
**To:** EDU Testimony  
**Subject:** SB 2488, Proposed SD1

Chair Kidani and members of the Education Committee:

My name is Yvette Rapozo. I am a teacher at Kapaa Elementary School in Kapaa on Kauai. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. **Our teachers are worth it as they are important for the future of our keiki.**

I have been a teacher for 14 years and for many years I saw the my pay decrease instead of increase due to furloughs. At no time did the state bring it back to where it should be even though I gained more experience in the classroom which benefitted my students. I kept on taking classes and programs such as getting my Masters degree to help increase my pay and help survive in Hawaii. We keep losing quality teachers each and every year and we are at a crisis already. If we are not compensated for all that we do and for all the experience we bring to each and every classroom, this is keep continuing. When do we start to address this issue? We need to start to address it NOW!! We need your help. Mahalo.

Yvette Rapozo, Kapaa, Kauai

Sent from [Mail](#) for Windows 10

## Kidani2 - Felicity

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**From:** Kelley Toor <kelley.toor@gmail.com>  
**Sent:** Sunday, February 2, 2020 12:57 PM  
**To:** EDU Testimony  
**Subject:** SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

WEDNESDAY, FEBRUARY 5, 2020

2:45 p.m.

Chair Kidani and members of the Education Committee:

My name is Kelley Toor. I am a special education teacher at Kapalama Elementary School in Honolulu on Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

I have been teaching since 2012 in two different schools in Kalihi. Previous to Kapalama, I worked with talented, young fellow special education teachers at Joseph A. Fern Elementary School. These co-workers of mine were passionate about their job. Despite working in a very rough Title I school in Kalihi, they loved their students and were in turn loved by them. Two of them in particular came from the US mainland (one from California; the other from New Jersey.) It didn't take long for either of them to leave. At the time of their departures, earned salaries at Class III, Step 5 educators, which put them above \$40,000 in 2015 but not to the point where they could hold one job or live without roommates. Both left in 2015: One to California and the other to Texas for salaries over \$80,000 a year. They would have preferred staying in Hawaii, but were compelled to leave due to the high cost of living and the low wages they were earning.

Today, I am preparing my son for the reality of life as an educator. He wishes to enter the field of special education and although I am surprised at his choice, I can't say that I'm not proud that I raised a child who sees the value of working with those with the most learning needs. It's not a glamorous position. We all get hit, kicked, slapped, bitten, and bruised at some point in our careers. We are trained for this. We know that the job comes with mountains of paperwork and the need for knowledge of not only education law, but the laws that govern Chapter 60 of the Individuals with

Disabilities Education Act. For these, too, we are trained and prepared. We follow tight deadlines, curricular demands, and assessment requirements while balancing the needs of each individual student, developing positive relationships with families, and being prepared to teach students who may have one or more of thirteen disabilities that fall under these Acts. It takes years of experience and commitment to education to cultivate a teacher, but it also takes a livable wage in order to compel teachers to stay. I would not have been able to raise my three children as a single parent had it not been for the support of their grandparents whom we live with, or the grandparents who have financially helped us by providing clothing or funded music lessons and activities. My children's father is also a teacher who left the islands in 2003 for a position with the Department of Defense Educational Activities where he actually earns a living wage and can support them because of the salary he earns at his educational and experience levels.

Many of you have children, some who attend public schools, or have graduated from public schools. The children of Hawaii deserve teachers who can focus on one job and who are not considering a location change because they can't afford to stay here. I urge you to consider the children and the teachers who are a big part of their formative, educational years.

We need your help. Mahalo.

Kelley Toor, Honolulu District, Oahu

## Kidani2 - Felicity

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**From:** tsutsuib001@hawaii.rr.com  
**Sent:** Sunday, February 2, 2020 12:35 PM  
**To:** EDU Testimony  
**Subject:** TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION: PLEASE READ :)

RE: SB 2488 PROPOSED SD1, RELATING TO TEACHER COMPENSATION

WEDNESDAY, FEBRUARY 5, 2020

2:45 PM

Chair Kidani and members of the Education Committee:

Aloha! My name is Brian Tsutsui. My wife and I are both veteran teachers. This is my 28th year of teaching, while my wife has been teaching for over 25 years. I teach at Pearl City High School in the Leeward District, while my wife teaches at Pearl Ridge Elementary in the Central District. both are on Oahu. This is the first time we've ever submitted testimony. We strongly support SB 2488, proposed SD1.

We are grateful that this bill attempts to rectify the struggles that our teachers and students are facing in our schools. Funding to fix the teacher salary compression issue and pay differentials for special education, Hawaiian language immersion, and hard to staff positions will make a tremendous impact in the lives of our teachers and keiki. However, in order to fund these improvements properly, the Department of Education will need \$45 million more than this bill provides. PLEASE increase the requested funding amount to fully rectify these issues.

I love being a teacher. I love my students. This career has been a blessing in my life. I have never complained about my pay. This is my calling. However, my wife and I have noticed a disheartening trend in the past decade or so as teachers. Teacher morale has been lower than I've ever seen it. It saddens me when I see veteran teachers become more and more negative about the profession of teaching, and constantly focusing on retirement due to their disenchantment. And much of it has to do with compensation and appreciation. I have to work two jobs to continue to live in the state I love and serve the students I love.

What we veteran teachers are asking for is not a raise; rather, it is retroactive and fair compensation for all the years that our pay was frozen, even as the cost of living rose here in Hawaii and as teachers left in droves to make a living in other professions or in other states. As I talk to my veteran teachers about the possible pay correction, I have seen a renewed sense of positive energy and hope among them that I have never observed before. We all love to be appreciated. Properly funding this bill, I believe, is the shot in the arm that our teachers need to restore enthusiasm and morale to the profession that I love. I love my job and enjoyed coming to school each day for the past 28 years. I love it when I see my fellow colleagues exhibiting positive energy and increased morale for this awesome profession. However, I fear the negative repercussions that could occur if this bill is not properly funded. Excitement and optimism and positivity will be replaced with negativity, pessimism, and a "see I told you they don't care about us" mentality that we may never recover from.

Please help restore hope, positivity, and respect to this profession that I love so much.

Respectfully,



## Kidani2 - Felicity

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**From:** Lester Rivera <riveralg@hawaii.edu>  
**Sent:** Sunday, February 2, 2020 12:19 PM  
**To:** EDU Testimony  
**Subject:** SB 2488, Proposed SD1: Testimony

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

WEDNESDAY, FEBRUARY 5, 2020

2:45 p.m.

Chair Kidani and members of the Education Committee:

My name is Lester Rivera. I am a teacher at Keonepoko Elementary in Hawaii Island. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

Fixing the salary compression issue and the differentials will help increase probabilities that current teachers from leaving the profession because many teachers want to use the increase to provide the resources students need in the classrooms. For example, there have been instances that only \$250 has been allocated to each teacher for purchase orders that are not enough to supply the classroom with the office supplies, manipulatives to differentiate, student snacks, recess supplies, classroom decorations, books, headphones, lessons to supplement the school provided curriculum, field trip expenses, and much more. I have spoken with teachers that spend over \$3,000 every year and put in many volunteer hours to help create a fun, positive, productive, and effective learning environment in their school.

Thank you in advance for your consideration and efforts.

We need your help. Mahalo.

Lester Rivera,  
Hawaii Island Teacher

## Kidani2 - Felicity

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**From:** Lester Rivera <riveralg@hawaii.edu>  
**Sent:** Sunday, February 2, 2020 12:19 PM  
**To:** EDU Testimony  
**Subject:** SB 2488, Proposed SD1: Testimony

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

WEDNESDAY, FEBRUARY 5, 2020

2:45 p.m.

Chair Kidani and members of the Education Committee:

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Thank you in advance for your consideration and efforts.

We need your help. Mahalo.

Lester Rivera,  
Hawaii Island Teacher



## Kidani2 - Felicity

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**From:** Shelby Stern <shelby.desilva@gmail.com>  
**Sent:** Sunday, February 2, 2020 11:41 AM  
**To:** EDU Testimony  
**Subject:** SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

WEDNESDAY, FEBRUARY 5, 2020

2:45 p.m.

Chair Kidani and members of the Education Committee:

My name is Shelby Stern. I am a teacher at Pohakea Elementary School in Ewa Beach on O'ahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

As the child of a DOE teacher who went through the time period of furloughs and budget cuts, I saw first hand how my family struggled to make ends meet during that time. What's unfortunate is that after all of these years, teachers who had to endure those hard times still have not been properly compensated to account for all of that time.

Now that I am a teacher, I also endure the hardships of making ends meet. My husband and I are both teachers and although on paper the numbers may look decent, the cost of living in Hawai'i makes it difficult for us. We don't live a lavish life. We buy only the essentials and we budget diligently in order to get by. Teachers put in so much of our energy into building up the students that we have in our classroom every day. It's truly time that we properly compensate teachers and build them up as well. We cannot continue to pour from an empty cup.

We need your help. Mahalo.

Shelby Stern, Leeward District, Oahu

## Kidani2 - Felicity

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**From:** Shelby Stern <shelby.desilva@gmail.com>  
**Sent:** Sunday, February 2, 2020 11:41 AM  
**To:** EDU Testimony  
**Subject:** SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

WEDNESDAY, FEBRUARY 5, 2020

2:45 p.m.

Chair Kidani and members of the Education Committee:

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We need your help. Mahalo.

Shelby Stern, Leeward District, Oahu

**SB-2488**

Submitted on: 2/4/2020 1:33:37 PM

Testimony for EDU on 2/5/2020 2:45:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Rockwell Bounos	Individual	Support	No

## Comments:

Chair Kidani and members of the Education Committee:

My name is Rockwell. I am a teacher at Castle High School in the Castle-Kahuku Complex on Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

If I had known how hard I'd have to work during my "off hours" as a special education teacher, I would not have considered this career (especially for the salary it provided). Now, five years later, I am feeling like I am on my last legs as a highly qualified special education teacher because the workload is almost too unbearable. The main difference I notice between my position as a special education teacher and my non-special education peers is that I am often required to be on campus for meetings past my contracted work time. This is in addition to the unspoken, but agreed upon "homework" every teacher is required to complete (grading papers, planning lessons, etc.) Additional compensation in the form of the \$10,000 bonus we received this past month helped me feel appreciated for the additional work special education teachers are expected to handle for the same salary other teachers receive. I'll be honest, I almost quit prior to the 2nd semester. With 9 IEP meetings, reevaluation meetings, completing assessments, differentiating lessons for students whose learning abilities range from kindergarten to 7th grade, and the stress of meeting with parents and informing them that their child isn't meeting the standards and that more time and resources will be needed to help them (without actually being able to provide them with the resources), I was ready to fold. I'm not saying the extra compensation is the cure-all, but it definitely helped keep this highly qualified teacher of low functioning, special needs students around for the next four months. I hope the state considers permanently adding these additional compensations for us.

We need your help. Mahalo.

Rockwell Bounos, Castle-Kahuku Complex, Oahu



**SB-2488**

Submitted on: 2/4/2020 1:54:50 PM

Testimony for EDU on 2/5/2020 2:45:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Tamisha Lee	Individual	Support	No

Comments:

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

WEDNESDAY, FEBRUARY 5, 2020

2:45 p.m.

Chair Kidani and members of the Education Committee:

Aloha, my name is Tamisha J. Lee. I am a teacher at Kealahou Intermediate School in West Hawai'i District on Hawai'i Island. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

I have been a teacher now for 17 years. I moved back to the Islands to teach after 25 years on the mainland and 14 years of teaching. I am not adequately compensated for that experience. was able to make some wise financial moves that allowed me to purchase a house here, but without my partner's income, we would never be able to make it here. I am deeply committed to the keiki of Hawai'i and want to be able to stay and finish my career here, but without adequate compensation, I am not sure I will be able to. This is especially true when know I can teach in California, Oregon, or Washington for at least \$20k more a year than I am currently earning. While there is a teacher shortage nationwide, Hawai'i is unique and I am uniquely situated to be able to bridge that mainland-island gap. WANT to teach in Hawai'i, it is my home, it is where I am most needed and can do most good. Hawai'i suffers from a massive brain drain of our young people. You must compensate teachers enough so that they can AFFORD to live and work here and provide our keiki the best education in the world.

We need your help. Mahalo.

Mahalo,

Tamisha Lee

West Hawaii District Teacher

Hawai'i Island

**SB-2488**

Submitted on: 2/4/2020 2:10:05 PM

Testimony for EDU on 2/5/2020 2:45:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Danielle Hartwick	Individual	Support	No

Comments:

RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

WEDNESDAY, FEBRUARY 5, 2020

2:45 p.m.

Chair Kidani and Members of the Committee:

My name is Danielle Hartwick. I am a teacher at Makawao School and a community member of Pukalani on Maui. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The department will need 45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

I am a Special Education Preschool Teacher and have watched many qualified teachers leave our school for positions on the mainland due to their inability to afford a basic standard of living. I have also seen the impact on our young keiki as they have had to adjust to new teachers year to year and sometimes within the same school year. These young children are vulnerable to multiple staff changes due to their age (3-5 years old) which can also be impacted by their learning disabilities and social emotional challenges of starting school. These students are also in the most important time of their lives with their brain development and without qualified personnel, we are not providing them with a quality start to their education. We need your help. Hawaii keiki deserve quality teachers. Mahalo.

Danielle Hartwick, Baldwin-Kekaulike-Maui District, Maui

**SB-2488**

Submitted on: 2/4/2020 2:40:01 PM

Testimony for EDU on 2/5/2020 2:45:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Kawehiokalani Housman	Individual	Support	No

Comments:

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

WEDNESDAY, FEBRUARY 5, 2020

2:45 p.m.

Chair Kidani and members of the Education Committee:

My name is Kawehi Housman. I am a teacher at Ke Kula 'o Nā• wahā•okalani'• pu'u in Puna on Big Island/Hawai'i. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

I would like to add that if charter schools are not in the final count and being included in these numbers that it should be done so. Not just to make things fair for all but to help us collectively grow as a state and help all the areas of education.

We need your help. Mahalo.

Kawehi Housman, Puna, Hawai'i



**SB-2488**

Submitted on: 2/4/2020 2:31:52 PM

Testimony for EDU on 2/5/2020 2:45:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Cara tatafu	Individual	Support	No

Comments:

Chair Kidani and members of the Education Committee:

My name is Cara Tatafu. I am a teacher at Waipahu High School in the Leeward District on Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

I came to Hawaii in 2004 specifically as a Special Education teacher. I am a mother of 4 children and know that the only reason I am able to make it living in Hawaii is because my husband also works and provides a salary that helps us pay our bills. His job is dangerous, though, and if anything were to ever happen to him, I might just find myself leaving the island like many other teachers. I know that I would not be able to support my 4 children here on Oahu without supplemental income or moving to a place where teachers are paid better and the cost of living isn't so high. I am grateful for the benefits that I receive from my employment, but know that the premiums are high and even when I have received some kind of a raise or increase, it does not equate to that much after taking out the cost for medical.

Even seeing the increase as a special education teacher this year has been helpful. Special Education teachers face challenges that general education teachers do not. After being in a profession for so long, I do feel like the benefits and salary should be greater than what I have seen.

I really want to continue to raise my children in Hawaii and hope to be able to see the salary necessary to continue to do so.

We need your help.

Mahalo,

Cara Tatafu, Leeward District, Oahu



**SB-2488**

Submitted on: 2/4/2020 2:26:16 PM

Testimony for EDU on 2/5/2020 2:45:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Beate Arendale	Individual	Support	No

Comments:

Chair Kidani and members of the Education Committee,

My name is Beate Arendale. I am an AP literature teacher at Kekaulike High School in the Maui District on the island of Maui. I am submitting support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion and hard to staff positions to show that we as a state value our hard working teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

I have been working as an English teacher in the DOE since 1997 and I have attended five Advanced Placement Conferences to help our gifted and talented students receive the college credit they deserve by scoring well on the AP exam. Over the years, I have used my own funds to purchase school supplies and books for students. I am still paying for the student loans I took out to earn my Master's Degree in the Art of Teaching in 2012.

I have also mentored two student teachers in 2011 and 2013 at Kekaulike High School. Unfortunately, one of the student teachers did not remain on Maui after he obtained his teaching degree because of the high cost of living even though he was a 2003 graduate of our high school. Please help retain teachers in Hawaii by providing them with a living wage.

Respectfully,

Beate (Bea) Arendale



**SB-2488**

Submitted on: 2/4/2020 2:13:29 PM

Testimony for EDU on 2/5/2020 2:45:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Jeannie Camacho	Individual	Support	No

Comments:

Chair Kidani and members of the Education Committee:

My name is Jeannie Camacho. I am a special education teacher of the visually impaired in Honolulu District on O'ahu. am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

I am certified and licensed to teach elementary, special education, special education – visually impaired (VI), and orientation & mobility. I have been a special education teacher in our state for over 21 years, 20 of these years as a specialized special education teacher – an itinerant teacher of the visually impaired/orientation & mobility.

Years of service and experience should count towards a teacher's salary. I am a Step 11 and Class VII teacher, with dozens more credits than are acknowledged. I have a brother who has been teaching in Washington state for 7 years. Although I have been teaching for almost 3 times as long as my brother, our salary is the same due to Hawaii's salary, lack of step movements, and cap of credits recognized for reclassification.

There is a national critical shortage of special education VI teachers and it is imperative that we are adequately compensated and remain in Hawaii. VI teachers provide specialized instruction to blind students (such as braille, assistive technology, safe travel skills with a white cane) and ensure they have access to a Free and Appropriate Public Education. For 3 years my district was unable to fill 1 of the 4 VI positions because of the nationwide shortage of VI teachers. Only 2 qualified teachers applied in 3 years. University training programs in visual impairments are only available through mainland universities, so it is difficult to recruit and retain VI teachers in Hawaii.

My hope is to stay in Hawaii, to continue to teach and make a difference in the lives of our students with special needs. It is financially difficult in Hawaii, so I have been

exploring teaching opportunities on the mainland. The differential for special education teachers is extremely helpful at this time. It is also important to recognize the value of experienced teachers through salary adjustments as we have shown our commitment to Hawai'i keiki through the years.

We need your help. Mahalo.

Jeannie Camacho

Honolulu District

O'ahu

**SB-2488**

Submitted on: 2/4/2020 1:39:38 PM

Testimony for EDU on 2/5/2020 2:45:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Todd Tashiro	Testifying for DOE	Support	No

Comments:

Chair Kidani and members of the Education Committee:

My name is Todd Tashiro. I am a teacher at Momilani Elementary School in the Leeward District on Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

I have been teaching for 33 years and I am able to retire next school year. I love my job and teaching has been a great profession for me, but our pay has always been the lowest for any person with any college degree. On top of that, It has been getting harder and harder to teach every year because of all the new standards and implementations that are constantly coming into the DOE. Everyone is always wanting more from us with less pay. Since the beginning, especially through 3 strikes, I have never been compensated for any of my pay, but I always kept teaching because I would put my students first and because I cared for their future. It would be nice to once and for all get something back and be compensated because we stuck it out through thick and thin. It would surely be nice to finally get compensated for all that we do in this career and to the future of our teachers. If not, it seems that our profession will take a downward spiral and many of us will just get out of the profession or just do something else. I am confident that our legislators will do the right thing, before it's too late.. We really need to make it right this time.

We need your help!

Mahalo.

Todd Tashiro, Leeward District, Oahu





## Kidani2 - Felicity

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**From:** Athena A <kuhiwa@yahoo.com>  
**Sent:** Tuesday, February 4, 2020 2:27 PM  
**To:** EDU Testimony  
**Subject:** SB 2488

My name is Athena P. Anderson. I am a teacher at Kalama Intermediate, Baldwin/Kekaulike/Maui Complex on Maui. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

This is my 18th year of being a public school teacher for the Hawai'i DOE. I worked at Wailuku Elem for 17 years and made the switch to Kalama this school year. I truly believe that teachers with years of experience who have continually served our students deserve step raises due to their loyalty and commitment. Furthermore, Special Education teachers and those in the hard to staff schools also deserve more compensation due to the complex nature of their jobs. This will encourage teachers to stay in the profession and lessen turnover rates across the state.

We need your help. Mahalo.

Athena P. Anderson, M. ED

Kalama Inter, BKM Complex, Maui

## Kidani2 - Felicity

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**From:** Jill Chow <jillychow27@gmail.com>  
**Sent:** Tuesday, February 4, 2020 1:07 PM  
**To:** EDU Testimony  
**Subject:** Testimony

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION  
RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION  
WEDNESDAY, FEBRUARY 5, 2020

2:45 p.m.

Chair Kidani and members of the Education Committee:

My name is **Jill Chow**. I am a teacher at **Chiefess Kamakahelei Middle School** on the island of Kaua'i. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

The compression salary is long overdue. I have been teaching for nearly 30 years and it's such a shame that Hawai'i's teachers continue to be mistreated. There is always "talk" about how school teachers are valued and so important in the lives of Hawai'i's keiki. But in reality if we truly were, we would receive pay raises yearly and our pay be adjusted for the many years when we weren't. This is something I'm owed. I can't even begin to comprehend how teachers that have taught half the amount of years as me are making the same as I do. Because of this, I would not recommend someone becoming a school teacher in Hawai'i until salaries are seriously adjusted and all teachers are fairly paid. Yes, I love my students as well as my job but enough is enough.

We need your help. Mahalo.

**Jill Chow, Kaua'i**

Sent from my iPhone

## Kidani2 - Felicity

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**From:** Paige Chun <paige.chun@k12.hi.us>  
**Sent:** Tuesday, February 4, 2020 1:32 PM  
**To:** EDU Testimony  
**Subject:** TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION  
RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION  
WEDNESDAY, FEBRUARY 5, 2020  
2:45 p.m.

Chair Kidani and members of the Education Committee:

My name is Paige Chun. I am a teacher at Highlands Intermediate School in the Leeward District on Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

I have been teaching in Hawaii since moving here in January 2007. I have a degree in Special Education and am currently teaching special education. In January alone I attended 9 different IEP meetings, many of which required me to either arrive early or stay late, working additional time outside of my contracted hours. I love what I do, but now that I have a family with 2 young boys it is starting to become difficult to live in Hawaii with my current salary. I moved here from Pennsylvania and after hearing from friends how much more they are making teaching in various areas on the mainland and just knowing how much cheaper it is to live there, it is very appealing to move back. I want to stay and educate the youth of Hawaii, but the cost of living on top of my salary is not making it easy.

We need your help. Mahalo.

Paige Chun, Leeward District, Oahu

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## Kidani2 - Felicity

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**From:** Mrs. Claytor <autumnclaytor@gmail.com>  
**Sent:** Tuesday, February 4, 2020 12:55 PM  
**To:** EDU Testimony  
**Subject:** SB 2488

Chair Kidani and members of the Education Committee:

My name is Autumn Claytor. I am a teacher at Kalaheo Elementary in District 16 on Kauai. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

This will be my third year of teaching. I fell in love with teaching when I had a chance to part-time tutor in an elementary school here on Kauai. My family supported my decision to sell our family-run business to pursue my dream. Unfortunately, almost 3 years later, my family has lost a ton of money due to the fact that I believe I am getting underpaid for being a qualified teacher. Our lifestyle has changed a lot. Although I have grown up here on Kauai and have two children who were born and raised here, my husband and I are constantly talking about moving off-island to provide a better financial life for our family. I desperately need to get paid more in order to remain here on Kauai and continue to teach our keiki!

We need your help. Mahalo

Autumn Claytor District 16 Kauai

## Kidani2 - Felicity

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**From:** Madison Maeshiro <m.maeshiro@seariders.k12.hi.us>  
**Sent:** Tuesday, February 4, 2020 2:45 PM  
**To:** EDU Testimony  
**Subject:** Fwd: SB 2488 Proposed SD 1 Relating to Teacher Compensation

Chair Kidani and members of the Education Committee:

My name is Madison Maeshiro. I am a teacher at Waianae High School in Nanakuli-Waianae district on Oahu. I am submitting my testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in hard-to-staff positions, special education, Hawaiian language immersion, and to show that we as a state value our hard working teachers. The Department of Education will need \$45million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

Students who attend Title 1 schools need teachers who are stable and present in their lives. Too many teachers begin teaching in Nanakuli-Waianae as emergency hires, like myself. However, due to the emotional labor of teaching kids who come from broken homes, family violence, and poverty, many teachers feel that their pay is far less than the amount of emotional labor and effort they put in to their jobs.

It is critical that as teachers, we feel valued by our employers and feel we are getting paid enough for what we deal with in the classroom. Teaching in this district means students are too eager to resolve conflicts with violence rather than words. As a teacher I have had to de-escalate fights and call security on students who were fighting outside my classroom. In the end, myself and the school are the ones who discipline the students and create the much needed structure in their lives. This is effective to change these learned behaviors, however it can only work when these teachers stay in these schools. High labor and low pay is a force that is pushing teachers out of this community. The students begin to notice how their freshman teachers are long gone by the time they are seniors. They cannot maintain lasting, meaningful relationships with adults when teachers are leaving right after forming connections with them.

Fixing the salary compression and funding shortage will make a difference in teachers' lives who teach in Nanakuli-Waianae complex. They will be more likely to stay in this community and it will help the keiki foster healthy support networks that will help them succeed in high school, college, and in life.

We need your help.

Mahalo,  
Madison Maeshiro  
Nanakuli-Waianae District  
Oahu, HI

## Kidani2 - Felicity

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**From:** Chikyra Crabbe <ccrabbe@kamaile.org>  
**Sent:** Tuesday, February 4, 2020 2:45 PM  
**To:** EDU Testimony  
**Subject:** SB 2488

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

WEDNESDAY, FEBRUARY 5, 2020

2:45 p.m.

Chair Kidani and members of the Education Committee:

My name is Chikyra Crabbe. I am a teacher at **Kamaile Academy** in **Leeward District** on Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in hard to staff positions, special education, Hawaiian language immersion, and to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

Our keiki need to be with teachers that love them. Our students need teachers that will teach. Our students deserve to have a good childhood and that is why we need a quality teacher for all our students. Please fund them for all the hard work they do.

We need your help. Mahalo.

**Chikyra Crabbe, Leeward District, Oahu**

## Kidani2 - Felicity

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**From:** Lisa Staib <lstaib@kamaile.org>  
**Sent:** Tuesday, February 4, 2020 2:42 PM  
**To:** EDU Testimony  
**Subject:** SB 2488, proposed SD1

Chair Kidani and members of the Education Committee:

My name is Lisa Staib. I am a teacher at Kamaile Academy in Leeward District on Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds for the pay differentials for teachers in hard to staff positions, special education, Hawaiian language immersion and to fix the teacher salary compensation issue to charter schools and the DOE. This bill can help change the course of education for the better on the leeward coast.

Charter Schools and the Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

We need your help. Mahalo

Lisa Staib, Leeward District, Oahu

--

**Lisa Staib**  
*Instructional Coach*  
*Kamaile Academy PCS*  
808-697-7110

## Kidani2 - Felicity

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**From:** Cyrilla Manuel <c.manuel@seariders.k12.hi.us>  
**Sent:** Tuesday, February 4, 2020 2:44 PM  
**To:** EDU Testimony  
**Subject:** testimony  
**Attachments:** testimony 2.4.2020.docx

To Chair Kidani and members of the Education Committee:

My name is Cyrilla Manuel. I am a teacher at Waianae High School in the Leeward District of Oahu. I am submitting testimony in support of SB2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in hard to staff positions, special education, Hawaiian language immersion, and to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

Each school year our school loses teachers in all subjects in both General and Special Education, with this loss our students are impacted in different ways. Our students build relationships with these teachers and trust them to be there to teach them how to be the best student and community member they can be. Many of our students are impacted with the loss of teachers they build relationships with, thru this impact the students have difficulty trusting that the next teacher and building a relationship, which leads to behavior issues.

We as teachers are here to help build up our students to be the best that they can be. We are part of our students foundation and the stepping stones that help lead them to their future goals. If we do not receive the funds that is need, I truly believe that it would not be beneficial to our students and their education.

Mahalo nui loa  
Cyrilla Manuel



February 4, 2020

Dear Chair Kidani and members of the Education Committee,

My name is Julie Sadang. I am a teacher at Princess Nahi'ena'ena Elementary School in Lahaina Maui. I am submitting testimony in support of SB 2488, proposed SD1.

I am 19 year veteran teacher at Princess Nahi'ena'ena. I went through the RISE program in 2001 and have been teaching Special Education ever since. I love my job, the kids in my class and the community I live and work in. Princess Nahi'ena'ena is nestled within a small, close knit community of kind, hardworking people. It was mostly plantation workers a few years ago but now most people make their living working in the hotels. Although Lahaina is a wonderful place to live and work it has become a transient town because of the high cost of living and the limited and high cost of housing. Every year we get new teachers and every year we lose many teachers. I have gotten to know many of the teachers that have made their way to Princess Nahi'ena'ena. When they moved here they planned on staying but because they could not afford it they left, sometimes not even finishing out the school year. As for me I will turn 62 this year and have considered retiring, if we get the pay raises I will probably stay.

Please provide enough funds to fix the teacher salary compression issue, provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers, want to provide consistency and the best education possible for our children .

Thank you for your time.

Sincerely,

Julie B. Sadang

Special Education Teacher/Lahaina, Maui



TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

WEDNESDAY, FEBRUARY 5, 2020

2:45 PM

Chair Kidani and members of the Education Committee:

My name is Lacy Chun. I am a teacher at Waianae High School in the Leeward District on Oahu. I teach in the Waianae/Nanakuli complex. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in hard to staff positions, special education, Hawaiian language immersion, and to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

The hard to staff pay differentials are an important aspect in my experience at Waianae. I currently live in Kaneohe with my family as the cost of living is difficult here on Oahu. Everyday I choose to drive to Waianae High School because I believe in this community and want to deeply invest in the students and their families. Along with teaching, I am also obtaining my Masters degree in Educational Leadership at Chaminade University, in order to be a highly competent educator. Many of my colleagues continue to show their passion towards helping our students at Waianae, and they deserve to be supported financially to continue to provide their service. Some are also trying to obtain higher education to be better equipped. The Nanakuli/Waianae complex is a unique community that faces many disparities and hardships. I hope that we continue to receive as much financial support, in order to bring a positive climate to our schools and move towards an equitable education.

We need your help. Mahalo

Lacy Chun, Leeward district, Oahu

## Kidani2 - Felicity

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**From:** Dana Hoppe <d.hoppe@seariders.k12.hi.us>  
**Sent:** Tuesday, February 4, 2020 2:42 PM  
**To:** EDU Testimony  
**Subject:** testimony

Testimony before the Senate Committee on Education RE: SB 2488 Proposed SD1 RELATING TO  
TEACHER COMPENSATION WEDNESDAY, FEBRUARY 5, 2020 2:45 pm

Chair Kidani and members of the Education Committee:

My name is Dana Hoppe. I am a teacher at Wai`anae High School in the Leeward District on Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher compression issue, and provide funding for the pay differentials for teachers in hard to staff positions, special education, Hawaiian language immersion and to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more that this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

I have worked in Education on the Wai`anae coast for over 30 years. During that time I have seen a tremendous amount of teacher turnover from year to year. Many of the the teachers are not from our community and therefore do not understand the culture of the students, have very little teaching experience and often struggle with classroom management. In no way is this meant to disparage new teachers, the majority work very hard and care about their students. The reality is, however, that time and experience improve teaching. Through many conversations with my students who have had a new teacher, it is apparent that it negatively impacts their learning. I strongly believe that funding SB2488 will decrease the teacher turnover and encourage teachers to stay in our community.

We need your help. Mahalo  
Dana Hoppe, Wai`anae, Oahu

## Kidani2 - Felicity

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**From:** joseph holder <jholder79@gmail.com>  
**Sent:** Tuesday, February 4, 2020 2:42 PM  
**To:** EDU Testimony  
**Subject:** SB 2488 RELATING, SENATE

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

WEDNESDAY, FEBRUARY 5, 2020

2:45 p.m.

Chair Kidani and members of the Education Committee:

My name is Joseph Holder. I am a teacher at Keonepoko Elementary School in Pahoia on Hawaii Island. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher retirement compensation issue.

Our Union has been talking about salary compression as an issue but to me that does not address the real issue of retirement compensation. Any talk of changing salaries for senior teachers needs to also take into consideration the fact that senior teachers have full spouse insurance benefits at retirement and a larger pension. It would be unfair if the state didn't talk about the retirement benefits that are lacking for new teachers. I feel like I need to find a different job that either pays more or has spouse insurance retirement benefits in order to be secure in old age. Please address this issue to help our state retain and acquirer the best teachers possible.

We need your help. Mahalo.

Joseph Holder, KKP, Big Island

## Kidani2 - Felicity

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**From:** Linda Hang <lihang@kamaile.org>  
**Sent:** Tuesday, February 4, 2020 2:42 PM  
**To:** EDU Testimony  
**Subject:** Re: SB 2488 Proposed SD1, Relating to teacher compensation

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

WEDNESDAY, FEBRUARY 5, 2020

2:45 p.m.

Chair Kidani and members of the Education Committee:

My name is **Linda Hang**. I am a teacher at Kamaile Academy in the Leeward District on Oahu. I am submitting my testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in hard to staff positions, special education, Hawaiian language immersion, and to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

This will allow highly qualified teachers to provide rigorous programs for our keiki's. This will help highly qualified teachers to continue to differentiate their teaching practices to meet all their needs academically and socially.

We need your help. Mahalo.

Linda Hang, Leeward District, Kapolei, Oahu

## Kidani2 - Felicity

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**From:** Ihilani Szmodis <ihilani.szmodis@ewamakai.org>  
**Sent:** Tuesday, February 4, 2020 2:42 PM  
**To:** EDU Testimony  
**Subject:** SB 2488 Proposed SD1 Testimony

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

WEDNESDAY, FEBRUARY 5, 2020

2:45 p.m.

Chair Kidani and members of the Education Committee:

My name is Ihilani Szmodis. I am a teacher at Ewa Makai Middle School in the Leeward District on Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue and fund the pay differentials for teachers in hard to staff positions, special education, and Hawaiian language immersion for charter schools and the DOE. This bill can help change the course of education for the better on the leeward coast. Charter Schools and the Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

Funding for the fixing the teacher salary compression issue and pay differentials is vital to the success of our students in Hawaii. Keeping our experienced teachers here in Hawaii ensures quality lessons are being planned for our students. We are able to create lessons that are relevant to student experiences here and are able to create lessons that challenge our students with rigor. We know and understand the population they are working with and they pour that knowledge into the lessons they create for them. We love our students and want the best for them. This is what is best for them, ensuring they have quality teachers.

We need your help. Mahalo.

Ihilani Szmodis, Ewa Makai Middle School, Oahu

## Kidani2 - Felicity

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**From:** Shay Zykova <s.zykova@seariders.k12.hi.us>  
**Sent:** Tuesday, February 4, 2020 2:41 PM  
**To:** EDU Testimony  
**Subject:** RE: SB 2488 Proposed SD1, Relating to teacher compensation

Chair Kidani and member of the Education Committee:

My name is Shay I am a teacher at Waianae High School in Leeward district on O'ahu. I am submitting testimony testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in hard to staff positions, special education, Hawaiian language immersion, and to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

In a Title 1 School on the Leeward Coast, it is important for us as teachers to be able to meet not only the educational needs of our students, but also their social emotional needs as well. For many of my kids, I'm the only stable adult figure they have in their lives. Without teachers to support our students needs - all of their needs - it would be impossible to actually teach them.

As a new teacher, I was placed in the Leeward Coast and commute every day from McCully area to Makaha. This exhausting commute, not to mention the gas and mileage put on my car is not even met by the current differential that is offered.

In addition, as a SPED teacher - I find myself under mountains of paperwork that my gen-ed peers don't have as a requirement. More so, there are legal implications for myself and for my school should I make even the smallest of errors making the stakes much higher. However, despite being a Care Coordinator to a dozen students and providing countless additional supports and accommodations like daily parent check-ins, specially designed support plans, scaffolded and chunked assignments, etc. - my pay remains the same as my peers.

Truthfully, it would be very difficult for me to continue to work in the situation I am currently in without a differential for a long time. The amount of time and energy put into serving this community and making my classroom the best it can be is made more difficult by the additional SPED paperwork and long commute just to get to the kids that I dearly love.

Students in our school need teachers who are able to be there for them as caregivers, supports, and as parental figures in order to push them to success. This differential makes it possible for me to support my kids by providing them top-notch service when doing duties outside of school hours like prepping lessons and filing paperwork. More so, it allows me the opportunity to check in with my kids personally and make sure they have all their needs met.

--

Mahalo,

Shay K. Zykova  
ELA Teacher  
Wai'anae High School  
ph: (808) 307-8360  
fax: (808) 697-9560



4 February 2020

Chair Kidani and members of the Education Committee:

My name is Tori Itamoto. I am an English teacher at Waipahu High School in the Leeward District on O'ahu. I am submitting testimony in support of SB 2488, proposed SD1. Please provide enough funds to fix the teacher salary compression issue and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

Sixteen years ago, I was fresh out of college and hopeful about positively impacting the minds of our future, while also beginning to build my own future. Throughout my teaching journey, I realized that I much more than an English teacher. Along with teaching my core subject, some of my other roles are as follows: a counselor, a snack provider, a motivator, a tutor, a school supply provider, an actor, a comforter, a protector from abuse, and so much more. The thing is, that these "extra" roles that we take, to some extent, is the norm. Almost every teacher that I know has these "extra" jobs. I sincerely love my job and I love my students. My students are what keeps me hanging in there, often by a thread.

As the years have passed, it's been a constant struggle to make it in Hawaii on a teacher's salary. I've considered other careers and moving to the mainland many times since I've been teaching. This is not an uncommon discussion amongst teachers in Hawai'i. The weight of constantly having more being expected of us and the lack of fair and equitable compensation is discouraging and draining. It's upsetting to know that my best friend at work, who's been teaching for only nine years, is making only two to three thousand dollars less than me a year. This rebalancing will make me feel valued again as a teacher. It would be a huge morale boost for veteran teachers who feel that they are not rightfully compensated to match their experience. When teachers feel valued for their experience, it will keep them in this profession. When their quality of life goes up, their overall job satisfaction will rise and they feel supported and appreciated. We need your help in making teaching in Hawai'i a desirable career again.

Mahalo,  
Tori Itamoto  
Leeward District  
O'ahu, Hawai'i

## Kidani2 - Felicity

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**From:** Kotori Ota <koota@kamaile.org>  
**Sent:** Tuesday, February 4, 2020 2:39 PM  
**To:** EDU Testimony  
**Subject:** Statement of support for SB 2488

My name is **Kotori Ota**. I am a teacher at **Kamaile Academy** in Leeward District on **Oahu**. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in hard to staff positions, special education, Hawaiian language immersion, and to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

We need your help. Mahalo.

**Kotori Ota**

## Kidani2 - Felicity

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**From:** Margaret Karwiel <margaret.karwiel@k12.hi.us>  
**Sent:** Tuesday, February 4, 2020 2:38 PM  
**To:** EDU Testimony  
**Subject:** Testimony Before the Senate Committee on Education

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION  
RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION  
WEDNESDAY, FEBRUARY 5, 2020 2:45 p.m.

Chair Kidani and members of the Education Committee:

My name is Margaret Karwiel. I am a Special Education, fully self-contained (FSC), teacher at Highlands Intermediate School in Pearl City on Oahu. I am submitting testimony in support of SB 2488, proposed SD1. Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

My husband and I originally moved here in 2013, from New York, to pursue our teaching careers and wanted to experience a much needed change. I had just received my Master's Degree in Special Education and understood there was a great need for Special Education Teachers here in Hawai'i. My husband and I have been teaching here for 7 years and are truly beginning to feel the financial strain that the cost of living and low teacher pay is putting on our family. We are currently expecting our second daughter in March and feel that moving back to New York would be the only way we could afford to provide for our family. Not only is the cost of living in New York less than here but the salaries for teachers are significantly higher. We would love to be able to stay here, raise our children, and continue giving back by educating the Keiki here in Hawai'i, but it is becoming unaffordable.

Another major concern is early childhood education. Coupled with the high cost of living, the lack of affordable preschool programs statewide continues to widen the achievement gap within the state as well as the country. This bonus could provide struggling teachers and their children the opportunity to enroll in preschool education and provide them crucial early childhood education.

Additionally, as an FSC teacher, I have to attend a considerable amount of meetings for fact finding, IEPs, re-evaluations, and student advocacy. These meetings typically run longer than our contracted hours but are necessary for maintaining student services and advocating for their needs. These meetings are not only necessary but required by law. With the additional time Special Educators put in to prepare for and attend these meetings, compensation should be provided to supplement their efforts.

After contacting a union representative to clarify the particulars of the salary increases, I was surprised to hear that the proposed plan to retain teachers was a one time increase in salary. If there is no additional plan or incentive to alleviate teacher shortages in the upcoming years, are we not facing the same issues each year? As someone who would love to stay in Hawai'i, this increase would influence my decision to stay. However, if it is a temporary increase, it may force my family and I to have to leave and find employment elsewhere.

I appreciate you taking the time to hear me out. Please consider making this pay increase permanent and retain hardworking teachers to help build quality education for our keiki.

We need your help. Mahalo.

Margaret Karwiel, Leeward District, Oahu

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## Kidani2 - Felicity

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**From:** Kim <kkmart@hotmail.com>  
**Sent:** Tuesday, February 4, 2020 2:37 PM  
**To:** EDU Testimony  
**Subject:** SB 2488, proposed SD1

My name is **Kim Holokai** . I am a teacher at **Wailuku Elementary** in the Baldwin **Complex** on Maui .I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

I have been a teacher for 12 years. I am a single parent of 2 children and I am hoping that the salary adjustment will allow me to do something as simple as renting a home for me and my children and not have to live with other family members! The children need good teachers but I'm constantly debating leaving the profession because of the pay. I am hopeful this will change!

We need your help

Kim Holokai, Baldwin, Maui

Sent from my iPhone

## Kidani2 - Felicity

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**From:** Hersey Mae Damson <hersey\_mae.damson@k12.hi.us>  
**Sent:** Tuesday, February 4, 2020 1:55 PM  
**To:** EDU Testimony  
**Subject:** RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

Chair Kidani and members of the Education Committee:

My name is Hersey Damson. I am a teacher at Kealakehe Intermediate School in Kealakehe District on the Big Island. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

I am a fully- self-contained teacher with 6 students. Sometimes I feel like teachers are not fairly compensated because... the job calls for us to go above and beyond and we spend a lot of our own time and money to make sure all of our students have what they need. The reality is that we have to spend a lot of our own money for our classroom. I spend money to buy snacks for my students, toiletries and other essentials for my students. I bring food for my kids. We're given money per semester that we can spend on certain things for our classroom, but we always go above and beyond that. I usually end up spending my own money for my student's needs such as snacks and classroom needs such as dry erase, tape, soap, wipes and etc. We don't have room cleaner in our building which means I need to sweep and mop the floor 2x a week to maintain clean classroom for my students. I love what I do. My kids are fabulous. There is not another job where you could have as many highs, as many lows, as much connection, as much challenge as there is in teaching. I don't know — where I can get the feeling that I do from teaching. Sometimes, It's humbling when you're in a grocery store and people who well intentioned find out somehow that you're a teacher and suddenly they start talking about how little you get paid. I don't think it's ever malicious, but it just kind of eats away at you and you start to question your worth and question whether you should stay in education when you do make so little.

We need your help. Mahalo.

Hersey Damson, Kealakehe District , Big Island Hawaii

Hersey Damson  
FSC Special Education Teacher  
Kealakehe Intermediate School  
74-5062 Onipaa St, Kailua-Kona, HI 96740

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## Kidani2 - Felicity

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**From:** Tracey Ludwig <tracey.ludwig@k12.hi.us>  
**Sent:** Tuesday, February 4, 2020 2:38 PM  
**To:** EDU Testimony  
**Subject:** RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

Chair Kidani and Members rs of the Committee:

My name is Tracey Ludwig I am a teacher/community members at in Makawao on the island of Maui I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The department will need 45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

I have been teaching for 30 years on Maui I have not reached step 14, the last step of the pay scale. I feel this is very unfair because step movement is negotiated. There was a long period when no step movement was given to teachers. This will also affect my lower retirement pay. It is very disheartening to know I have no control of the pay scale and I may not be able to reach step 14 during my career. Why would teachers want to stay?

We need your help. Mahalo.

Tracey Ludwig

Makawao, Maui

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## Kidani2 - Felicity

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**From:** Melvyne Miyagi <melvyne.miyagi@k12.hi.us>  
**Sent:** Tuesday, February 4, 2020 2:34 PM  
**To:** EDU Testimony  
**Subject:** Testimony

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

WEDNESDAY, FEBRUARY 5, 2020

2:45 p.m.

Chair Kidani and members of the Education Committee:

My name is Melvyne Miyagi. I am a teacher at Alvah Scott Elementary School in Central District on Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

These extra funds will help tremendously with the cost of living and trying to provide a loving, caring environment for not only my family, but for my students. Being a teacher has always been my dream career. It means the world to me to be able to come to school and be an educator for my students. This extra funding will definitely help with not only being able to support my family, but would allow me to continue to purchase items I believe would enhance my year with my students. I truly believe that not only do teachers who have been in the system for more than 10 years deserve a pay raise, but those who dedicated themselves to this career at any time, deserve something. Thank you so much for taking this into consideration and for taking the time to hear from us.

We need your help. Mahalo.

Melvyne Miyagi, Central District, Oahu

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**URGENT ACTION ITEM: SUBMIT TESTIMONY  
FUND SALARY COMPRESSION AND SHORTAGE  
DIFFERENTIALS**

**Submit your Testimony by Tuesday February  
4<sup>th</sup>, @ 2:45pm**

**[EDUtestimony@capitol.hawaii.gov](mailto:EDUtestimony@capitol.hawaii.gov)**

The first bill to fund fixing salary compression and shortage differentials is being heard this Wednesday.

***If you want to fix salary compression and keep the shortage differentials you must make your voice heard and submit testimony. Right now the bills provide \$25million, but it will cost \$70million to fund both initiatives.***

Send your testimony to increase funding by \$45million to \$70 million dollars and support: [SB 2488, Proposed SD1.](#)

TESTIMONY BEFORE THE SENATE COMMITTEE  
ON EDUCATION

RE: SB 2488 Proposed SD1, RELATING TO  
TEACHER COMPENSATION

WEDNESDAY, FEBRUARY 5, 2020

2:45 p.m.



Welina Mai! Chair Kidani and members of the Education Committee:

My name is Margarita L. Alo-Chu. I am a teacher of the Leeward District/Nanakuli on the Island of O‘ahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in hard to staff positions, special education, Hawaiian language immersion, and to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

The funding will provide teachers like myself that continue academic scholarship at the University of Hawaii at Manoa, College of Education doctoral program to help enhance the minds of my student’s studies in STEAM, Science, Technology, Engineering, Art and Mathematics. My colleagues and I pride ourselves in excellence so that we can truly model for our students what that means, looks like and feels like. We are the ones to offer enrichment after school to maintain school community connections and create better solutions in engaging students especially in the middle schools.

I believe that teachers that continue their education along with their students are very rare and deserving of their steps to years of service pay. For many of us that have been serving for 20+ years and have made amazing contributions to the lives of our students and their families, I hope that each sacrifice made by each teacher can be rewarded through this opportunity to be allowed the salary compression that you all have the power to approve of and that they all deserve.

Mahalo a nui

Margarita L. Alo-Chu

Nanakuli High & Intermediate former Ka Waihona O Ka Na'auao PCS

Science Papa 'Ehiku (7)

## Kidani2 - Felicity

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**From:** K-Cel Mamane-Tapeni <kpawn08@gmail.com>  
**Sent:** Tuesday, February 4, 2020 2:30 PM  
**To:** EDU Testimony  
**Subject:** TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

My name is K-Cel Mamane-Tapeni. I am a School Counselor (Non-Classroom Teacher) at Waianae High School in the Leeward chapter on Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

I am not sure if you have ever taken a drive down to the Leeward Coast of Oahu but it is the most beautiful and peaceful drive especially in the morning as the sun is raising. You can see the different colors and the ocean surf pounding on the shores. This is just like the students that we see within our schools.

Our students come from different backgrounds like the different colors in the sky. They are truly struggling with poverty, homelessness, foster care, and abandonment just to name a few. These students need the love and support of a stable individual and those individuals are our teacher and counselors like myself. In the visual shared previously we are the sun, we are consistent, we are there whether there is rain or tears, or outburst like the waves breaking upon the shore.

These students deserve the consistency, the love and the support by teachers that are there and are able to take care of themselves and not struggling themselves. This compensation will help our teachers that are highly qualified and love being here, stay at the schools and continue to teach.

We have lost so many teachers due to not being able to afford the cost of living. We need to be able to invite and give reason for teachers to come to the Leeward coast to be the light and support to our students!

We need your help! Help us to continue to be that steady light for our students!

K-Cel Mamane-Tapeni, Leeward District, Oahu

## Kidani2 - Felicity

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**From:** Lavonne garlie <garbysea@hotmail.com>  
**Sent:** Tuesday, February 4, 2020 2:29 PM  
**To:** EDU Testimony  
**Subject:** SB2488, proposed SD1

I am LaVonne Garlie and I have taught at Kalaheo Elementary School on Kauai for the past 25 years. I am an active voter. I have my Masters yet, I'm making the same amount of teachers who have worked less than 10 years. Therefore, I am asking that you support this bill at \$70 million so that the issue of Compression for myself, as well as many other teachers can be addressed. Thank you for your support! LaVonne Garlie  
1st grade teacher, Kalaheo Elementary, Island of Kauai  
Sent from my iPhone



## Kidani2 - Felicity

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**From:** Mary Dolan <medolanme@gmail.com>  
**Sent:** Tuesday, February 4, 2020 1:19 PM  
**To:** EDU Testimony  
**Subject:** NOT APPROVING SB 2488, Proposed SD1

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

WEDNESDAY, FEBRUARY 5, 2020

2:45 P.M.

Chair Kidani and members of the Education Committee:

My name is Mary Dolan. I am a teacher at Enchanted Lake Elementary School in Windward District on Oahu. I am submitting testimony **NOT** in support of SB 2488, proposed SD1. **NOT IN SUPPORT**

Please provide enough funds to compensate **ALL** teachers who work equally as hard as those “favored” positions mentioned in the HSTA concerns. I DO NOT approve of pitting teachers against teachers. I have been a teacher for 15 years and I know that I work just as hard as any SPED teacher or teacher in a hard to place location. I think it will be a real danger if you approve and start paying some teachers more than others. We are in a union for that exact reason. Equal job requirements, days worked, and benefits to all. If the legislative session approves to pay some teachers more, not because they earned it with professional development work, but rather for the convenience of the State’s hard to employ categories, I’m sure that many teachers will be leaving the islands for better compensation/equality elsewhere. I believe that this is a gamble that we should not take with our children’s futures.

Thank you sincerely for hearing my opinion of this highly volatile subject.

Sincerely,

Mary Dolan

**From:** Melissa Padilla <melissa\_a\_padilla@yahoo.com>  
**Sent:** Tuesday, February 4, 2020 2:28 PM  
**To:** EDU Testimony  
**Subject:** Testimony for SB 2488, Proposed SD1, Relating to Teacher Compensation

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

WEDNESDAY, FEBRUARY 5, 2020

2:45 p.m.

Chair Kidani and members of the Education Committee:

My name is Melissa A. Padilla. I am a teacher at James Campbell High School in Leeward District on Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in hard to staff positions, special education, Hawaiian language immersion, and to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

When I started teaching in 1992, I knew that I wouldn't be rich working as a teacher in Hawaii. When HSTA went on strike in 2001, seasoned teachers reminded younger teachers like me that they wouldn't benefit from the strike, but they were walking on the strike line to help those who were new to the profession. And when Hawaii's economy took a downturn in 2008, HSTA members did not have step increases. Thus, a teacher's years of service didn't count when it came to a teacher's income.

Because of these financial challenges, I know teachers who worked a second or third job to earn enough income to support their families and live in Hawaii. For me, I decided to pursue my National Board Certification in English Language Arts. The only way to guarantee a raise or bonus in the past ten years, especially if you already reached Class 7, is being a National Board Certified Teacher. Still, there has not

been a significant change in our pay. This is why I decided to renew my National Board Certification in 2019 for another ten years. My hope is that before I retire from teaching in Hawaii's public schools, my years of service will be fairly and financially compensated. And the educators coming into the profession will have a better future.

Now is the time to make a difference for teachers like me who had our salaries compressed and still continued to be a high qualified teacher in our public school students' classrooms.

We need your help. Mahalo,

Melissa A. Padilla, NBCT

Teaching in Leeward District, Oahu

Living in Central District, Oahu

Proud graduate of Hawaii's Public Schools

## Kidani2 - Felicity

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**From:** Alyssa Omonaka <alyssa.omonaka@k12.hi.us>  
**Sent:** Tuesday, February 4, 2020 2:27 PM  
**To:** EDU Testimony  
**Subject:** Testimony relating to teacher compensation

Chair Kidani and members of the Education Committee:

My name is Alyssa Omonaka. I am a teacher at Manana Elementary, in the Leeward district on the island of Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keki.

Fixing the salary compression issue will help other teachers stay in this job. Although this job is rewarding, the cost of living in Hawaii makes it hard for school teachers, librarians, and counselors, to stay in their occupation. With this pay, it will help people continue to do what they love and afford to live in the place they love. I am currently a first year teacher, who is paying off a student loan. With this differential pay, it will help me pay off the loan, and help me pressure further education to best teach my students.

We need your help. Mahalo.

Alyssa Omonaka, Leeward district, Oahu

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## Kidani2 - Felicity

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**From:** Michael <mratliffe2@hawaii.rr.com>  
**Sent:** Tuesday, February 4, 2020 2:22 PM  
**To:** EDU Testimony  
**Subject:** Testimony Before The Senate Committee On Education

My name is Michael Ratcliffe. I am a teacher at Waianae High School in the Nanakuli/Waianae District on Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in hard to staff positions, special education, Hawaiian Language immersion, and to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our Keiki.

These funds will help to give our students a stability that they otherwise lack in their personal lives. If we can provide them with teachers who are committed to the community and not perpetually in transience, then we are one step closer in giving them a haven where they can take refuge from the storm that is their home life.

By providing these funds for our community, you will be investing in creating a community of teachers that have a far greater impact on the education of our children. It is no secret that relationships make a difference in how much our students are willing to invest in their education. Teachers need to be a part of the community. Need to be here to create the connections needed to reach our students. We cannot do that when teachers are leaving our district for "greener pastures."

Bottom line, we need your help. Mahalo.

Mr. Michael Ratcliffe, M. Ed.  
Nanakuli/Waianae  
Oahu

## Kidani2 - Felicity

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**From:** Denise Yamada <denise.yamada@k12.hi.us>  
**Sent:** Tuesday, February 4, 2020 2:22 PM  
**To:** EDU Testimony  
**Subject:** testimony

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

WEDNESDAY, FEBRUARY 5, 2020

2:45 p.m.

Chair Kidani and members of the Education Committee:

My name is Denise Yamada. I am a teacher at Waipahu High School in Leeward District on Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

I have been teaching at Waipahu High for 27 years and I have seen it evolve from a school that families would transfer their students out to one where families are trying to get their students into. I started teaching in 1993 and quickly moved up in class because I had a professional degree after my bachelors. While this benefitted me in the beginning, I had no reason to take more classes or earn a master's degree. Today, I have a master's degree and am nationally board certified and yet I feel that I make as much money as someone who has less experience because I was not moving up in pay. The compression pay increase would greatly help rectify this situation and show appreciation to teachers who have dedicated their lives to this profession.

We need your help. Mahalo.

Denise Yamada, Leeward District, Oahu

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## Kidani2 - Felicity

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**From:** Mary Ann Doles <maryanndoles@gmail.com>  
**Sent:** Tuesday, February 4, 2020 1:57 PM  
**To:** EDU Testimony  
**Subject:** Teacher Support for SB 2488

Chair Kidani and members of the Education Committee:

My name is Mary Ann Doles. I am a teacher at Ilima Intermediate in Leeward District on the island of Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue and fund the pay differentials for teachers in hard to staff positions, special education, and Hawaiian language immersion for charter schools and the DOE. This bill can help change the course of education for the better on the leeward coast. Charter Schools and the Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki. \_

There are many teachers leaving the teaching field. Teachers who dreamt to make a difference to the lives of many children. Teachers who do wonderful things to provide quality lessons and help their students prepare for life beyond school. However, these teachers are leaving because they couldn't afford to live in paradise. My family and I have a house with a high mortgage that I could only afford with the help of my sister and my parents. Renting a house is the same. Two of my fellow teachers who were excellent in their jobs and are loved by their students left our school because the house rent was too high for them. We are losing great teachers because of the low salary that teachers are receiving. We deserve more. The funds that will fix the teacher salary compression issue and the differentials for teachers in hard to staff positions and special educations will be helpful to both new and veteran teachers. It will help us so we don't have to take another job to survive. It will prevent teachers from leaving the state because we don't have to worry about money for next month's rent. It will ease our worry for sure and we can focus more on our students. We came to the job knowing our responsibilities and the challenges that come with it. We love our students and we want to provide the quality lessons that they deserve. We want to help them pursue their dreams. In order to do all those, we must also live.

We need your help. Mahalo.

Mary Ann Doles, Ewa Beach, Oahu

## Kidani2 - Felicity

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**From:** Lepeka English <aikoe9@hawaii.edu>  
**Sent:** Tuesday, February 4, 2020 2:10 PM  
**To:** EDU Testimony  
**Subject:** SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

WEDNESDAY, FEBRUARY 5, 2020

2:45 p.m.

Chair Kidani and members of the Education Committee:

My name is Aiko English . I am a teacher at Ke Kula 'O Nāwahīokalani'ōpu'u a Charter School located in Kea'au on Hawai'i Island. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

Being a Hawaiian Medium Education (as well as a Hawaiian Language Immersion Program) teacher, we as Educational Staff work twice as hard to build our curriculum to fit the criteria of the state standards while incorporating a Hawaiian perspective or a perspective of our kūpuna. This differential will not only compensate me as a kumu for my time but also for the material that is needed to execute my curriculum in and out of the classroom. This will also help bring in new teachers and retain teachers within the Hawaiian Language Program where the need for teachers are needed.

We need your help. Mahalo.

Aiko English, Kea'au, Hawai'i

--

Na'u nō,

Lepeka English

Laekahi Ho'ona'auao (Educational Specialist)

Ka Haka 'Ula 'o Ke'elikolani

200 W. Kawili St.

Hilo, HI 96720

(808)932-7743

[aikoe9@hawaii.edu](mailto:aikoe9@hawaii.edu)



## Kidani2 - Felicity

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**From:** Kaelin Tancayo-Spielvogel <k.tancayo@seariders.k12.hi.us>  
**Sent:** Tuesday, February 4, 2020 2:19 PM  
**To:** EDU Testimony  
**Subject:** SB 2488 Proposed SD1, Relating to teacher compensation

Chair Kidani and member of the Education Committee:

My name is Kaelin Tancayo-Spielvogel I am a teacher at Waianae High School in Leeward district on O'ahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in hard to staff positions, special education, Hawaiian language immersion, and to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

In a title 1 school, it's imperative that teachers are well-rested and well-compensated so they are able to be mentally and emotionally present in the classroom. To some of our students, we are the only adults they see all day. If we are not able to come to work at our best, our students' school experience and education suffers.

As a new teacher, I've had to work several jobs in order to make ends meet. This has taken away from the value of the education I am able to provide my students. I sometimes come to work with only a few hours of sleep, with not enough energy to address the emotional needs of my students. My mind is often distracted, stressed about bills and the high cost of living in Hawaii.

With the recent differential, I've been able to quit one of my other jobs, and I am already seeing the benefits to my students. I am able to come to work more rested, and I am able to be mentally and emotionally present. Time and energy spent at a second job are now directed toward the benefit of my students and the quality of the education I am able to provide in my classroom.

Students in our school need teachers who are able to be there for them as caregivers, in addition to our role as educators. This differential has made this ideal a little more attainable for the students in my classroom.

We need your help. Mahalo.

--

**Kaelin K. Tancayo-Spielvogel**

9th Grade English Language Arts & French Language | Ninth Grade Academy

Wai'anae High School

(808) 697-9539

[k.tancayo@seariders.k12.hi.us](mailto:k.tancayo@seariders.k12.hi.us)

## Kidani2 - Felicity

---

**From:** Lawrence Domingo <l.domingo@seariders.k12.hi.us>  
**Sent:** Tuesday, February 4, 2020 2:18 PM  
**To:** EDU Testimony  
**Cc:** Lawrence Domingo  
**Subject:** SB 2488, Proposed SD1 Support

To Whom It May Concern,

I support this bill due to my close to 20 years of teaching experience. The bottom line is that MONEY/SALARY will keep teachers in the Waianae Complex. Many teachers do leave after completing their probationary period, seeking a . Thus, over the years RETENTION of young qualified teachers as well as long time teachers that struggle to make ends meet with salaries that don't rise along with Hawaii's rising cost has always been a struggle for the DOE in the Waianae Complex.

Again, please consider my support as I am a teacher that came into the system when the starting salary was close to, i believe \$25,000.

Sincerely,  
Lawrence Domingo

## Kidani2 - Felicity

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**From:** Audrey Franco <aujfranco@gmail.com>  
**Sent:** Tuesday, February 4, 2020 1:36 PM  
**To:** EDU Testimony  
**Subject:** SB2488

Chair Kidani and members of the Education Committee:

My name is Audrey Franco. I am a teacher at Waimea Canyon Middle School in the West Complex on Kauai. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

I have been teaching with HDOE for 22 years. When I first started, there were very few teaching positions available within my major (Secondary Education, Social Studies) so I reluctantly took a Special Education position. Over the years, I enrolled in RISE (a program that offered teachers the opportunity to be licensed in Special Education) and I have also earned my Master's Degree in Curriculum Studies. Additionally, I have taken many classes to help me grow as a professional. I am finally at Class 7 but due to the many changes over the years with our contract I am only at Step 11. I have gone on strike, forced to be furloughed and forced to take Department Leave Without Pay. And in the last 5 years, I have seen several teachers not only leave the profession but leave MID-YEAR because they cannot afford to teach and live here. Those days of limited teacher openings are gone. Our state needs to return to those days by honoring teachers' time and energy by compensating all teachers with the proper pay. We need to be able to recruit our youth of Hawaii, convince them to go into education and have them stay in our state to teach future students. They will not be able to do that if they cannot earn enough to live in our beautiful state.

We need your help, we need your voice. We need to know we are being supported by the people who we chose to represent us.

Audrey Franco, Student Services Coordinator

## Kidani2 - Felicity

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**From:** Lydia Haff <lydia.haff@outlook.com>  
**Sent:** Tuesday, February 4, 2020 2:17 PM  
**To:** EDU Testimony  
**Subject:** RE: SB 2488 Proposed SD1, relating to teacher compensation

Chair Kidani and member of the Education Committee:

My name is Lydia Haff. I am a teacher at Waianae High School in Leeward district on O'ahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in hard to staff positions, special education, Hawaiian language immersion, and to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

In a title 1 school, it's imperative that teachers are well-rested and well-compensated so they are able to be mentally and emotionally present in the classroom. To some of our students, we are the only adults they see all day. If we are not able to come to work at our best, our students' school experience and education suffer.

As a new teacher, I've had to work several jobs in order to make ends meet. This has taken away from the value of education I am able to provide my students. I sometimes come to work with only a few hours of sleep, with not enough energy to address the emotional needs of my students. My mind is often distracted, stressed about bills and the high cost of living in Hawaii.

With the recent differential, I've been able to quit one of my other jobs, and I am already seeing the benefits to my students. I am able to come to work more rested, and I am able to be mentally and emotionally present. Time and energy spent at a second job is now directed toward the benefit of my students and the quality of the education I am able to provide in my classroom.

Students in our school need teachers who are able to be there for them as caregivers, in addition to our role as educators. This differential has made this ideal a little more attainable for the students in my classroom.

We need your help. Mahalo.  
Lydia Haff

## Kidani2 - Felicity

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**From:** Danyel Panui <d.panui@seariders.k12.hi.us>  
**Sent:** Tuesday, February 4, 2020 2:17 PM  
**To:** EDU Testimony  
**Subject:** SB 2488, Proposed SD1 Relating to teacher compensation

Aloha Chair Kidani and Members of the Education Committee,

My name is Danyel Panui. I am a teacher at Waianae High School in the Leeward District on Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in hard to staff positions, special education, Hawaiian language immersion, and to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our Keiki.

I currently work in a hard to staff district. The students on the Leeward Coast deserve the best teachers that can stay longer than a year. My students have the best hearts and they are excited to learn new things, however many teachers leave after just 1-2 years. I feel with the hard to staff compensation, it will keep more teachers on the coast. The students would love to have teachers that stay for more than 5 years to really invest in their students lives. Each year Waianae High School loses 10-15 teachers, which makes a huge impact on our students. It is important to pay the teachers a fair wage and the compensation will help teachers stay on the Coast.

Please know that every dollar helps make an impact on teachers and students on the Coast.

We need your help, Mahalo  
Danyel Panui, Leeward District, Oahu

## Kidani2 - Felicity

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**From:** Kristen Fuchigami <kristenakemi@hotmail.com>  
**Sent:** Tuesday, February 4, 2020 12:57 PM  
**To:** EDU Testimony  
**Subject:** SB 2488 Proposed SD1

Chair Kidani and members of the Education Committee:

My name is Kristen Fuchigami. I am a teacher at Kalaheo Elementary in District 15 on Kauai. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

I have been an educator in Hawaii for over 15 years. After earning a Master's Degree and taking multiple professional development classes each year, I have moved up to Class VII on the Hawaii Department of Education pay scale. Currently, the only way for me to move up in pay is to wait for the state to negotiate a step raise. If you value education and the future of our keiki, you need to pay teachers a salary that allows them to live here.

We need your help. Mahalo

Kristen Fuchigami, District 15 Kauai

## Kidani2 - Felicity

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**From:** anna mesina <anna\_mesina@yahoo.com>  
**Sent:** Tuesday, February 4, 2020 2:13 PM  
**To:** EDU Testimony  
**Subject:** TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

WEDNESDAY, FEBRUARY 5, 2020  
2:45 p.m.

Chair Kidani and members of the Education Committee:

My name is Annalyn Mesina. I am a teacher at Makaha Elementary School in Nanakuli/Waianae on Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

We need your help. Mahalo.  
Annalyn Mesina, Nanakuli/Waianae, Oahu

## Kidani2 - Felicity

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**From:** Maile Yasui <maile\_yasui@momilanies.k12.hi.us>  
**Sent:** Tuesday, February 4, 2020 2:10 PM  
**To:** EDU Testimony  
**Subject:** TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION WEDNESDAY, FEBRUARY 5, 2020 2:45 p.m.

Chair Kidani and members of the Education Committee:

My name is Maile Yasui. I am a teacher at Momilani Elementary in the Leeward District on the island of Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

I've been teaching for 23 years. In the last few years, I've also become a National Board Certified Teacher. I've been fortunate enough to teach at a great school that supports me in being a highly qualified teacher. Our school has been supportive by sending me as well as other teachers, to workshops that help us "stay on our teaching game" so we can continue to be more innovative and effective in our craft for teaching students. I feel these supports have worked for both my class and our school because our school has been successful on annual State Assessments. I love teaching and I love learning with my students. As much as I love it, it still requires lots of effort on my part to keep my teaching innovative and effective for my students. Keeping up with technology, reading educational journals/articles, practicing new and improved upcoming reading and writing strategies, and planning weekly lesson plans require lots of time outside of school hours. Not to mention the extra duty of coaching after school intramural sports and not getting paid for it. Is all the extra planning and extra hours required to do a **good job** at teaching/coaching really worth it? My pay hasn't changed much over the many years of teaching. My accountant reminds me every year that my W-2s don't seem to change much -- and I find doing my taxes every year depresses me and makes me feel unappreciated. As I get closer to retiring in 7 years, these are thoughts that run through my head all the time.

Should I continue to teach beyond 30 years? For all the time and the efforts I put into teaching and the lack of payment compensation -- no, I wouldn't teach beyond 7 years.

The sad thing is that I love to teach. Teaching keeps my mind and my heart young. It keeps me innovative and helps me be "up to date" in what is going on in our world. I think teaching is a great career, but still very unappreciated.

If funding is provided to fund the above bill is approved, I would definitely stay on and continue teaching in Hawaii. I am already a highly qualified teacher, and I would continue to work to keep up my highly qualified certifications. I love to teach and I love working with our children of Hawaii.

We need your help.

Mahalo,

Maile Yasui, Leeward District, Oahu



**From:** Jonathan Nahakuelua <jonathan.nahakuelua@k12.hi.us>  
**Sent:** Tuesday, February 4, 2020 2:03 PM  
**To:** EDU Testimony  
**Subject:** TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

TUESDAY, FEBRUARY 4, 2020

Chair Kidani and members of the Education Committee:

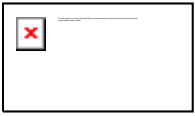
My name is Jonathan Nahakuelua. I am a teacher at [Kealakehe Intermediate School] in the Kealakehe District on the island of Hawaii. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

I was born and raised here on the Big Island and got my Kindergarten -12th grade education with the DOE. Throughout my Kindergarten - 12th grade experiences I often had teachers who clearly were unqualified (e.g., English teachers that could barely speak English, long-term subs in place of permanent classroom teachers, etc.). I remember watching some of the school's best teachers not sticking around for very long because they said it was hard to make a living here in Hawaii and just had to go for their own personal needs. Now that I am a teacher, I too have considered leaving Hawaii because the cost of living here is just too high for what I take home. That extra financial boost I got at the start of 2020 was a god-send and it tabled my thoughts of leaving Hawaii. Paying Hawaii teachers enough to live here is crucial toward

lessening the great teacher exodus our state is experiencing. We need your help. Mahalo.

Jonathan Nahakuelua, Kealakehe Intermediate School, Hawaii Island.



Jonathan Nahakuelua  
Science Teacher  
Kealakehe Intermediate School  
74-5062 Onipa'a St,  
Kailua-Kona HI 96740  
Phone: 808-313-3000  
Fax: 808-327-4315

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## Kidani2 - Felicity

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**From:** Wendy Fujitani <wlmfujitani@gmail.com>  
**Sent:** Tuesday, February 4, 2020 1:41 PM  
**To:** EDU Testimony  
**Subject:** RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

Chair Kidani and members of the Education Committee:

My name is Wendy Fujitani. I am a teacher at Waianae High School in the Leeward District on Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in hard to staff positions, special education, Hawaiian language immersion, and to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our Keiki.

Teaching is such a self-sacrificing career. We choose to do this job because we care about our Keiki and the future. Many of us have been teaching for numerous years without an annual increase to our salary due to years of service. Personally, I have been teaching at a school for twenty plus years without the benefit of a salary increase due to years of service in the job. This challenge presents a dilemma for myself as well as many other veteran teachers. Often times it is tempting to consider other career options that would include this benefit.

We need your help. Mahalo.

Respectfully,

Wendy Fujitani, NBCT

Waianae, Hawaii, Oahu

## **Teacher Testimony**

My name is Kristin Lindquist. I am a teacher at Waianae High School in the Leeward District of Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for pay differentials for teachers in hard to staff positions, special education Hawaiian language immersion, and to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

Our teaching positions in Waianae are extremely challenging and the turnover rate at my school has been frightening. I have seen numerous wonderful teachers spend two years at my school and then leave because the environment and culture are challenging. The cost of living on Oahu is also high compared to the mainland where a lot of our teachers come from. In order to keep teachers who are highly qualified it is necessary to competitively compensate them. Please, please pay the teachers who are willing to support this unique culture money to support their commitment to this community.

We need your help. Mahalo!

Sincerely,  
Kristin Lindquist  
Leeward District, Oahu  
Special Education Teacher  
Waianae High School

## Teacher Testimony

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION  
RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION  
WEDNESDAY, FEBRUARY 5, 2020  
2:45 p.m.

Chair Kidani and Members of the Education Committee:

My name is Moses Magno. I am a Teacher at Wai‘anae High School in the Leeward District on the Island of O‘ahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in hard to staff positions, special education, Hawaiian language immersion, and to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our Keiki.

This funding will help tackle and decrease the challenging effects of our teacher shortages across the state. To many people, teaching is exhibited as a 9-5 job; however, it is a profession. It is a profession that undergirds, equips, produces, develops, and prepares our children for the future and their careers. As a Homegrown Educator, I believe that our Keiki deserves effective, qualified, and amazing Educators who have chosen this profession to take on the responsibility of educating our future. This funding will also alleviate the environmental factors of living from paycheck to paycheck. Teachers deserve compensation for all that they are doing beyond their work schedules especially beyond their work day.

## Kidani2 - Felicity

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**From:** Saint-marie Gough <saint-marie.gough@k12.hi.us>  
**Sent:** Tuesday, February 4, 2020 12:23 PM  
**To:** EDU Testimony  
**Subject:** RELATING TO TEACHER COMPENSATION

Chair Kidani and members of the Education Committee:

My name is Saint-Marie Gough. I am a teacher at Aliamanu Elementary School in Central District on Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

I became a special education teacher because I felt a calling to educate students that did not fit a specific mold. These were the kids who had emotional, physical or learning disabilities that struggled inside a general education curriculum and needed assistance being with their peers. How was I to know, my dream would come at a catastrophic loss to me and my family. Not only do I spend my weekends, like most of my colleagues, filling out paperwork. But I was only working at a financial loss. We live in a beautiful state and I understand the cost of living, but I spent my first two years as a teacher making less money than my teenaged son. I was actually considering leaving my position for private enterprise because I would be compensated \$20,000 more than what I was being paid prior. With new differential, I am no longer living paycheck to paycheck and I can contribute to my household. This was a feeling I did not have before. I want to continue on as a teacher, I love what I do, but it is hard to do so when I am worried if my paycheck is enough to keep me in my home.

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## Kidani2 - Felicity

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**From:** Dennis Rabanal <d.rabanal@seariders.k12.hi.us>  
**Sent:** Tuesday, February 4, 2020 1:59 PM  
**To:** EDU Testimony  
**Subject:** SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

Chair Kidani and members of the Education Committee:

My name is Dennis Rabanal. I am a teacher at Waianae High School in the Leeward District on Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in hard to staff positions, special education, Hawaiian language immersion, and to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

Teaching is such a self sacrificing career. We choose to do this job because we care about our keiki and the future. Often times it is tempting to consider other career options that would include this benefit.

We need your help. Mahalo.

Respectfully,  
Dennis Rabanal  
9th Grade ELA Teacher  
Wai'anāe High School  
85-251 Farrington Hwy, Wai'anāe, HI 96792  
Contact Number: (808) 697-9400



## Kidani2 - Felicity

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**From:** Michelle Seabury <michelle.seabury@ewamakai.org>  
**Sent:** Tuesday, February 4, 2020 1:57 PM  
**To:** EDU Testimony  
**Subject:** Teacher Testimony - SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

TUESDAY, FEBRUARY 4, 2020

2:00 PM

Chair Kidani and members of the Education Committee:

My name is Michelle Seabury. I am a teacher at Ewa Makai Middle School in the Campbell-Kapolei district on Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue and fund the pay differentials for teachers in hard to staff positions, special education, and Hawaiian language immersion for charter schools and the DOE. This bill can help change the course of education for the better on the leeward coast. Charter Schools and the Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

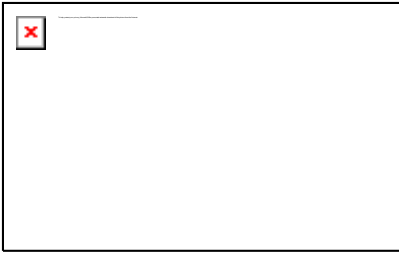
Given the significant shortage of special education teachers in Hawai'i, our school has had to fill most of these vacancies with qualified, out of state teachers. Relocating to the island and adjusting to the high cost of living here is a huge financial burden. I love working at Ewa Makai Middle School and hope to stay for a long time. However, without the differential I will have to go back to a district on the mainland that provides better compensation for special educators.

The field of special education comes with its unique challenges and has a high turnover rate. I've seen many colleagues over the years transition away from special education to general education due to the demanding nature of the profession. The proposed salary differential is a positive strategy that I believe will change that trend. At our school, we've already had several general education teachers express interest in going back into special education next year due to the possible compensation increase. If funded, this bill will work to keep qualified teachers in the classroom with our students who need the most support.

We need your help. Mahalo.

Michelle Seabury, Campbell-Kapolei District, Oahu

**Michelle Seabury**  
6th Grade Special Education Teacher  
Ewa Makai Middle School  
91-6291 Kapolei Parkway  
Ewa Beach, HI 96706  
(808) 687-9528



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## Kidani2 - Felicity

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**From:** Kevin Huggins <kevin.huggins@k12.hi.us>  
**Sent:** Tuesday, February 4, 2020 12:00 PM  
**To:** EDU Testimony

Chair Kidani and members of the Education Committee:

My name is Kevin Huggins. I am a teacher at King Intermediate in Windward district on Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

My wife is a Special Education teacher working with Autistic students at Castle high school in the Windward District. She works extremely hard to meet the needs of her students, and address the constant demands from her administrators and district personnel. She meets constantly with families and other professionals to make sure the students are on the best path for their success.

My wife and I have a brand new daughter, and we really struggled at the beginning. My wife needed to take time off, and she was only allowed to take 6 weeks paid family leave. We went 2 months on only my teaching salary. Now, with her back at work, we are slowly paying back our debt, but still finding it hard to make ends meet. We would eventually like to own our own home here, but that really doesn't seem possible in Hawaii. We are seriously considering moving to Washington State, where they pay teachers more and have a much lower cost of living. The pay differential would really help us get out of debt, and allow us to begin saving for a down payment on a house here in Hawaii. If that doesn't happen, for the future of our daughter, and our family, we would have to leave.

We need your help. Mahalo.

Kevin Huggins, Windward District, Oahu

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## Kidani2 - Felicity

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**From:** Lori <lorisasan@gmail.com>  
**Sent:** Tuesday, February 4, 2020 1:51 PM  
**To:** EDU Testimony  
**Subject:** S2488

Chair Kidani and members of the Education Committee:

My name is Lori Sasan. I am a teacher at Kalaheo Elementary in District 15 on Kauai. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

I have been a teacher in Hawaii since 1987. I have been stuck at the same salary step for several years. It is very discouraging to be a teacher when a bartender working three nights a week makes more money than I do. Please fund public schools and make sure that teachers are being paid a decent wage.

We need your help. Mahalo Lori Sasan District 15

Chair Kidani and members of the Education Committee:

My name is Tricia Sumstine. I am a teacher at Pearl City High School in Leeward District on Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in hard to staff positions, special education, Hawaiian language immersion, and to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

I have been teaching for over 25 years and I still love coming to school and educating our youth. Being a teacher has changed my life and I know am making a positive change for my students. Since getting my Masters in Education, my pay can only be raised when we renegotiate our contracts. Teachers are a vital part of our society and we should be compensated.

We need your help. Mahalo.

Tricia Sumstine, Leeward District, Oahu

## Kidani2 - Felicity

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**From:** Amber Riel <amber.riel@gmail.com>  
**Sent:** Tuesday, February 4, 2020 1:46 PM  
**To:** EDU Testimony  
**Subject:** RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION  
WEDNESDAY, FEBRUARY 5, 2020 @ 2:45PM

Aloha Chair Kidani and members of the Education Committee:

My name is Amber Riel. I am a teacher at Waianae High School in the Nanakuli-Waianae Complex on the island of Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in hard to staff positions, special education, Hawaiian language immersion, and to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

When I was hired at Waianae High School in 2010, after having taught for 5 years at Kaimuki High School and Kamehameha Schools, I was one of 12 new teachers to the school and at the bottom of the seniority list in the math department. The very next year, there were only a handful of us left from my hiring year and I was now in the middle in terms of seniority. Since then, every year seems to usher in one to two dozen new teachers, many of whom are Teach for America (TFA) teachers who have not undergone the rigorous teacher preparation program that many of us have and who are only contracted to stay here for two years. The handful of licensed, math certified teachers, like me, pour ourselves into helping these new teachers understand the curriculum in a way that will enable them to teach the students to the best of their abilities. While we have had some great success in retaining local TFA at our school by helping them get involved in coaching sports, advising classes and and clubs, and rooting them into this community, many of our newest teachers still end up leaving to return home to their families and a less financially stressful life. Sadly, some of these teachers do not even make it through their two year contract, leaving the students with substitute after substitute. Despite the stigma and stereotypes that have plagued the Waianae coast for as long as I can remember, our keiki are respectful and loving and they want to do better and be better. What they lack is stability and good role models to show them how to make the right decisions and put in the effort to succeed. When they cannot find these things at home, WE become the stability and role models they need. When the stress of having to fill so many roles in our students' lives is compounded by financial stress, good teachers have no choice but to leave... and our keiki go without.

These teacher compensation measures are the first step realigning our work force and acknowledging the incredible responsibility teachers take on to teach the students how to be good and industrious individuals. The larger measure will tackle the compression issue so that the truly veteran teachers who have respectfully waited on the sidelines while we recruited new teachers finally get what they deserve. The differentials, particularly the hard-to-staff differential, will help my students find that stability in teachers who will be financially stable enough to stay teaching on the coast. As a national board certified math teacher with a masters degree in curriculum, instruction, and assessment who is looking for the next step in my own professional development, this hard-to-staff differential will enable me to take additional courses so that I can also get certified in special education, another need of our school.

Without wax,

Amber N T Riel (SD 20)

Waianae High School - Sophomore Academy - Mathematics Teacher (SD 21)  
HSTA Leeward Chapter - WHS Faculty Representative  
Alpha Delta Kappa - Sigma Chapter  
Cell: (808) 341-6171

## Kidani2 - Felicity

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**From:** Ms. Hughes <hugheshe08@gmail.com>  
**Sent:** Tuesday, February 4, 2020 12:54 PM  
**To:** EDU Testimony  
**Subject:** S2488, proposed SD1

Chair Kidani and members of the Education Committee:

My name is Heather Hughes. I am a teacher at Kalaheo Elementary in District 16 on Kauai. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

In order to keep teachers in Hawaii and in the profession of teaching the salaries need to be fair and the teachers need compensation for their years of service. Teachers must be able to afford the cost of living; Even as a single person without a family it is a struggle to make rent and also pay for bills and food. If the change does not happen no matter how long I teach the salary would stay the same. Please take into consideration our profession and how important it is to our future; in order to keep teachers here and providing the quality education our students deserve, our pay must provide us with some sort of stability.

We need your help. Mahalo

Heather Hughes District 16 Kauai



## Kidani2 - Felicity

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**From:** Mae Oshiro <m.oshiro@seariders.k12.hi.us>  
**Sent:** Tuesday, February 4, 2020 1:41 PM  
**To:** EDU Testimony  
**Subject:** SB 2488, Proposed SD1 testimony

### TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

RE: SB 2488 Proposed SD1 RELATING TO TEACHER COMPENSATION

WEDNESDAY, FEBRUARY 5, 2020

2:45 P.M.

Chair Kidani and members of the Education Committee:

My name is Mae Oshiro. I am a teacher at Waianae High School in Senate District 21 on Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue and provide funding for the pay differentials for teachers in hard to staff positions, special education, Hawaiian language immersion, and to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

Paying the hard to staff/shortage differentials is extremely important to the Waianae/Nanakuli complex. I have taught in the Honolulu (McKinley High School) , Leeward (Ilima Intermediate) and Kona (Kealahou Middle School) districts. I can tell you the negative impacts affecting hard to staff areas: less veteran teachers, more tenure transfers, more Teach for America (TFA) teachers (majority stay for 2 or 3 years only) more long term substitutes. This in turn leads to less class options, shortage of substitutes, less progress in implementation of new programs initiatives or curriculum mapping (when we have to get new teachers up to speed and we remain stagnant until they catch up), downward or stagnant test scores, students have less choices of teachers to ask for recommendations for college and/or scholarships, etc. The ones that end up suffering the most are the students.

Please provide funding to fix the teacher salary compression issue. As a 28 years+ teacher, who is a department chair, AVID instructional coach, SSC teacher representative, APC faculty representative, faculty HSTA union representative, PTSA teacher member, focus group lead, WASC team member for 6 schools and this year first time chair for a mid-year visit, etc. A veteran teacher's job is more than teaching classes, grading papers, planning and prepping lessons. It is being a mentor for my new teachers in my department, leading by example, showing up at different sport games/meets (because they asked us since their parents can't attend), representing our school at union RA meetings and complex meeting, working with administration and coaches to move our school forward all for the sake of our children who live in an economically disadvantaged area. These children especially, deserve better. We need more veteran teachers to stay in this profession and not leave because of the high cost of living here.

We need your help. Mahalo.  
Mae Oshiro, Senate District 17, Oahu

# TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

WEDNESDAY, FEBRUARY 5, 2020

2:45 p.m.

Chair Kidani and members of the Education Committee:

My name is **Helen W. Lau**. I am a teacher at **Moanalua High School** in **central district** on **Oahu**. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

I began teaching in 2008. That first year was my hardest. Harder than my previous work in the business world as a marketing professional. Yet, I would look forward to Mondays for the students energized me and I always sought to meet the challenge of teaching them and learning from them. Now, as I had settled into teaching two subjects – namely English and Chinese – I see dividends from my early efforts every day. I lecture less; I let students learn from each other. I would model a skill, then we practice, then each student tries it on his/her own. Their peers evaluate their individual efforts; I contribute feedback as needed. In Chinese, these methods expose students to a language and culture that they may not have been born into. With added practice, they advance into conversing and handling daily transactions, even discussing current events and deeper topics. Besides helping students gain Chinese literacy, these methods help students in my English classroom advance their critical thinking and communication skills. They begin with personal stories and evolve to see their role in a community of citizens, thereby gaining a public voice. Students see their efforts pay dividends as they go on to college with scholarships or qualify to train in their chosen vocation. Giving students a fighting chance is what teaching in a public school is about.

A former student who had graduated as valedictorian at our school is now a teacher at an elementary school in Kalihi, my old neighborhood. Her classmate is scheduled to do her student teaching next fall and her gift is her patience coupled with her bilingual Chinese background, but she is hesitant because so many other people are telling her not to become a teacher. Why would they do this? I love teaching and I can see her blossom in the profession. But if the concern is on future income, I can only concur. There has been no financial dividends since I have become a teacher. In fact, when my daughter was applying

to colleges, I discovered that she qualified for free and reduced school lunch. This is based on my income as a single-parent with two children after a decade with the HDOE. While I reaped tremendous dividends in job satisfaction, no dividends accrued in my bank account. As my own two kids begin their college education, I find myself working overtime as a tutor and translator to make up the financial deficits from the past decade. I hope that you can right this wrong. Therefore, I hope that you vote in favor of this bill.

We need your help.

My sincere thanks,

Helen W. Lau

Moanalua High School

Central District

Oahu

## Kidani2 - Felicity

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**From:** Todd Tashiro <todd\_tashiro@momilanes.k12.hi.us>  
**Sent:** Tuesday, February 4, 2020 1:13 PM  
**To:** EDU Testimony  
**Subject:** Testimony for compression pay

Chair Kidani and members of the Education Committee:

My name is Todd Tashiro. I am a teacher at Momilani Elementary School in the Leeward District on Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

I have been teaching for 33 years and I am able to retire next school year. I love my job and teaching has been a great profession for me, but our pay has always been the lowest for any person with any college degree. On top of that, It has been getting harder and harder to teach every year because of all the new standards and implementations that are constantly coming into the DOE. Everyone is always wanting more from us with less pay. Since the beginning, especially through 3 strikes, I have never been compensated for any of my pay, but I always kept teaching because I would put my students first and because I cared for their future. It would be nice to once and for all get something back and be compensated because we stuck it out through thick and thin. It would surely be nice to finally get compensated for all that we do in this career and to the future of our teachers. If not, it seems that our profession will take a downward spiral and many of us will just get out of the profession or just do something else. I am confident that our legislators will do the right thing, before it's too late.. We really need to make it right this time.

We need your help!

Mahalo.

Todd Tashiro, Leeward District, Oahu

## Kidani2 - Felicity

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**From:** Paige Inman <paige.inman@k12.hi.us>  
**Sent:** Tuesday, February 4, 2020 12:55 PM  
**To:** EDU Testimony  
**Subject:** Support of the Teacher Bill

Chair Kidani and members of the Education Committee:

My name is Paige Inman. I am a teacher at Kalaheo Elementary in District 16 on Kauai. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

Valuing keiki is valuing education, and valuing education is valuing teachers. Please be proactive in ensuring that every public school teacher in Hawai'i is guaranteed a salary comparable to the living standards of the state. .

We need your help. Mahalo

Paige Inman District 16 Kauai

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## Kidani2 - Felicity

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**From:** Vijay Thangaraj <[vijay.thangaraj@k12.hi.us](mailto:vijay.thangaraj@k12.hi.us)>  
**Sent:** Tuesday, February 4, 2020 1:05 PM  
**To:** EDU Testimony  
**Subject:** RE:SB2488

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

WEDNESDAY, FEBRUARY 5, 2020

2:45 p.m.

Chair Kidani and members of the Education Committee:

My name is Vijat Thangaraj I am a teacher at **Kamehameha III school** in Lahinaluna district on **Maui** I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

Every year our school loses ten or more experienced teachers because they can no longer afford to meet the needs of their family financially. They love their students and spend a lot of time preparing for their class and then go to the next job to make ends meet. After a few years they are burned out and need to leave the island to go back to the mainland to seek better paying teaching jobs. With your help with additional funding we might be able to keep our experienced teachers and continue to give our keiki the necessary education they require to be good productive healthy human beings.

We need your help. Mahalo

Vijay Thangaraj ,Lahainalua district, Maui.

Vijay Thangaraj  
Effective immediately my new email is [vijay.thangaraj@k12.hi.us](mailto:vijay.thangaraj@k12.hi.us)

This is a staff email account managed by Hawaii Department Of Education School District. This email and any files transmitted with it are confidential and intended solely for the use of the individual or entity to whom they are addressed. If you have received this email in error please notify the sender.

To: Chair Kidani and Members of the Education Committee  
Re: SB2488 Proposed SD1  
Relating to Teacher Compensation  
Tuesday, February 5, 2020

My name is Steve T. Avellana and I am a teacher at Roosevelt High School, KMR Complex, on the island of Oahu. I am submitting testimony in support of SB2488, proposed SD1.

Please provide the proper funding to remedy the teacher salary compression issue and fund the pay differentials for teachers in hard to staff positions, special education, and Hawaiian immersion for charter schools and the DOE. This bill can help change the course of education, keeping veteran teachers and staff in the classroom to further educate and empower our keiki. Charter schools and the Department of Education will need \$45 million more than this bill provides to do so. By funding SB2488 Proposed SD1, you will send a strong message to our public school teachers, parents, and students that the future of our keiki is of utmost importance.

As a veteran teacher with over 23 years of service, I have seen and felt the effects of salary compression and teacher shortages. Over the past two years, many of my veteran colleagues have retired, taking with them a wealth of knowledge and experience that is irreplaceable. Perhaps if properly compensated, they would have chosen to remain in the classroom to the betterment of our students. Currently, HSTA research shows roughly 7,000 teachers with ten plus years of experience, do not have salaries that properly reflect their years of service.

My son, a public school student, endured a long-term substitute teacher in science for an entire year while attending middle school. Many public school students have or will experience teacher shortage at some point in their educational career. Having highly qualified teachers in the classroom is vital to health of our education; we cannot allow teacher shortages to continue to have such a detrimental effect on our keiki.

During the recession, thousands of teachers did not receive regular step increases, resulting in "compression" where 6,000 teachers are now clustered between Steps 9-11. Even with 23 years of teaching experience, I remain stuck at step 12, four steps away from the highest step, 14B. This frustration is felt by thousands of teachers across the islands who continue to endure for the sake of our children. Please help our teachers and students by funding SB2488 Proposed SD1.

Yours Sincerely,

Steve T. Avellana  
Roosevelt High School  
Kaimuki/McKinley/Roosevelt Complex  
Island of Oahu



## Kidani2 - Felicity

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**From:** Kat Muranaka <katmuranaka272@gmail.com>  
**Sent:** Tuesday, February 4, 2020 12:33 PM  
**To:** EDU Testimony  
**Subject:** SB 2488, Proposed SD1

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION  
RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION  
WEDNESDAY, FEBRUARY 5, 2020  
2:45 p.m.

Chair Kidani and members of the Education Committee:

My name is Kathleen Muranaka. I am a teacher at Waianae High School in the Leeward District on the island of Oahu. I am submitting testimony in support of SB 2488 proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in hard to staff positions, special education, Hawaiian language immersion, and to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

This school year, my school hired 27 new teachers, representing approximately 30% of our instructional staff. Of those new hires, about 50% of them were from the Teach for America program and 5 of them are long-term substitutes. This represents the standard norm of teacher hiring and recruitment on my campus for the past several years. We need to improve our teacher retention and the recruitment of teachers to the Nanakuli-Waianae Complex. After the announcement of the increased pay differential just last month, four tenured teachers have already announced their intention to return to teach in Waianae, citing the increased compensation as a primary incentive for being able to return.

Dr. Ruby Payne, a national expert on the culture of poverty cites "relationships" as a key motivator for learning for students who come from generational poverty, as unfortunately, many of the students in our complex do. Auntie Pua Burgess in "Building the Beloved Community" speaks of the importance of building that "sense of belonging" through the Hawaiian understanding of your "na`au," your gut, the place where "mind, heart, intuition and experience come together." This is what funding of SB 2488 SD1 will do. It will acknowledge the foundation that has been built from experienced teachers, and will encourage new generations of teachers to accept the challenge and rewards of working in areas that need trained educators to help reduce the negative impact of situational hardships.

Funding of SB 2488 SD1 is an important part of improving the conditions and outlook for Nanakuli-Waianae students. It is an investment that will yield only positive outcomes.

We need your help. Mahalo

Kathleen Muranaka  
Senate District 18, Waipio Gentry resident  
Oahu

Chair Kidani and members of the Education Committee:

My name is Erin Garlie. I am a teacher at Kalaheo Elementary in District 15 on Kauai. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

I have been a teacher here on the island of Kauai for 13 years. I am currently stuck at a step 9 and with this adjustment, I will be moved to a step 10. I can't believe this is not in place already and highly stress the importance of this movement.

We need your help. Mahalo

Erin Garlie District 15 Kauai

## Kidani2 - Felicity

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**From:** Janice Uemori <juemori@gmail.com>  
**Sent:** Tuesday, February 4, 2020 12:17 PM  
**To:** EDU Testimony  
**Subject:** SB 2488 SD1  
**Attachments:** SB 2488 SD1.020520.docx

Submitting testimony for SB 2488 SD1- Mahalo!

## Kidani2 - Felicity

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**From:** Leilani Yamauchi <ellis.leilani@gmail.com>  
**Sent:** Tuesday, February 4, 2020 12:05 PM  
**To:** EDU Testimony  
**Subject:** Testimony Relating to Teacher Compensation

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

WEDNESDAY, FEBRUARY 5, 2020

2:45 p.m.

Chair Kidani and members of the Education Committee:

My name is Leilani Yamauchi. I am a teacher at Waihe'e School in the Baldwin Complex Area on Maui]. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

I am currently the sole provider of medical for my family of four. This means that the money I am taking home to provide for my family every two weeks is a little over \$1,000. I have been a teacher for 9 years and absolutely love what I do. If compensation does not get any better for my family and I on my part, then I will need to start looking at other options outside of the educational field in the state of Hawaii.

Our ultimate goal as a family is to be able to purchase our own home in Hawaii. It is becoming a losing battle to put away funds to be able to do that in the profession I hold. I do not want to stop teaching but will feel like I have to in order to help my family reach our goal of becoming home owners.

We need your help. Mahalo.

Leilani Yamauchi, Baldwin Complex Area, Maui

## Kidani2 - Felicity

---

**From:** Jones Turner <jones.turner@k12.hi.us>  
**Sent:** Tuesday, February 4, 2020 12:22 PM  
**To:** EDU Testimony  
**Subject:** RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION  
**Attachments:** MSEA Salary Schedule.pdf

Chair Kidani and members of the Education Committee:

My name is Jones Turner. I am a special education teacher at Maui Waena Intermediate School in the Baldwin District on Maui. I am submitting testimony in support of SB 2488, proposed SD1.

Please consider providing enough funding to hire and retain teacher in Hawaii. The teacher salary schedule is in dire need of updating. We need to be able to provide a livable wage for teachers on the islands and incentivize teachers to stay by allowing them to move up a salary schedule with years of service.

I personally took a \$20,000 cut in my teacher pay when I moved here. We moved here to be close to family and would be unable to stay without their financial help. The other districts I have worked in accepted my previous years of experience and all of my college credits to place me on their salary schedule. The same is not true for Hawaii.

Please look at my previous salary schedule, that is attached to this email, where my 9 years of teaching were accepted and my Masters +45 extra credits were accepted. This placed me at \$78,000. This salary schedule is from Alaska where cost of living is somewhat comparable to Hawaii.

Thank You

--

Jones Turner  
Maui Waena Intermediate School  
Special Ed ELA  
Room B 203

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# Fiscal Year 2019

18-19 school year

185 Contracted Days

STEP		B	B+15	B+30	M B+45	M+15 B+60	M+30	M+45	D
0	annual salary	\$ 47,258	\$ 49,332	\$ 51,405	\$ 53,479	\$ 55,552	\$ 57,627	\$ 59,703	\$ 61,776
	daily rate	\$ 255.45	\$ 266.66	\$ 277.87	\$ 289.07	\$ 300.28	\$ 311.50	\$ 322.72	\$ 333.92
1	annual salary	\$ 49,332	\$ 51,405	\$ 53,479	\$ 55,552	\$ 57,627	\$ 59,703	\$ 61,776	\$ 63,852
	daily rate	\$ 266.66	\$ 277.87	\$ 289.07	\$ 300.28	\$ 311.50	\$ 322.72	\$ 333.92	\$ 345.15
2	annual salary	\$ 51,405	\$ 53,479	\$ 55,552	\$ 57,627	\$ 59,703	\$ 61,776	\$ 63,852	\$ 65,924
	daily rate	\$ 277.87	\$ 289.07	\$ 300.28	\$ 311.50	\$ 322.72	\$ 333.92	\$ 345.15	\$ 356.35
3	annual salary	\$ 53,479	\$ 55,552	\$ 57,627	\$ 59,703	\$ 61,776	\$ 63,852	\$ 65,924	\$ 67,998
	daily rate	\$ 289.07	\$ 300.28	\$ 311.50	\$ 322.72	\$ 333.92	\$ 345.15	\$ 356.35	\$ 367.55
4	annual salary	\$ 55,552	\$ 57,627	\$ 59,703	\$ 61,776	\$ 63,852	\$ 65,924	\$ 67,998	\$ 70,072
	daily rate	\$ 300.28	\$ 311.50	\$ 322.72	\$ 333.92	\$ 345.15	\$ 356.35	\$ 367.55	\$ 378.77
5	annual salary	\$ 57,627	\$ 59,703	\$ 61,776	\$ 63,852	\$ 65,924	\$ 67,998	\$ 70,072	\$ 72,144
	daily rate	\$ 311.50	\$ 322.72	\$ 333.92	\$ 345.15	\$ 356.35	\$ 367.55	\$ 378.77	\$ 389.97
6	annual salary	\$ 59,703	\$ 61,776	\$ 63,852	\$ 65,924	\$ 67,998	\$ 70,072	\$ 72,144	\$ 74,218
	daily rate	\$ 322.72	\$ 333.92	\$ 345.15	\$ 356.35	\$ 367.55	\$ 378.77	\$ 389.97	\$ 401.18
7	annual salary	\$ 61,776	\$ 63,852	\$ 65,924	\$ 67,998	\$ 70,072	\$ 72,144	\$ 74,218	\$ 76,293
	daily rate	\$ 333.92	\$ 345.15	\$ 356.35	\$ 367.55	\$ 378.77	\$ 389.97	\$ 401.18	\$ 412.39
8	annual salary		\$ 65,924	\$ 67,998	\$ 70,072	\$ 72,144	\$ 74,218	\$ 76,293	\$ 78,367
	daily rate		\$ 356.35	\$ 367.55	\$ 378.77	\$ 389.97	\$ 401.18	\$ 412.39	\$ 423.61
9	annual salary			\$ 70,072	\$ 72,144	\$ 74,218	\$ 76,293	\$ 78,367	\$ 80,442
	daily rate			\$ 378.77	\$ 389.97	\$ 401.18	\$ 412.39	\$ 423.61	\$ 434.82
10	annual salary				\$ 74,218	\$ 76,293	\$ 78,367	\$ 80,442	\$ 82,515
	daily rate				\$ 401.18	\$ 412.39	\$ 423.61	\$ 434.82	\$ 446.03
11	annual salary					\$ 78,367	\$ 80,442	\$ 82,515	\$ 84,589
	daily rate					\$ 423.61	\$ 434.82	\$ 446.03	\$ 457.24
12	annual salary						\$ 82,515	\$ 84,589	\$ 86,662
	daily rate						\$ 446.03	\$ 457.24	\$ 468.44
13	annual salary						\$ 84,589	\$ 86,662	\$ 88,739
	daily rate						\$ 457.24	\$ 468.44	\$ 479.67

## Kidani2 - Felicity

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**From:** Jones Turner <jones.turner@k12.hi.us>  
**Sent:** Tuesday, February 4, 2020 12:22 PM  
**To:** EDU Testimony  
**Subject:** RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION  
**Attachments:** MSEA Salary Schedule.pdf

Chair Kidani and members of the Education Committee:

My name is Jones Turner. I am a special education teacher at Maui Waena Intermediate School in the Baldwin District on Maui. I am submitting testimony in support of SB 2488, proposed SD1.

Please consider providing enough funding to hire and retain teacher in Hawaii. The teacher salary schedule is in dire need of updating. We need to be able to provide a livable wage for teachers on the islands and incentivize teachers to stay by allowing them to move up a salary schedule with years of service.

I personally took a \$20,000 cut in my teacher pay when I moved here. We moved here to be close to family and would be unable to stay without their financial help. The other districts I have worked in accepted my previous years of experience and all of my college credits to place me on their salary schedule. The same is not true for Hawaii.

Please look at my previous salary schedule, that is attached to this email, where my 9 years of teaching were accepted and my Masters +45 extra credits were accepted. This placed me at \$78,000. This salary schedule is from Alaska where cost of living is somewhat comparable to Hawaii.

Thank You

--

Jones Turner  
Maui Waena Intermediate School  
Special Ed ELA  
Room B 203

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# Fiscal Year 2019

18-19 school year

185 Contracted Days

STEP		B	B+15	B+30	M B+45	M+15 B+60	M+30	M+45	D
0	annual salary	\$ 47,258	\$ 49,332	\$ 51,405	\$ 53,479	\$ 55,552	\$ 57,627	\$ 59,703	\$ 61,776
	daily rate	\$ 255.45	\$ 266.66	\$ 277.87	\$ 289.07	\$ 300.28	\$ 311.50	\$ 322.72	\$ 333.92
1	annual salary	\$ 49,332	\$ 51,405	\$ 53,479	\$ 55,552	\$ 57,627	\$ 59,703	\$ 61,776	\$ 63,852
	daily rate	\$ 266.66	\$ 277.87	\$ 289.07	\$ 300.28	\$ 311.50	\$ 322.72	\$ 333.92	\$ 345.15
2	annual salary	\$ 51,405	\$ 53,479	\$ 55,552	\$ 57,627	\$ 59,703	\$ 61,776	\$ 63,852	\$ 65,924
	daily rate	\$ 277.87	\$ 289.07	\$ 300.28	\$ 311.50	\$ 322.72	\$ 333.92	\$ 345.15	\$ 356.35
3	annual salary	\$ 53,479	\$ 55,552	\$ 57,627	\$ 59,703	\$ 61,776	\$ 63,852	\$ 65,924	\$ 67,998
	daily rate	\$ 289.07	\$ 300.28	\$ 311.50	\$ 322.72	\$ 333.92	\$ 345.15	\$ 356.35	\$ 367.55
4	annual salary	\$ 55,552	\$ 57,627	\$ 59,703	\$ 61,776	\$ 63,852	\$ 65,924	\$ 67,998	\$ 70,072
	daily rate	\$ 300.28	\$ 311.50	\$ 322.72	\$ 333.92	\$ 345.15	\$ 356.35	\$ 367.55	\$ 378.77
5	annual salary	\$ 57,627	\$ 59,703	\$ 61,776	\$ 63,852	\$ 65,924	\$ 67,998	\$ 70,072	\$ 72,144
	daily rate	\$ 311.50	\$ 322.72	\$ 333.92	\$ 345.15	\$ 356.35	\$ 367.55	\$ 378.77	\$ 389.97
6	annual salary	\$ 59,703	\$ 61,776	\$ 63,852	\$ 65,924	\$ 67,998	\$ 70,072	\$ 72,144	\$ 74,218
	daily rate	\$ 322.72	\$ 333.92	\$ 345.15	\$ 356.35	\$ 367.55	\$ 378.77	\$ 389.97	\$ 401.18
7	annual salary	\$ 61,776	\$ 63,852	\$ 65,924	\$ 67,998	\$ 70,072	\$ 72,144	\$ 74,218	\$ 76,293
	daily rate	\$ 333.92	\$ 345.15	\$ 356.35	\$ 367.55	\$ 378.77	\$ 389.97	\$ 401.18	\$ 412.39
8	annual salary		\$ 65,924	\$ 67,998	\$ 70,072	\$ 72,144	\$ 74,218	\$ 76,293	\$ 78,367
	daily rate		\$ 356.35	\$ 367.55	\$ 378.77	\$ 389.97	\$ 401.18	\$ 412.39	\$ 423.61
9	annual salary			\$ 70,072	\$ 72,144	\$ 74,218	\$ 76,293	\$ 78,367	\$ 80,442
	daily rate			\$ 378.77	\$ 389.97	\$ 401.18	\$ 412.39	\$ 423.61	\$ 434.82
10	annual salary				\$ 74,218	\$ 76,293	\$ 78,367	\$ 80,442	\$ 82,515
	daily rate				\$ 401.18	\$ 412.39	\$ 423.61	\$ 434.82	\$ 446.03
11	annual salary					\$ 78,367	\$ 80,442	\$ 82,515	\$ 84,589
	daily rate					\$ 423.61	\$ 434.82	\$ 446.03	\$ 457.24
12	annual salary						\$ 82,515	\$ 84,589	\$ 86,662
	daily rate						\$ 446.03	\$ 457.24	\$ 468.44
13	annual salary						\$ 84,589	\$ 86,662	\$ 88,739
	daily rate						\$ 457.24	\$ 468.44	\$ 479.67



**LATE**

**SB-2488**

Submitted on: 2/4/2020 3:25:24 PM

Testimony for EDU on 2/5/2020 2:45:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Kecia McDonald	Individual	Support	No

**Comments:**

Chair Kidani and members of the Education Committee:

My name is Kecia McDonald. I am a teacher at Kealakehe Intermediate School in the West Hawai'i District on Hawai'i. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

My school is in a hard to staff area and in the short time the differential has been offered I can see a positive change in my colleagues. Some of our veteran teachers who are SPED certified but went into a general education line years ago are considering going back into Special Education again. This would be an incredible boost to support some of our highest need students. Currently the entire SPED department at my school is staffed by either uncertified teachers, Teach For America teachers or by teachers who are brand new to Hawai'i. The Department Head is also brand new to Hawai'i. These are wonderful, dedicated individuals doing their best to provide individualized education to meet the needs of our SpEd population but it is a difficult task made more difficult by their lack of teaching experience or because they are facing their own cultural learning. If veteran teachers who have lived here and know our student population well are enticed back into Special Education due to the differential it would be of great service to our students.

As a single mother with two kids, the differential for the hard to staff area has already made a difference in my life. It means being able to make a car payment, or to have money to put toward my own kids' activities and educational needs. Beyond the compensation there is definitely added pressure when working in a hard to staff area, because we are often using our own time to informally mentor and support uncertified, underqualified or long term substitute teachers. My school has a turnover rate of 20 to 25% year on year. This takes a toll on the morale of the entire staff because we are all trying to fill the gaps and this means time and effort. The incentive of the differential may draw more candidates to my school and encourage them to stay. In the meantime,

those of us who are working extra hard do feel a little more valued for our efforts and it makes an impact not just on our day to day expenses but also on our psyche. I have had several friends move out of state because they just couldn't make it work here in Hawai'i between the financial hardship and the additional stress at work from trying to plug all the gaps. I am hoping the differential will help address both those issues for teachers trying to remain here to serve our haumana.

The bottom line is this: the future of Hawai'i relies on our kids. They need to become the problem solvers, the creative thinkers, the great communicators to tell our story here in the islands. The best way to support success for those kids and for the entire state is to make public education innovative, vibrant and viable. We need to support our teachers to do this. It is a calling for us, but it is also difficult to have attained education and to be in these circumstances and situations we see (kids with trauma, high needs students, etc) when we could actually be making more money as a bartender or waiting tables at a tourist spot. Whether it is through differentials or through decompression or both, we need to make sure our keiki have the teachers they deserve. Hawai'i's future depends on it.

We need your help. Mahalo.

**Kecia McDonald, West Hawai'i, Hawai'i Island**

**SB-2488**

Submitted on: 2/4/2020 3:41:47 PM

Testimony for EDU on 2/5/2020 2:45:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Nicole Bear	Individual	Support	No

Comments:

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

WEDNESDAY, FEBRUARY 5, 2020

2:45 p.m.

Chair Kidani and members of the Education Committee:

My name is **Nicole Bear**. I am a substitute teacher in the Lahaina area on **Maui**. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

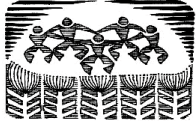
We have seen too many teachers come and go because the pay isn't proportional to cost of living. Local people are not attracted to the career because there are more lucrative options that require less education and training. Those that come from away tend to leave quickly because they cannot afford to live here on the salary currently provided. This has created an emergency situation in areas like the one where I live and work. It sometimes results in situations where substitutes like myself are filling in long-term, or being asked to cover multiple classes. Additionally, teachers who have been working for years are considering leaving the profession because of the financial hardship of having to survive on a Hawaii teacher's salary.

Teachers are the backbone of society, shaping the future of our country by helping our youth become good citizens and successful human beings.

We need your help. Mahalo.

**Nicole Bear, Maui**





## The Volcano School of Arts & Sciences, PCS

A Hawaiian-Focused Public Charter School

PO Box 845, Volcano, Hawai'i 96785 (808) 985-9800 [www.volcanoschool.net](http://www.volcanoschool.net)

February 4, 2020

**LATE**

Aloha Chair Kidani and members of the Education Committee:

I am submitting testimony in support of SB 2488 on behalf of myself and The Volcano School of Arts & Sciences, located in Puna and Ka'u on Hawai'i Island.

Please allocate sufficient funds to pay hard-to-staff, Hawaiian Language immersion, and special education differentials for teachers at the rates the Department of Education agreed upon for their teachers. The Governing Board and leadership of The Volcano School of Arts & Sciences believe that our teachers are deserving of this pay. However, we do not have the funds to cover the cost without the additional allocation. We need your help to retain our teachers in our remote, rural and hard-to-staff location!

As we are sure you agree, the primary issue that needs to be addressed longer-term is the low pay for public school teachers in Hawai'i. The amount of rhetoric and resources devoted to trying to improve the quality of teaching in our public schools is counterintuitive when we are not willing to pay teachers competitively. Until teacher pay is increased, Hawai'i will never be able to establish a high quality, effective public school teaching force. These differentials are a step in the right direction and can go a long way to mitigating staffing challenges in hard-to-staff locations and fields.

Mahalo for your consideration and commitment to high quality public education for all children!

Mahalo piha,

Kalima Kinney

cc: Representative Richard Onishi  
VSAS Governing Board

DAVID Y. IGE  
GOVERNOR



JOHN S.S. KIM  
CHAIRPERSON

**LATE**

STATE OF HAWAII  
STATE PUBLIC CHARTER SCHOOL COMMISSION  
(‘AHA KULA HO‘ĀMANA)

<http://CharterCommission.Hawaii.Gov>  
1111 Bishop Street, Suite 516, Honolulu, Hawaii 96813  
Tel: (808) 586-3775 Fax: (808) 586-3776

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FOR: SB 2488 Proposed Senate Draft 1 Relating to Teacher Compensation  
DATE: February 5, 2020  
TIME: 2:45 P.M.  
COMMITTEE: Committee on Education  
ROOM: Conference Room 229  
FROM: Sione Thompson, Executive Director  
State Public Charter School Commission

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Chair Kidani, Vice Chair Kim and members of the Committee:

The State Public Charter School Commission ("Commission") appreciates the opportunity to submit this testimony in **SUPPORT OF THE INTENT of the proposed Senate Draft 1 of SB 2488**. This measure appropriates \$25 million to the Department of Education to fund teacher compensation as negotiated and executed between the superintendent of education and Hawaii State Teachers Association Bargaining Unit 5.

The Commission requests that this measure be amended to clarify that any funding intended to enhance recruitment and retention should also be provided to public charter school teachers as well as teachers in department schools. Based on preliminary inquiries with charter schools regarding the differential payments for hard-to-staff, Hawaiian Immersion, and special education teachers, the Commission anticipates that **approximately \$2.8 million** would be needed to pay charter school teachers eligible for these additional payments. The Commission has not completed an inquiry on the amount of funding needed for experienced senior teachers.

The Commission looks forward to collaborating with the committee, the DOE, other interested stakeholders, and public charter schools in moving this legislation forward.

Thank you for the opportunity to provide this testimony.

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

WEDNESDAY, FEBRUARY 5, 2020

2:45 p.m.

**LATE**

Chair Kidani and members of the Education Committee:

My name is James Cabralda. I am a teacher at Leilehua High School in Central District on Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

Rectifying the salary compression for the veteran, experienced teachers, like myself, will help me to stay in the teaching profession, and more importantly, stay here in Hawaii, my home, and continue to serve my community, my school, and my students. The “almighty dollar,” the “bottom line,” is a fact of life that we all have to contend with here in Hawaii, as the “price of paradise” is getting higher, and higher as time goes by... and yet our pay has not. That trend must stop, if we all agree that education is important and an investment in our education system, is an investment in our keiki. Please acknowledge our teacher shortage crisis and allow our experienced teachers to be compensated for all the years, months, days, hours, minutes we work with, teach, and support the youth of our state.

We need your help. Mahalo.

James Cabralda, Central District, Oahu

**SB-2488**

Submitted on: 2/4/2020 9:39:19 PM

Testimony for EDU on 2/5/2020 2:45:00 PM

**LATE**

Submitted By	Organization	Testifier Position	Present at Hearing
Samantha Tomori	Individual	Support	No

Comments:

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

WEDNESDAY, FEBRUARY 5, 2020

2:45 p.m.

Chair Kidani and members of the Education Committee:

My name is Samantha Tomori. I am a teacher at **Kea'au Elementary** in the **Keaau-Kau-Pahoa Complex** on the Big Island. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

I live in the Hilo complex area and commute to a school in the hard-to-staff complex, Keaau. The hard-to-staff bonus has kept me in this complex throughout my 12 year career, as opposed to moving to a great school 5 minutes from my house. Working in a high poverty complex has many challenges. Many of our students have suffered severe trauma and come to school with behavioral and social-emotional challenges. We endure numerous lockdowns due to custody issues and have even lost two students who have been murdered by their own father. Our teachers suffer secondary trauma and compassion fatigue on top of the numerous stressors associated with teaching in general. Since we work with such a high needs population we lose many great teachers and have difficulty filling positions, particularly in special education. This results in a greater workload for the teachers who have stuck around. I sincerely hope you understand the need that's facing our education department right now... the need to retain highly qualified teachers to address this teacher shortage crisis.

We need your help. Mahalo.



Samantha Tomori, District of Hawaii, Island of Hawaii.

**SB-2488**

Submitted on: 2/4/2020 9:48:25 PM

Testimony for EDU on 2/5/2020 2:45:00 PM

**LATE**

Submitted By	Organization	Testifier Position	Present at Hearing
Debra	Individual	Support	No

## Comments:

My name is Debra Borges. I am a teacher at Pahoa Elementary in the Puna District on the island of Hawaii. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

I have been a teacher for 27 years. Twenty-three of those years are at the school I am currently working at. In the last 12 years I have seen many teachers at my school retire and not at the 14B step. I myself am not at the last step in our pay scale. This is so sad to be a teacher this long and still not at the highest pay. We have taken cuts in pay and even furloughs. It is about time that teachers get a salary increase by fixing the salary compression issue.

Pahoa Elementary is also one of the "hard to fill schools" Many of our teachers come from Hilo driving 30 minutes to and from school. New teachers, especially those just starting their families look for job openings closer to town. We still have two sped positions that have not been filled for 2 years! I'd like to see our \$3,000 differential pay increase match those schools in the Ka'u district. It will surely help with gas and vehicle expenses and most importantly keeping our teachers in one of the most high poverty areas.

I appreciate your help.

Mahalo,

Debra Borges

**LATE**

**SB-2488**

Submitted on: 2/5/2020 2:39:35 AM

Testimony for EDU on 2/5/2020 2:45:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Susan Russo	Individual	Support	No

Comments:

Dear Honorable Chair Kidani and members of the Education Committee,

I am submitting testimony in support of Senate Bill 2488, Proposal SD1. We need to implement salary adjustments in order to retain teachers. These are talented professionals that develop our keiki and ensure a prosperous future for all. Teachers need to make a living wage and the situation is dismal - teacher turnover is constant and Hawaii can't afford to continue losing dedicated teachers.

Please support Senate Bill 2488.

Respectfully yours,

Susan Russo, a concerned mother and grandmother

DAVID IGE  
GOVERNOR



SIONE THOMPSON  
CHARTER SCHOOLS  
EXECUTIVE DIRECTOR

DAVID GIBSON  
HO'OKAKO'O CORPORATION  
EXECUTIVE DIRECTOR

PAUL KEPKA  
PRINCIPAL

STATE OF HAWAII  
Kamaile Academy PCS  
85-180 Ala Akau Street  
Waianae, Hawaii 96792

February 4, 2020



To: Senator Kidani and the Education Committee:

From: Paul Kepka  
School Principal  
Kamaile Academy PCS

RE: SB2488 Proposed SD1, Relating to teacher compensation

**This testimony is in support of SB 2488, proposed SD1.**

Sufficient funds need to be provided to pay the differentials for teachers in hard to staff positions, special education, and Hawaiian language immersion. This bill will help to change the course of education for the better on the Waianae Coast. Our students that are farthest deserve the best instruction from most qualified teachers.

Having been a school administrator on the Waianae Coast for ten years, I have seen first hand the struggles in recruiting and retaining highly qualified teachers. Each year we are forced to hire nonlicensed teachers or long term substitutes to fill vacancies because we do not have enough qualified teachers that want to work in our community. Despite grow your own initiatives and site-based incentives filling all our teaching positions with highly qualified staff is an ongoing challenge. Furthermore, we consistently train our teachers with high-quality professional development, only to see them leave after a year or two. Inconsistency of staffing makes overall school improvement very difficult. Recruiting and retaining qualified teachers is a direct positive impact on our students.

It is imperative that the same equity of funding for hard to fill differentials be provided to **public charter schools** within the same geographic area as our DOE colleagues. If public charter schools are unable to provide the same hard to fill differentials, then we will struggle even more to retain teachers. Teachers will seek job opportunities in neighboring DOE Schools that provide more compensation for teaching in similar settings. It is especially important that a charter school such as Kamaile Academy receive hard to staff and special education differential funding as our school is a conversion charter school. Students that live in our district boundaries, as identified by the DOE, must come to Kamaile. Kamaile is not a school of choice for more than 600 of our haumānā.

Again, **please support SB 2488, proposed SD1.** Mahalo for your consideration of this testimony.



**SB-2488**

Submitted on: 2/5/2020 8:55:01 AM

Testimony for EDU on 2/5/2020 2:45:00 PM

**LATE**

Submitted By	Organization	Testifier Position	Present at Hearing
Hannibal Starbuck	Individual	Support	No

## Comments:

14 years in the Hawaii DOE. I teach science with a BS in physics and MS in geoscience. Definitely compressed. Not only will this help retain teachers mid-career like myself, but from what I hear it may keep soon-to-be retiring teachers on for a few more years. Strongly support.

# IRON WORKERS STABILIZATION FUND

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February 5, 2020  
2:45 pm



Senate Committee on Housing  
Conference Room 229  
State Capitol  
415 South Beretania Street

Re: SB2488, SD1 Proposed - RELATING TO TEACHER COMPENSATION.

Aloha Chair Michelle N. Kidani, Vice-Chair Donna Mercado Kim, and members of the Senate Committee on Education:

We **SUPPORT** the intent of SB2488. The bill appropriates \$25,000,000 on a non-recurring basis to fund teacher compensation as negotiated and executed between the Superintendent of education and Hawaii State Teachers Association Bargaining Unit 5 for an experimental modernization project pursuant to section 78-3.5, or special education, hard-to-staff geographic locations, and Hawaiian language immersion programs, or some combination thereof.

This bill is a significant step towards providing enough funds to adequately address teacher salary compression and funding for the pay differentials for teachers in special education, Hawaiian immersion programs, and hard-to-staff positions. Many of the schools affected by the highest percentage of emergency hires and vacancies educate ironworker children, including Waianae at 86 emergency hires and Nanakuli at 27 emergency hires in 2019. We hear from our young people that they do not expect most of their teachers to be around for their graduations because they leave before then. Our young people deserve better. Please provide the needed funds to adequately staff our schools with qualified teachers that will be there for the long-run.

Sincerely,

T. George Paris  
Managing Director

TGP: MP

**SB-2488**

Submitted on: 2/5/2020 12:47:39 PM

Testimony for EDU on 2/5/2020 2:45:00 PM

**LATE**

Submitted By	Organization	Testifier Position	Present at Hearing
Melinda Gohn	Individual	Support	No

Comments:

Feb.5, 2020

TO: Hawaii State Senate Committee on Education

FROM: Melinda Gohn, retired teacher

Dear Education Chair Kidani and Vice Chair Kim:

I'm a Maui resident who worked as a teacher for 13 years at Lokelani Intermediate and have recently retired. Although this teacher pay issue in Senate Bill 2488 isn't going to affect me, I feel compelled to speak in favor of increased pay for Hawaii public school teachers. Many of the best Hawaii teachers are leaving the profession, not only leaving the state of Hawaii, but also seeking other careers outside education because they are offered more pay . Of those in teaching at public schools, a number of young and old college-educated teachers and teacher aides find themselves having to get a part-time job to make ends meet.

Teaching in public schools especially Title 9 schools (where more than 50 percent of the students are eligible for free breakfast and lunches because of low-income), including Lokelani Intermediate, has become more difficult because these schools have become the dumping grounds for disabled and special education students, because charter schools are not required to accept them. In my seventh grade English class last year, I was given nine out of 27 students in one class identified as requiring special education. I objected to the principal, and the number of special education students was eventually reduced from nine to seven. Lokelani and these other public schools are penalized for not meeting academic performance goals set by the state Board of Education while we are obliged to take on students from feeder schools with a three to four year learning gap. We teachers are expected to close that gap without proper support from the DOE in providing licensed teachers and licensed special ed and ESL teachers.

Hiring unlicensed substandard teachers is a real problem, resulting in the "dummying'down" of education to our precious young students.

If you want better public schools, it starts with increasing the pay for teachers. If you want an educated electorate who understands history enough to defend the U.S.



Constitution and fight corruption, racism and ignorance, it starts with paying teachers better. Public education is the bulwark of a democracy. Teachers in Hawaii are among the lowest paid in the nation, while our requirements to be a teacher in Hawaii are among the nation's highest. Hawaii has 1,000 openings for licensed teachers and cannot fill the jobs due to poor pay and a lack of support for Hawaii teachers.

Mahalo for your time,

Melinda Gohn (808) 875-0315

# TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

WEDNESDAY, FEBRUARY 5, 2020

2:45 p.m.

**LATE**

Chair Kidani and members of the Education Committee:

My name is Christine Russo and I'm a science teacher at James Campbell High School. I am submitting testimony in **strong support of SB 2488, proposed SD1.**

I have often considered leaving the state to teach elsewhere because I know that if I do so not only will my starting salary be greater but I will also benefit from consistent salary increases aligned to my years of service. It is difficult to continue to teach in Hawaii when I cannot reliably gauge what my salary will be ten or twenty years down the road. Furthermore, I cannot rest assured that my commitment to the profession and my enhanced experience will be honored if I stay here.

Keeping our experienced teachers in Hawaii by adjusting their salaries to appropriately reflect their years of service is a crucial solution to fixing the severe teacher shortage in our state. It is very important we keep our most seasoned teachers in the classroom so we can minimize vacancies and the subsequent replacement of experienced teachers with newer, inexperienced teachers. **While the community and education stakeholders continue to focus on student achievement indicators and bemoan stagnant student performance, they often fail to address the most essential input indicator which is access to a licensed, experienced educator. Research shows that experienced teachers correlate to student achievement gains. When we don't provide all of our students access to qualified and experienced educators can we really expect anything less when student achievement data remains flat?**

Another crucial solution to fixing the severe teacher shortage in our state is providing salary differentials in hard-to-staff, special education, and Hawaiian language immersion positions. **Providing differentials in these areas is key to ensuring equitable access to qualified teachers among our most vulnerable student populations.** For example, over 30% of teachers in some hard to staff areas such as on the Leeward Coast are either unqualified, inexperienced, or out of field. Additionally, it is absolutely crucial we provide adequate access to qualified educators in the areas of special education and Hawaiian immersion not only for equitable access to a quality education but also because not doing so could embroil the state in a lawsuit.

I urge you to please pass this bill as well as provide enough funds to fix the teacher salary compression issue as well as provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions. The

Department of Education will need \$45 million more than this bill provides to do so.  
Mahalo for your consideration.

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

WEDNESDAY, FEBRUARY 5, 2020

2:45 p.m.

**LATE**

Chair Kidani and members of the Education Committee:

My name is Joshua Dela Cruz. I am a guidance counselor at Keone'ula Elementary School in the Leeward District on Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

I have been part of the DOE family for 19 years now. I was a student teacher that was affected by the 2000 Teacher strike. I remember starting off as a High School Science teacher at Waianae High School in 2001 and how much joy it brought me to see the awe and wonder of students in my science labs regardless of what happened the year before. It is still a pleasure to see my former students that recognize me and still thank me after 19 years. I still remember getting \$31,000 that year as a first year teacher. It isn't much but I felt on top of the world. It was a painful decision to leave the Waianae Coast not because of the distance to drive, the lack of classroom funds or the lack of resources. It was solely because of the gas prices and my out of pocket expenses. At that time, gas was rising to \$5.00 a gallon and paying \$60 twice a week was draining my savings.

A few years later, Furlough Fridays hit the teachers very hard and I found myself moving back to my parents' house to help me stay afloat financially. I also took on two part-time jobs because of the dip in my salary. Those years have gone, and many veteran teachers have remained loyal to our keiki and the profession. I understand that the DOE has been finding different ways to recruit our teachers. However, this bill is an opportunity to retain those veteran teachers in the classroom. Us veteran teachers have been through the struggles of shifting from iSped, Common core, Furlough Fridays, and other directives trickling from the top. We see our younger colleagues in for less than

10 years or so, and I'm shocked to hear that they are only one or two steps below my salary scale. Several of my veteran teachers ask ourselves, "I'm at step 10 and have been in the DOE for 19 years and the young guys are at step 8 and have been in for 8 years. Am I missing something?" This is a blow to those who remained in the DOE during all those years of gas prices and inflation and Furloughs. I don't feel valued anymore. I am considering early retirement as many of my colleagues are contemplating as well because of this pay mismanagement. If that is the case, the State is going to not only deal with a teacher shortage but an exit of veteran teachers whose salary advancements were overlooked. Many of us are looking for that extra incentive to continue working for our communities and fulfilling our passion rather than leaving the profession at 55 years old. If this bill passes, this will allow me to stay in this profession longer and help younger teachers, our keiki, and our community

We need your help. Mahalo.

Joshua Dela Cruz, Leeward District, Oahu

**LATE**

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

WEDNESDAY, FEBRUARY 5, 2020

Chair Kidani and members of the Education Committee:

My name is Leinā'ala Kuloloio Vedder I am a teacher at Kula Kaiapuni o Maui ma Pā'ia in the Kekaulike District on Maui. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

I have been teaching in Hawaiian Immersion for 24 years. Fixing the salary compensation will retain teachers like myself and younger teacher starting in the profession.

We need your help. Mahalo.

Leinā'ala Kuloloio Vedder, Maui District

## Kidani2 - Felicity

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**From:** luvsharshar@aol.com  
**Sent:** Wednesday, February 5, 2020 6:03 PM  
**To:** EDU Testimony  
**Subject:** Testimony

STIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION  
RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION  
WEDNESDAY, FEBRUARY 5, 2020  
2:45 p.m.

Chair Kidani and members of the Education Committee:

My name is **Sharleen Iwanaka**. I am a teacher at **Makaha** in **Leeward District** on **Oahu**. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

We need your help. Mahalo.

**Sharleen Iwanak, Leeward Distact, Oahu**

## Kidani2 - Felicity

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**From:** nona calbero <wcalbero@makahaelemschool.k12.hi.us>  
**Sent:** Wednesday, February 5, 2020 4:39 PM  
**To:** EDU Testimony  
**Subject:** please fund SB 2488

**LATE**

Chair Kidani and members of the Education Committee:

My name is Winona Calbero. I am a teacher at Makaha Elementary School in Wai'anāe on the island of O'ahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue.

I have been teaching at Makaha Elementary since 1996. While I have chosen to work in an area that is hard to staff, it is because the children here deserve experienced teachers as much as any other student in the state. Along with a Masters degree in Education and a National Board Certification in Literacy: Reading-Language Arts/Early and Middle Childhood, I know that I am well equipped to help the students succeed. However, it is disheartening to know that I have friends without a college education who work in sales and the liquor industry who make \$40,000 more than I do.

With the help of veteran teachers like myself, we help younger, newer teachers to survive, learn how to do report cards, comments, use and access school files and documents to create lessons, etc. The list goes on with the unwritten expectations of veteran teachers, and yet, for the sake of the children, we do all of this and more.

It's difficult to stay in education when we are not compensated for our experience. An example of this is when teachers with ten years less experience than I do are one step below me. I am in step 12, I should be in class 14B. Experience and knowledge cannot be replaced. Please fight for veteran teachers.

We need your help. Mahalo.

Winona Calbero, Leeward District, O'ahu



## Kidani2 - Felicity

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**From:** jeffrey balinbin <malamaui71@gmail.com>  
**Sent:** Wednesday, February 5, 2020 3:50 PM  
**To:** EDU Testimony

**LATE**

Chair Kidani and members of the Education Committee:

My name is Jeff Balinbin. I am a teacher at Maui High School in Baldwin/Kekaulike/Maui High School District on Maui. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

When I first started teaching in 1999 my pay was \$26,000 dollars a year. I quit after 1 year and a half because the pay was so bad there was no way I could even begin to want to buy a house if I stayed in the profession. In fact, I knew busboys in the hospitality industry that were making more money at that time than I was.

I returned to the profession in 2005, after I purchased a house because I missed teaching and working with the kids. In the last 15 years, I have put myself into extreme debt earning 2 Masters Degrees so I could move up the pay scale. I currently have 70 certified payments toward the 120 I need for public loan forgiveness. If the pay scale does not change by the time I get my 120 payments I am going to leave the profession.

The reason that I am going to leave after I get the 120 payments is because I do not feel valued as a teacher. Every year, I spend thousands of dollars of my own money taking kids on trips, buying supplies, feeding them, buying them materials, etc. Also, like I stated before, I earned 2 additional Masters Degrees and have attended countless seminars and professional developments to improve my practice as a teacher. I feel that I am an expert in my profession and I should be compensated as such. I can easily go back into private business again and make the same amount of money that I make right now without the same kind of challenges and responsibility that I have as a teacher.

If you want to keep experienced teachers in the Hawai'i Department of Education the state needs to prioritize our pay.

We need your help. Mahalo.

Jeff Balinbin

## Kidani2 - Felicity

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**From:** Katherine Yager <katyager@kamaile.org>  
**Sent:** Wednesday, February 5, 2020 3:24 PM  
**To:** EDU Testimony  
**Subject:** Testimony for Senate Committee: SB 2488 Proposed SD1



Chair Kidani and members of the Education Committee:

My name is **Katherine Yager**. I am a teacher at Kamaile Academy Charter School in Waianae on the island of Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue and fund the pay differentials for teachers in hard to staff positions, special education, and Hawaiian language immersion for charter schools and the DOE. This bill can help change the course of education for the better on the leeward coast. Charter Schools and the Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

I do not want to work at Zippy's where I can make more than I do as a teacher. I want to make a difference for children and their future. I moved to Hawaii to do just this.

We need your help!

Gratefully,

Katherine Yager

Attachments area



ReplyReply allForward

## Kidani2 - Felicity

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**From:** Julie Reyes Oda <mrs.reyesoda@gmail.com>  
**Sent:** Wednesday, February 5, 2020 2:10 PM  
**To:** EDU Testimony  
**Subject:** SB 2488 Proposed SD1 Relating to teacher compensation

**LATE**

My name is Julie Reyes Oda. I am a math teacher and math department head at Nanakuli High and Intermediate School, a Title 1 school, on Oahu. I have 13 years of teaching experience in Hawaii. I am submitting testimony in support of SB 2488, proposed SD1.

I am writing because this bill does not provide enough funds to fix teacher salary compression and pay differentials. The DOE will need \$45 million more than what is requested in this bill.

I work at a hard-to-staff school in the Nanakuli-Waianae complex. There are many reasons the schools in the Nanakuli-Waianae complex are hard to staff. Statistically, turnover rates are 50% higher between Title 1 and non-Title 1 schools. And specifically about math teachers, turnover rates are 70% higher between Title 1 and non-Title 1 schools. I currently have seven math teachers in my department. Of those seven, I have 4 tenured math teachers, 1 probationary math teacher, 1 TFA, and 1 substitute. This has been the best composition since I've been a department head. Last year, we had two substitutes. Three of the tenured teachers came in 2015. I am one of them. The rest started after that time. One transferred from another school in Waianae. My department has churned teachers who have quit. None of the math teachers transferred anywhere, they left the DOE.

There are many possibilities in retaining teachers in general or retaining teachers in hard-to-staff areas. One of them is fixing the salary compression. I started teaching during the recession years. Step increases are negotiated and during that time, the steps were not coming. Because of that, teachers who started after the recession contracts, got step increases and those who were there for the recession years are at the same level. Essentially you could have teachers who have 5-10 years difference in experience in the DOE, at the same salary scale. Anyone gets better the more years you do something. That's no different than teachers. I know that this is not a perfect equation. Experience does not equal better teaching, but I can tell you from the first time I stepped into the portable at Campbell High in January 2007 to now, I am a much better, efficient, and dedicated employee.

The next item is salary differentials. I looked that up and pay differentials are compensation that an employer pays to get employees to take certain assignments. We typically hear of differentials for people who have shift work or hazardous duty. They get paid more for a certain 8 hour shift or paid more to work in a location that is undesirable. I believe this is the exact definition of what the DOE is trying to do. There are positions or locations that are undesirable or not preferred. They can entice or persuade teachers to take a position they normally would not have. The DOE is having a hard time staffing certain locations and certain positions. The fact that those differentials are not guaranteed isn't going to help much. I'm not going to lie. I work more at Nanakuli than I did at Campbell. It's the nature of the beast out here. Wish I could write more, but if anyone needs more info, you are welcome to contact me.

Sorry for the late testimony!

**Julie Reyes Oda**  
**Ewa Beach, Oahu Resident**

## Kidani2 - Felicity

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**From:** hughey2000@aol.com  
**Sent:** Wednesday, February 5, 2020 1:35 PM  
**To:** EDU Testimony  
**Subject:** HB2752, Thursday February 6th, 2pm

**LATE**

TESTIMONY BEFORE THE HOUSE COMMITTEE ON EDUCATION  
RE: HB 2752 RELATING TO THE BOARD OF EDUCATION  
THURSDAY, FEBRUARY 6th, 2020  
2:00pm

Chair Woodson and Members of the Committee,

My name is Justin Hughey. I am a teacher and community member in Wailuku on Maui. **I am submitting testimony in support of HB2752.**

We have a Military liaison on the Hawaii Board of Education but we don't have a public school teacher. Is there a Military board that has a teacher liaison serving on it without any professional in the military offering their perspective on it? No that would be silly.

After lobbying legislators for over a decade it is painfully obvious that teachers are just not valued here. This is a perfect example. If you feel a teacher's professional perspective would be good for the Board of Education, please pass this bill. If you don't value teachers, vote against this bill.

Mahalo,  
Justin Hughey  
Wailuku, HI

## Kidani2 - Felicity

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**From:** Natalie Lee <natalie\_lee@kwes.k12.hi.us>  
**Sent:** Wednesday, February 5, 2020 1:28 PM  
**To:** EDU Testimony  
**Subject:** TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

**LATE**

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

WEDNESDAY, FEBRUARY 5, 2020

2:45 p.m.

Chair Kidani and members of the Education Committee:

My name is Natalie Lee. I am a teacher at Kalihi Waena Elementary in Honolulu District on O'ahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

I started teaching when I was 22 years old. I am now 40 years old. I know many people who are in other professions that make much more than I do. Many of these people do not have college degrees or are in their second career. I have seen many excellent teachers leave teaching for other careers in order to earn a higher salary. I also know many teachers who started teaching much later than I did (up to 8 years) who make the same salary that I do. I feel that the experience that you get from 8 years of teaching should be more valuable to the state of Hawaii. I see so many of our keiki being taught by long term substitutes or even a different substitute from week to week. It breaks my heart to see these students have to spend years at a time being educated by people without teaching degrees or by random people from week to week. This time is so precious and it is not fair to these students. Shouldn't we work on ensuring our keiki are receiving the education they deserve? Focusing on things like free preschool for students should not be a priority until we are able to adequately educate the students we have in grades K-12.

We need your help. Mahalo.

Natalie Lee, Honolulu District, O'ahu



## Kidani2 - Felicity

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**From:** Desiré DeSoto <desiremakaha@gmail.com>  
**Sent:** Wednesday, February 5, 2020 1:05 PM  
**To:** EDU Testimony  
**Subject:** Support for SB 2488 SD1

**LATE**

### SB 2488, Proposed SD1

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION  
RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION  
WEDNESDAY, FEBRUARY 5, 2020  
[2:45 p.m.](#)

Aloha Chair Kidani and members of the Education Committee:

My name is Desiré DeSoto. I am a teacher/high-risk counselor of a new alternative learning program in the Nanakuli-Waianae Complex, Papahana 'o Kaiona, and I am submitting testimony in support of SB 2488, proposed, SD1.

Please provide enough funds to fix the teacher salary compression issue and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that Hawaii as a state values our hard-working public educators. It seems that the Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they play an essential role in the growth and development of our Keiki in our isolated island state.

I have been a teacher/counselor at Waianae High School for the last 24 years. In 2018 I was named Hawai'i School Counselor of the Year, and in 2019 I was one of five finalists for the American School Counselor of the Year award. It has always been my honor and privilege to serve the children in the community I was born and raised. However, my service has come with a tremendous financial burden. So much so that for many years I could not, in good faith, encourage students to be educators. There is no way I would have been able to sustain myself here at home in Hawai'i without the help of my family. How many teachers in Hawai'i do you know who would promote the teaching profession to their children?

We need your help. Our Keiki needs your help. Mahalo.  
Desiré DeSoto, PhD, Nanakuli-Waianae Complex

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*"Be the change you wish to see in the world."*

*~ Gandhi*

Mahalo,

Desiré De Soto, PhD  
Counselor, Papahana 'o Kaiona  
Nānākuli-Wai'anae Complex  
[d.desoto@k12.hi.us](mailto:d.desoto@k12.hi.us)

[\(808\) 307-8343](tel:(808)307-8343)

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Sent from my iPhone



## Kidani2 - Felicity

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**From:** Katrina Kanemoto <katrina.kanemoto@k12.hi.us>  
**Sent:** Wednesday, February 5, 2020 12:19 PM  
**To:** EDU Testimony  
**Subject:** Testimony in Support of SB2488



Chair Kidani and members of the Education Committee:

Our names are Colin Kanemoto and Katrina Kanemoto. Colin is a teacher at Waimalu Elementary in Central District on the island of Oahu. Katrina is a teacher at Aiea Elementary in Central District on the island of Oahu. We are submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our children.

We are both teachers with the Department of Education since 2000. It has been challenging for us to live on two teacher incomes over the years due to the high cost of living in Hawaii and raising our family. To compensate for the low teacher salary, we have had to find part time jobs in addition to our teaching jobs. This is very frustrating for us as teaching is a professional job, but the low salary in Hawaii is forcing us to find other sources of income.

Maili Elementary in Waianae was the first school that both of us taught at. We taught there for 8 years and enjoyed working with the students and had made many friends over the years. The additional expenses of our vehicles' gas costs and the wear and tear on our vehicles to drive to Waianae daily was the main reason we had decided to transfer to a school closer to home. Working closer to home has helped with some of our expenses but, over the years, the cost of living in Hawaii has risen and the teacher salary has not risen to help with the cost of living.

We also find that the current teacher salary schedule is unfair because teachers' salaries are based on the "steps" they are on instead of being paid based on their years of service. A teacher that has less years of service than another teacher can receive the same pay as a teacher with more years of service if they are in the same "step." Do other professions compensate in this same way? Besides years of service, other professions compensate their employees based on their education background and the degrees that they hold. The Department of Education does not compensate the teachers who hold degrees higher than a Bachelors of Education. All teachers are in the same pay scale even if they hold a Masters Degree or higher. This is unfair for teachers who furthered their education and do not receive compensation for it.

We hope that you will provide the dedicated teachers who have stayed in the profession for over 10 years the compensation that they deserve.

Sincerely,  
Colin and Katrina Kanemoto  
Central District, Island of Oahu

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## Kidani2 - Felicity

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**From:** Dana Shishido <danesh1985@gmail.com>  
**Sent:** Wednesday, February 5, 2020 11:23 AM  
**To:** EDU Testimony  
**Subject:** SB 2488. Proposed SD1

**LATE**

Honorable Chair Kidani and members of the Education Committee:

My name is Dana Shishido Kobayashi. I am a teacher at Major Sheldon Wheeler Elementary School in Central District on Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

I feel there are parallels to educators and legislators. I chose to become a teacher because I love children and I wanted to make a positive impact upon our community and future generation. I wonder if that was your reasoning to become a legislator as well? I have two degrees from the University of Hawaii @ Manoa, however, never did I think that when I began my teaching career, would I have to possibly acquire a second job to supplement my finances.

For most of my teaching career, I was a single parent, who lived paycheck to paycheck. The furloughs depleted my savings and I maxed out my credit card, paying for my daughter's college tuition; mind you, I am still paying that debt off. I worked hard at my professional development, reaching the highest Class before my 10th year of teaching. The only other way to increase my salary was through step movements, which needed to be bargained for. This is a slow process. The salary compression would take my veteran colleagues and myself to the appropriate level. This would display a respectful appreciation for our service.

I will be able to retire in less than 3 years; there are several thousands of other teachers who will be able to retire within the next five years, too. This number, along with the annual thousand teacher shortage - what impact will that have upon our keiki? The solution here, would be to fully fund the salary adjustments and differentials. \$70 million sounds like a small price to pay for something invaluable as education, better yet, our children. I can say with utmost confidence, the veteran teachers would remain in the profession, bypassing retirement, if they were shown the appreciation via the salary adjustment. I invite you to partner with us, to do what is right for the children of Hawaii - respect the teachers, respect the students; just as we respect you.

Thank you, for your time. We need your help. I pray you make the right decision,

Dana Shishido Kobayashi, Central District, Oahu

## Kidani2 - Felicity

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**From:** Tiffany Eason <tiffanyeason89@yahoo.com>  
**Sent:** Wednesday, February 5, 2020 10:52 AM  
**To:** EDU Testimony  
**Cc:** Keoki Kerr  
**Subject:** Testimony for SB 2488, proposed SD1



Good Afternoon Chair Kidani and members of the Education Committee:

My name is Tiffany Eason, and I am a 4<sup>th</sup> grade teacher at Waialua Elementary School in Central District on Oahu. I am speaking in support of SB 2488, proposed SD1.

I have been a teacher at Waialua Elementary for my entire 25 year career. I was born and raised in Waialua, and my husband and I are raising our 2 teenaged boys there as well. They are the 4<sup>th</sup> generation in my family to call Waialua home. Needless to say, I have deep roots in my community and am proud to teach in the community in which I live. Waialua is a small town that still revolves around the ideals established in the days of the plantation. Hard work and dedication are highly valued. This is why it is so sad that many of my fellow teachers and I are not being adequately compensated. We are struggling to support our families and make a decent living. I did not ever think I would be practically living from paycheck to paycheck after 25 years of service. After giving more than half of my life to teaching, I am now looking at other employment options in order to meet the financial needs of my family.

My school strives to provide a high caliber education for all of our students. We have received 2 National Blue Ribbon Awards in the last 10 years. This type of recognition does not occur without the commitment and dedication of the faculty and staff. If we lose our seasoned teachers, we will not be able to sustain this level of achievement. At this point in my career, I am questioning how much more personal sacrifice I am willing to continue to make and how this sacrifice is impacting my own family. While I believe our children deserve the best, I also know that teachers need to be compensated for all that they do. Please provide enough funds to fix the teacher salary compression issue to show that we as a state value our hardworking teachers

Thank you

**From:** Victoria Pescaia <pescaia@gmail.com>  
**Sent:** Wednesday, February 5, 2020 10:35 AM  
**To:** EDU Testimony  
**Subject:** RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

**LATE**

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

WEDNESDAY, FEBRUARY 5, 2020

2:45 p.m.

Chair Kidani and members of the Education Committee:

My name is Victoria Pescaia. I am a teacher at Waialua High and Intermediate School in Central District on Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

I began my teaching career at Kaimuki High School in 1995 as an uncertified teacher in Special Education. The University of Hawaii did not have a teaching certificate program at that time so I entered the RISE program, an alternative certification to fill hard-to-staff positions in Special Education. Part of the program was using my own funds to take additional college courses at the University of Hawaii to complete my certification. The final result was 2 class movements. I did not earn any step movements, apparently step movements had been "frozen." I was living on my own in Hawaii and was paying my college bills. The only way I could earn a salary increase was to move up classes.

So, shortly after completing my certification in Special Education, I entered the T3 Technology, Telecommunication and Teaching program. Through this 15 credit program through the DOE, I was able to move up another class. Over the summers, I took both college classes and DOE sponsored classes. Conceptual Physics? I took it. UH's Curriculum Research Development Group's Hawaii Marine Science and Human Physics? Took them. Finally, I decided to earn my Master's Degree. I took night and summer classes at the University of Hawaii and earned an M.Ed. in Educational Psychology with an emphasis in Learning and Assessment. I made it to Class VII, the top of the Teacher Salary Schedule.

That was 18 years ago. I am now a Career Technical Education Teacher and have been at Waialua High and Intermediate School since 2002. The only other way for me to earn a pay raise has been through arbitrated step movement. After 25 years in the DOE, there is no incentive for me to continue to seek out new educational learning opportunities. I do so because I wouldn't be an amazing teacher if my professional development remained stagnant. I am invested in my community, often staying after school late at night to volunteer mentor our school's globally recognized robotics team. I shuttle students to after school and weekend events in our school's bus (and, yes, I paid for the bus training on my own). I have my former students' children in my classes. I do it because I love teaching, having a positive impact on students. But it's taking its toll. My daughter is getting ready to head to college. My husband laments the time I invest at school and with my students takes away from our family. I'm at Step 11, earning \$12,000 more than a first year teacher with only a Bachelor's Degree, and looking to reduce my after school and extracurricular involvement so I can get a second job to help pay for my own daughter's college education.

We need your help. Fund SB 2488 Proposed SD1 and address the salary compression. We veteran teachers have proven ourselves and deserve the investment. Hard-to-staff teachers need to incentive to become veteran teachers. We are worth it. Mahalo.

Victoria Pescaia, Central District, Oahu

**From:** Brian Hartsfield <brian.hartsfield@k12.hi.us>  
**Sent:** Wednesday, February 5, 2020 10:29 AM  
**To:** EDU Testimony



TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

WEDNESDAY, FEBRUARY 5, 2020

2:45 p.m.

Chair Kidani and members of the Education Committee:

My name is **Brian Hartsfield**. I am a teacher at **Waipahu Intermediate** in **Leeward** on **Oahu**. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

I've been teaching 15 years with a Masters Degree. I love teaching, and I love Hawaii, but am finding it increasingly difficult to justify staying here in a constant struggle to try and make ends meet, when I could be compensated elsewhere with a salary more in line with the cost of living. It's not what I want to do, but what I'm finding to be necessary necessary means to end.

I agree that shortages, hard to fill positions, and new teachers need to be addressed, but so do dedicated teachers who have already put in their time, and continue to give their all. More so when you consider we teach the bulk of our overall student population, versus a very small percentage. I'm typically responsible for about 135 to 150 students per year, whereas my SPED/Inclusion counterpart is responsible for about 10-15.

So, to get financially ahead, I should abandon my line and jump to SPED for a raise where I would work with 10-15 students instead of 135-150. Where the main concerns I hear from those in SPED are having to write those 10-15 IEP's for students who cannot fail and have far less academic accountability. Versus preparing 135-150 students for high school and beyond, and failure is a harsh reality.

I would like to continue teaching & living in Hawaii, but am already exploring other opportunities as a necessity. Please do what's necessary to keep teachers here, with an acceptable pay that's more in line with the cost of living for Hawaii instead of Alabama.

We need your help. Mahalo.

Brian Hartsfield / Leeward District / Oahu

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**From:** Patricia Nevada <patricia\_nevada@hokulani.k12.hi.us>  
**Sent:** Wednesday, February 5, 2020 7:52 AM  
**To:** EDU Testimony  
**Subject:** testimony



TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

WEDNESDAY, FEBRUARY 5, 2020

2:45 p.m.

Chair Kidani and members of the Education Committee:

My name is **Patricia Nevada**. I am a teacher at **Hokulani Elementary** in **Honolulu District** on Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

**Fixing the salary issue and compensation will help me as a single parent manage my finances in raising 3 children in Oahu. My husband passed away 7 years ago therefore providing for the needs of 3 children has been difficult.**

**I will be able to use the extra funds for college tuition, daily living expenses and create an emergency fund for sickness and such.**

**Thank you.**

We need your help

Patricia Nevada, Honolulu District, Oahu



## Kidani2 - Felicity

---

**From:** Charles Littnan <charles.littnan@gmail.com>  
**Sent:** Wednesday, February 5, 2020 7:31 AM  
**To:** EDU Testimony  
**Subject:** Testimony in support of SB 2488

**LATE**

Chair Kidani and members of the Education Committee:

My name is Charles Littnan. I am a parent for a student at Waialae Elementary School on Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Reading through the bill and discussing this with teachers at the school and friends who are educators, I am in support of the State to provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so.

I see the investment so many of our teachers make to help create a successful future for our children. I also seem the struggling to create a reasonable life for themselves and their families due to insufficient salaries for the work they do. Our teachers can not be at their best if they must worry about themselves and their families while trying to nurture our keiki at school. This bill does right by the teachers and thus right by our children and the future of our islands.

We need your help. Mahalo.

Charles Littnan, Kailua, Oahu District 24

## Kidani2 - Felicity

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**From:** Jakriz Villahermosa <jakriz\_sam@yahoo.com>  
**Sent:** Wednesday, February 5, 2020 7:23 AM  
**To:** EDU Testimony  
**Subject:** Plea from DOE teacher with BCBA & LBA 🙏🏿

**LATE**

Aloha,

I am an Autism Consulting Teacher for Windward District Office. I am a Board Certified Behavior Analyst (BCBA) and Licensed Behavior Analyst (LBA). Since the ABA law passed, there have been many private jobs available. My coworker left the DOE and took a job for \$95,000/year! Her job is with a private agency but serving the DOE as an autism consultant like me as well. Her job has the same duties as me: going to the schools and consulting on Functional Behavior Analysis, Behavior Intervention Plans, programs, etc.

I am vested in the DOE and in our students. I have been in the DOE since July 25, 2015. I plan to retire with the DOE... but I just need to know there's a pay raise in my future for my family.. would it be possible to get additional extra pay for teachers that have their BCBA & LBA like me?

Considering what the DOE pays private BCBA/LBAs through the ABA contract and what my salary is, I make \$18,000 less a year for doing the same thing :( We should be building our own capacity so we don't have to contract out to private BCBA/LBA to come to our schools, especially when we have existing DOE BCBA/LBAs already.

There's 2 more autism consulting teachers with their BCBA & LBA like me working for WDO. We are all also sped teachers, but we didn't even get the \$10,000 pay increase. Could non-classroom teachers can also get the sped differential pay please? I would really like to stay in the DOE.

Thank you so much,  
Jakriz

## Kidani2 - Felicity

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**From:** Emerie Beck <emeriebeck@gmail.com>  
**Sent:** Wednesday, February 5, 2020 7:05 AM  
**To:** EDU Testimony  
**Subject:** Teacher salary increase - pro

**LATE**

Aloha

My name is Emerie and I have teaching experience at Sunset Elementary as a part time PPT.

I would like to see pay increase for special ed positions. Educational videos do not educate well enough for a ppt position. Increase pay will allow for more experience in the position in both workplace and college education. The special ed teachers are horribly unsupported. And terribly bogged down with note making, meetings, parental meetings , etc. I've only had the pleasure of working with just one incredibly talented Special Ed director at Sunset. Please entice better through pay for all levels of support in Special Ed.

Sincerely,

Emerie

## Kidani2 - Felicity

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**From:** Darlene Elia <pakalana2@yahoo.com>  
**Sent:** Wednesday, February 5, 2020 1:37 AM  
**To:** EDU Testimony  
**Subject:** SB 2488 proposed SDI - please support this bill for \$70,000

**LATE**

Name: Darlene ELia  
School: aiea elementary  
District: central  
Island: OAHU

I am a senior teacher over 55 years old with 23 years teaching special education. I love my students and their families, I have sacrificed time and money from my own family And children , to be an effective educator. Please help keep “experienced “senior teachers and all other teachers by increasing our salaries. A salary increase will help to keep teachers from leaving the island to teach elsewhere for better pay and will be an incentive to keep qualified teAchers from leaving the profession. Special education teachers should be compensated for IEP meeting time and challenges that occur when teaching students with disabilities. Please take care of our teachers with a salary increase.

Thank you kindly ,  
Darlene Elia  
Sent from my iPhone

**From:** Kelli Watanabe <kelli\_watanabe@hotmail.com>  
**Sent:** Tuesday, February 4, 2020 11:19 PM  
**To:** EDU Testimony  
**Subject:** TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION



TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

WEDNESDAY, FEBRUARY 5, 2020

2:45 p.m.

Chair Kidani and members of the Education Committee:

My name is Kelli Uyeda and I teach at Helemano Elementary School in the Central District on Oahu (Leilehua Complex). I am submitting my testimony in support of SB2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

I have been teaching in the DOE for 22 years (since 1998) and have been negatively affected by the compression in teachers salaries. As a teacher, I have felt disrespected by the state, as I have not been able to move up in the step scale for many years as I should have, which greatly affects my salary. Veteran teachers are asked to do many tasks, like be mentors for newer teachers to the profession, have students from Universities observing to learn how to teach, being grade level chairs, creating curriculum, etc. and usually have a greater insight due to the the years of experience that provides more learning opportunities. I have often considered leaving the DOE, due to feeling a lack of respect (much of which I feel is due to pay inequities) and the number of hours that are involved in being a "good teacher". Everytime the subject of pay and HSTA negotiations comes to the forefront of discussions, I feel a pang of irritation and anger. This is the first time that I feel that the state will consider rectifying an injustice done to veteran teachers. Fixing the compression issue that has been going on for years would go a great length in healing those wounds and give me the energy to stick out a very challenging profession.

We need your help. Thank you for being a supporter of education!

Kelli Uyeda, Central District, Oahu



## Kidani2 - Felicity

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**From:** (Kalelani Ogata) <kaleko76@aol.com>  
**Sent:** Tuesday, February 4, 2020 9:44 PM  
**To:** EDU Testimony  
**Subject:** Testimony to fund salary adjustment, shortage differentials  
**Attachments:** TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION.docx

**LATE**

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

WEDNESDAY, FEBRUARY 5, 2020

2:45 p.m.

Chair Kidani and members of the Education Committee:

My name is Kalelani Ogata. I am a teacher at Lincoln Elementary in Honolulu District on 'Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

If there was ever such a thing as a super power then I have found mine. I have been teaching for 20 years and am a preschool special education teacher (certified Special Education PK-12 and certified Regular Education K-6). I have been in the preschool special education position for 19 years. I love what I do! I am great at what I do! It is my calling. But as a super hero is only as strong/successful as those who believe in them and support them, I would not have been able to teach for this long if I didn't have the support from my sidekick – my husband. If I had to survive on my salary alone and pay the bills and support my family (husband and 2 kids) I would not have been teaching for this long. My teaching salary has been my kryptonite. Like Superman, who doesn't get a pay check, I do it for the love.

Enough is enough! I am one of the veteran teachers affected by both the special education differential and the salary compression. Since I began teaching, I have been sharing my concerns with HSTA about the need for special education differential pay. I also never agreed with, and never voted for, the contracts that halted the step increases and created the salary compression. I don't understand how automatic step increases could have been on the bargaining table in the first place. What company does not reward years of service and their employees who have seniority? Salary compression never should have happened. When it did I was very upset to know that new incoming teachers were getting paid the same salary as myself when I had 10 years of service under my belt. It felt that the time and dedication I put into teaching (prepping, planning, taking additional classes out of pocket, PD credits out of pocket, on-the-job experience, etc.) meant nothing. Despite my concerns about a sped differential not being heard and the compression happening anyway I stuck it out in teaching. I love what I do, I do it well, and I have helped hundreds of kids...given them confidence in their abilities



and instilled in them a love for learning. Teaching special education preschool is not easy. As in all special education classes you are not just dealing with the academics but the whole child, including negative behaviors which can be very volatile even at the preschool level. I have had my share of bites, scratches, punches, kicks, and sprained fingers. I chose to continue teaching for the students' sake but at the same time I was giving up a lot because my salary wasn't where it should be. I have a family to support and bills to pay. The bills keep getting bigger but not my salary. I have one child in college and another soon to be. I don't make enough money to pay for college but I make just enough to be turned down for financial aid. It is an uphill battle. And let's be honest, I spend a lot of my own money on classroom supplies and activities because I have to in order to provide the level of education my students need and deserve. Funds need to be provided to fix the teacher salary compression issue and to support the pay differentials.

Special education as a whole is NOT getting easier. Ask any sped teacher who has taught as long as I have. There are more demands from district, more paperwork to complete to get the services my students need, more meetings to hold and attend to address student needs. And the students who are entering school now have needs that are more demanding and involved than those in the past yet as a sped teacher I am expected to meet all of their needs without the appropriate staff or support and without the appropriate pay. I fortunately have 20 years of teaching under my belt to support me but despite that, before it was announced that special education teachers would be getting a pay differential, I was researching to change my career. Why should I stay in a job that doesn't pay me for what I am worth, for the work that I do, and for all that is expected of me? This does not support teachers as the professionals we are. I love teaching kids which is what makes me love my job but with all of the demands placed on teachers, and added demands for special education teachers, it was no longer worth continuing. The announcement of a special education differential pay couldn't have come at a better time. It made me pause and decide to stay in teaching. Addressing the salary compression issue is just the right thing to do. The step increases should have been automatic and not up for bargaining. It is time teachers are paid what they deserve.

You have many super heroes teaching Hawaii's keiki every day. Please support all of us by highlighting us as the professionals we are through the pay we deserve. I'd like to say thank you for hearing my story as well as many others like mine and for showing teachers that they matter and they are worth the pay by putting words into action and compensating teachers with what they deserve.

Mahalo,

Kalelani Ogata

Preschool Special Education Teacher, 20 years of service

Honolulu, 'Oahu

## Kidani2 - Felicity

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**From:** Maria Seu <seumaria20@gmail.com>  
**Sent:** Tuesday, February 4, 2020 9:31 PM  
**To:** EDU Testimony  
**Subject:** SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

**LATE**

My name is Maria Seu. I have been a teacher at Ka'ewai Elementary School in the Honolulu District on Oahu for twenty-five years. I am submitting my testimony in support of SB2488, proposed SD1.

I am asking you to provide needed funds to fix (correct) the teacher salary compensation issue and provide funding for the pay differential for special education, Hawaiian immersion, and hard to staff positions. The Department of Education will need \$45 million more than this bill provides to do so. We are worth every penny as we play important roles for the keikis of Hawaii.

I have been at Ka'ewai Elementary my entire teaching career and plan to do so until I retire. Being a teacher in this community is difficult. I want the very best for my students and will do whatever it is to help nurture and encourage a love of learning. Unfortunately, to do so, I need to give up prep time for after school tutoring and often purchase school supplies and necessary educational materials with my own money. To make up the funds I use for my classroom & students, I have taught summer school and after school tutoring for most of my career. This can be very tiring and it takes a toll on me physically, mentally, and emotionally. As I get further in my career, I am finding myself being burnt out and having to sacrifice my personal time in order to be an effective teacher and to provide my students with the best education.

I humbly ask that funds are provided to support veteran teachers like me who have been committed to educating the children of Hawaii for more than 20+ years. Is it fair for less experience teachers to get paid just as much as me without the years of service simply because of their placement or teaching line? Is this a way to show you value my experience and commitment? Please show me you value what I have done and will continue to do in our schools. I NEED YOUR HELP & SUPPORT!

Mahalo,  
Maria Seu  
25 years of teaching at Ka'ewai Elementary  
Honolulu, Oahu

## Kidani2 - Felicity

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**From:** Keri Reese Billings <kerireesebillings@yahoo.com>  
**Sent:** Tuesday, February 4, 2020 2:46 PM  
**To:** EDU Testimony  
**Subject:** teacher salary

**LATE**

My name is Keri Billings. I am a teacher at Wai'anae High School in the Leeward district on Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

I honestly don't know where to start with the importance of this issue. There are so many reasons why this needs to be a priority. I am a parent, an educator, a coach, a mentor, an alumni, a lifeline, and the list goes on. We, as teachers, wear numerous hats throughout the day. In today's generation, our kids are in need of so much more than just academics. We live in a community where the relationship with our kids is so vital to their academic success. How can we build these relationships, when every year we lose great teachers to other careers that compensate for their time and work. I love my job but I don't know how much longer I can continue to be an effective educator working 3 jobs to survive. Wai'anae has the highest poverty level and houseless children. We have one of the biggest groups of native Hawaiian students, they need a homegrown teacher like myself to continue to provide them, love, compassion, structure, and inspiration to dream more, learn more, become more. . Let me continue to do the job I love.

We need your help. Mahalo.  
Keri Billings  
Leeward Complex, Oahu

## Kidani2 - Felicity

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**From:** Kimberly Bucao <kimberlybucao@gmail.com>  
**Sent:** Tuesday, February 4, 2020 6:54 PM  
**To:** EDU Testimony  
**Subject:** Teachers deserve the best because our Keiki deserve the best.

**LATE**

Chair Kidani and members of the Education Committee:

My name is Kimberly Bucao and I am a teacher at Kapa'a Elementary School on the garden island of Kauai. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

I have been teaching for 13 years and have seen some amazing teachers leave the classroom for others jobs because they didn't make enough money as a teacher to support their family. We need the keep teachers so that our keiki get the education they deserve. We are teaching the future doctors, lawyers, politicians, and leaders of America. It's the most important job there is.

We need your help.

Respectfully,

Kimberly Bucao, Kauai

## Kidani2 - Felicity

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**From:** Laurena Burigsay <lburigsay@gmail.com>  
**Sent:** Tuesday, February 4, 2020 3:21 PM  
**To:** EDU Testimony  
**Subject:** SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

**LATE**

My name is Laurena Burigsay. I am a teacher at Mililani Mauka in Central District on Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

I have been a teacher for 24 years and with enough funding, it will allow my family and I to live more comfortably here on Oahu. With the current cost of living so high here in Hawaii, having a better salary would help us financially. I have also been a teacher for 24 years and currently feel that it is unfair that teachers with a lesser amount of teaching years are being paid more than I am. I do have more experience with the curriculum and with students, yet I feel I am not being compensated. Teachers with more experience also tend to mentor teachers with lesser experience yet they are being paid less. I feel that is unfair. With a higher salary, I feel it will raise teacher morale and help us to be or feel more valued as professionals. WE help to mold the children who will someday be the future leaders, yet we are not valued for doing this. With your help with this funding, it will make teachers work harder than they already do.

We need your help. Mahalo.

Laurena Burigsay, Central District, Oahu

## Kidani2 - Felicity

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**From:** DavidWailanaTate Castro <dwtc05242018@gmail.com>  
**Sent:** Tuesday, February 4, 2020 6:46 PM  
**To:** EDU Testimony  
**Subject:** TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

**LATE**

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION  
RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION  
WEDNESDAY, FEBRUARY 5, 2020  
2:45 p.m.

Chair Kidani and members of the Education Committee:

My name is **Wailana Pavao**. I am a Resource Teacher in the Leilehua Mililani Waialua District on **O'ahu**. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

**I began teaching in 1998, and for most - like about 90% - of the past two decades, have held at least one part-time job to supplement my teaching salary, to "make it" (financially) possible to live in Hawai'i: my birthplace, my home. Fixing the salary compression issue will help a little money-wise, but more importantly, will help me feel hopeful, as maybe this will be a start to earning a higher salary, based on levels of education and years of experience.**

**I am hopeful that this issue brings attention to the fact that aside of years of experience and service, many of us are "stuck" due to the current 'Salary Schedule' system. Being "stuck at Class 7" leaves many of us without an opportunity to use and apply excess credits toward further reclassification, limiting financial compensation for our dedication to the teaching profession.**

We need your help. Mahalo.

**Wailana Pavao, EdD**

## Kidani2 - Felicity

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**From:** kalaunuola domingo <kalaunuola@kamakau.com>  
**Sent:** Tuesday, February 4, 2020 4:33 PM  
**To:** EDU Testimony  
**Subject:** SB 2488, Proposed SD1



TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION  
RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION  
WEDNESDAY, FEBRUARY 5, 2020  
2:45 p.m.

Chair Kidani and members of the Education Committee:

My name is **Claire Ann A. M. Kalaunuola**. I am a teacher at **Ke Kula 'o Samuel M. Kamakau LPCS** in the **Windward district** on **O'ahu**. We are a Hawaiian Immersion Charter Laboratory Public Charter School. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

**I have been teaching at Ke Kula 'o Samuel M. Kamakau LPCS for the past 20 years. Our school reached our 20th birthday this year on 1/8/2020.**

**In previous year, I have postponed seeking a higher step in pay because my charter school does not receive equal per pupil funding as a DOE school does and could not provide me with the funding to raise my pay. We did not take furloughs or strike with the DOE kumu. From 2009 - 2018 I was not able to be compensated with wages because my school does not receive equal per pupil funding. Yet I chose to remain here at my school, Ke Kula 'o Kamakau, Hawaiian Immersion Laboratory Public Charter School. The school that raised & educated our eldest son, & educates our 3 younger sons to be contributing members of our community.**

**This salary differential will help my fellow Hawaiian Immersion Charter School teachers stay in this profession. (Charter school immersion teachers were not compensated as the DOE Hawaiian Immersion teachers were.) We are required to be fluent in the Hawaiian language & teach all of our content knowledge through the language with a Hawaiian world view. We, here in Hawaii, are the piko (center) of this earth. We are grounded in the 'āina (land), kai (ocean), meaola (living things), and our relationship our environment and each other. We teach our students these same values to perpetuate this sacred place we call home. Our students are grounded on who they are, where they come from, and innately know that it is their responsibility to take care of Hawai'i.**

**This will also be an incentive for our librarians, counselors, SPED, & other hard to staff schools, to stay & foster our keiki for the future generations. It will also encourage college students to seek out a career as educators.**

**Without teachers, where will we all be?**

We need your help. Mahalo.

**Claire Ann A. M. Kalaunuola Domingo**

## Kidani2 - Felicity

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**From:** Carol Esquibel <carol.esquibel@ewamakai.org>  
**Sent:** Tuesday, February 4, 2020 2:58 PM  
**To:** EDU Testimony  
**Subject:** Teacher Testimony-SB 2488 Proposed SD1 Salary Increase

**LATE**

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

WEDNESDAY, FEBRUARY 5, 2020

2:45 p.m.

Chair Kidani and members of the Education Committee:

My name is Carol Esquibel. I am a teacher at Ewa Makai Middle School Campell-Kapolei. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue and fund the pay differentials for teachers in hard to staff positions, special education, and Hawaiian language immersion for charter schools and the DOE. This bill can help change the course of education for the better on the leeward coast. Charter Schools and the Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

I want to take the time first of all to thank you for giving us a salary increase! It is greatly appreciated. The need is great in Hawaii to hire qualified teachers. This cannot be done if the said teacher cannot afford to live in the economic climate that we face each and everyday. Along with this is the problem of trying to secure a house if renting it means we must share accommodations with those we do not know. If by chance we want to buy a house are so called Hawaiian licence does not afford us that luxury because a first time teacher in Hawaii has the probationary or provisional on their licence till they tenure. It is a sad day when the most passionate people are forced to live in substandard conditions because of what they are paid.

For this special education educator that is the least of the dilemma our students suffer the most when their teachers cannot stay because of finances. There is also a catch twenty when they are not supported by EA's, PPT's and other support systems to add to a full teaching experience for the student. It is sad that a teacher has to provide curriculum on a daily basis to give our students the differentiated educational experience they need or the snacks they need to focus on what is presented to them.

Yes, we need your help to keep the great state of Hawaii from losing it's very own teachers.

We need your help. Mahalo.

Carol Esquibel, Campbell-Kapolei, Oahu



## Kidani2 - Felicity

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**From:** Shestin Gibeau <shgibeau@kamaile.org>  
**Sent:** Tuesday, February 4, 2020 2:45 PM  
**To:** EDU Testimony  
**Subject:** SB 2488

**LATE**

Aloha Chair Kidani and members of the Education Committee:

My name is Shestin Gibeau.

I am a teacher at Kamaile Academy PCS in the Leeward District on O`ahu.

I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue and fund the pay differentials for teachers in hard to staff positions, special education, and Hawaiian language immersion for charter schools and the DOE. This bill can help change the course of education for the better on the leeward coast. Charter Schools and the Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

Students show greater academic growth with experienced teachers who have a connection to the `aina. Due to the high cost of living in our state, too many quality teachers have left our schools, creating instability for our haumana. Please show your support for our keiki and our kumu by supporting these differentials.

We need your help. Mahalo.

--

Shestin Gibeau  
3rd Grade Teacher  
Kamaile Academy Public Charter School

## Kidani2 - Felicity

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**From:** Michelle Golis <kumumikala1@aol.com>  
**Sent:** Tuesday, February 4, 2020 4:08 PM  
**To:** EDU Testimony  
**Subject:** Support of SB-2488 Proposed SD1

**LATE**

Testimony before the Senate Committee on Education

RE:SB 2488 Proposed SD1, Relating to Teacher Compensation

Chair Kidani and members of the Education Committee:

My name is Michelle GOLIS. I am a teacher at Pomaika'i Elementary School on Maui. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our Keiki.

I know for myself personally this is my 27th year teaching here in Hawaii. I am constantly struggling and looking for additional ways to earn income. I am a mentor to new teachers as well as some veteran teachers. I love that I can serve as a resource and support for teachers in this capacity in addition to my teaching duties. However, I find it frustrating that after all my years of service I barely make more than my co-workers. If I continue to have to spend more time looking for supplemental work outside of school it provides less time that I can be available to mentor and support our new teachers. If we can fix the salary compression issue it will allow me to continue to help support and mentor our new teachers to improve the teacher turnover problems.

We need your help.

Mahalo

Michelle Golis Maui District

## Kidani2 - Felicity

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**From:** Rebecca Hadley-Schlosser <beccasuehi@gmail.com>  
**Sent:** Tuesday, February 4, 2020 3:32 PM  
**To:** EDU Testimony  
**Subject:** RE: SB 2488 Proposed SD1, Relating to Teacher Compensation

**LATE**

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

WEDNESDAY, FEBRUARY 5, 2020

2:45 p.m.

Chair Kidani and members of the Education Committee:

My name is Rebecca Hadley-Schlosser. I am a teacher at Nanaikapono Elementary School in Leeward District on Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue and fund the pay differentials for teachers in hard to staff positions, special education, and Hawaiian language immersion for charter schools and the DOE. This bill can help change the course of education for the better on the leeward coast. Charter Schools and the Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

I have been a teacher in the HDOE for 23 years now and have 5 additional years of experience teaching in Idaho and Michigan before I moved to Hawaii. Over the course of my tenure here, I have been amongst the group that has had their pay stalled due to different contract negotiations and more experienced teachers being asked to support raising the beginning teacher's salary while not receiving step movements.

I am currently at Class 7 Step 12 after 23 years. I have a friend who is also a teacher who has been teaching for years who is currently in Class 7 Step 11. I am currently unable to afford to buy a house and work more than one job in order to be able to live in Hawaii.

I receive the hard-to-staff differential because I have devoted my teaching career to the Waianae Coast. Because I moved out of the special education classroom last year to fulfill the vacancy in our Student Services Coordinator position, I do not receive the special education differential. However, I do see the need for special education teachers to receive additional compensation because of the work that they are required to do in addition to teaching. Special education teachers have to write Individualized Education Plans for each student on their case load. This is in addition to lesson planning and meeting with their grade level.

I urge you to fund these differentials so that the hard-working special education teachers can receive compensation for work often done outside of contract hours.

We need your help. Mahalo.

Rebecca Hadley-Schlosser, Leeward District, Oahu

Student Services Coordinator

Nanaikapono Elementary School

## Kidani2 - Felicity

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**From:** Alicia Jacobson <asjmaui@gmail.com>  
**Sent:** Tuesday, February 4, 2020 8:05 PM  
**To:** EDU Testimony  
**Subject:** Testimony: SB 2488, proposed SD1

**LATE**

My name is **Alicia Jacobson** I am a teacher at **Haiku Elementary** in the **Keakaulike District** on **Maui**. I am submitting testimony in support of SB 2488, proposed SD1.

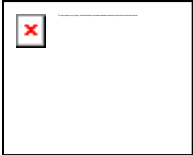
Please provide enough fund to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

**After almost 20 years in the Hawaii DOE, I am making decisions on retiring. At this point, more of my medical will be paid and in a few years, my pension will supplant a part time job that would provide more money than I currently make. Please provide an incentive to keep veteran teachers that are experienced and stable. It is necessary to continually reward educators for year so experience.**

We need your help. Mahalo

--

With warm aloha,  
**Alicia S. Jacobson, Keakaulike, Maui, Hawaii**



## Kidani2 - Felicity

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**From:** Michelle Golis <kumumikala1@aol.com>  
**Sent:** Tuesday, February 4, 2020 4:08 PM  
**To:** EDU Testimony  
**Subject:** Support of SB-2488 Proposed SD1

**LATE**

Testimony before the Senate Committee on Education

RE:SB 2488 Proposed SD1, Relating to Teacher Compensation

Chair Kidani and members of the Education Committee:

My name is Michelle GOLIS. I am a teacher at Pomaika'i Elementary School on Maui. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our Keiki.

I know for myself personally this is my 27th year teaching here in Hawaii. I am constantly struggling and looking for additional ways to earn income. I am a mentor to new teachers as well as some veteran teachers. I love that I can serve as a resource and support for teachers in this capacity in addition to my teaching duties. However, I find it frustrating that after all my years of service I barely make more than my co-workers. If I continue to have to spend more time looking for supplemental work outside of school it provides less time that I can be available to mentor and support our new teachers. If we can fix the salary compression issue it will allow me to continue to help support and mentor our new teachers to improve the teacher turnover problems.

We need your help.

Mahalo

Michelle Golis Maui District

## Kidani2 - Felicity

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**From:** Karen Kojima <karenkoji277@gmail.com>  
**Sent:** Tuesday, February 4, 2020 4:21 PM  
**To:** EDU Testimony  
**Subject:** Testimony in support of Bill 2488SD1

**LATE**

My name is Karen Kojima, and I am a teacher of the blind and visually impaired in Leeward District. This area is a low incidence population with high specific needs.

I ask your support of this bill in order to retain teachers in this field and to prevent them from “burning out” due to heavy caseloads and other critical responsibilities that take away from direct student time. I have worked in the field for over 25 years, and there were times when I was the only teacher servicing the entire district. We all know services were Compromised, but there was no choice.

I realize that this testimony is late, but hope that it will still be considered. Please support this bill in order to keep qualified teachers in positions and in order to recruit quality individuals to our state.

Karen Kojima  
Leeward district, Oahu

## Kidani2 - Felicity

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**From:** Gayle Lee <ktmommy@gmail.com>  
**Sent:** Tuesday, February 4, 2020 8:02 PM  
**To:** EDU Testimony  
**Subject:** Testimony

**LATE**

Chair Kidani and Members of the Committee,

My name is Gayle Lee and I am a Student Services Coordinator in Ewa Beach on Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue. The department will need 45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

I have been teaching for 24 years in Hawaii and I am one of those teachers who got “stuck”. I am on Step 13 and I know that there are some teachers who have been teaching for a shorter period of time that have surpassed me in steps. It is a struggle to know this and not feel valued for the years of solid service that I have put into this profession. My colleagues and I have worked diligently to support our students in Hawaii’s public schools. By working together to balance the interests of all the stakeholder groups and reflecting on how we will use the money received to best meet the needs of our students, our schools and our communities, I am confident we will allow for a greater number of students to achieve excellence.

We need your help. Mahalo.

Gayle Lee, Leeward District, Oahu



## Kidani2 - Felicity

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**From:** Winter Leuteneker <cleuteneke@aol.com>  
**Sent:** Tuesday, February 4, 2020 8:38 PM  
**To:** EDU Testimony  
**Subject:** Support an 2488 proposed SD



I, Winter Leuteneker at Kalama school in Maui support the proposed bill 2488 Proposed SD to support teacher compensation for Special education, senior teachers, hard to fill staff & Kaiupui staff. I have been teaching Special Education on Maui since 1998 & have not seen enough financial support for these hard to fill positions. I have seen so many people come & go out of the profession due to lack of pay for the cost of living. In my years of teaching, my raises have been minimal & it's time to make it count & fair for all the extra work & year's I've put in & given to the students & families. I have stuck around, others like me deserve this acknowledgement in our pay too.

Please make it count with your extra support.

Thank you

Winter Leuteneker, Special Ed teacher of 20 years on Maui

Sent from my iPhone

**LATE**

Chair Kidani and members of the Education Committee:

My name is Yvonne San Agustin. I am a teacher at Highlands Intermediate Leeward district on Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

I am currently in my 3rd year as a special education teacher for a fully self contained classroom and it has been an eye opening experience thus far. I worked as an RBT for several years and felt confident in my ability to teach life skills while providing modifications for my students to successfully reach their goals. In my first year as an emergency hire, I learned very quickly that the list of my responsibilities goes beyond "teaching".

Being a special education teacher means wearing many different hats. Teaching should be on the top of our list but typically we find ourselves drowning in paperwork, trying to coordinate meetings with parents, service providers, and administration, and staying after school late to write IEP's and attend 1-2 hour meetings. In addition, we have to regularly find time during the school day to consult with service providers which takes away from the lessons we worked so hard to create.

I am not stating these facts to complain about my job. I love what I do and that is why I have powered through some rough years, however, it is crucial that we bring awareness to our dedication as special education teachers. Receiving this pay differential will retain the hard working individuals that have continued to stay faithful to the DOE and our students with severe disabilities. It would be unfortunate to see our keiki suffer by losing knowledgeable and driven teachers.

We need your help. Mahalo.

Yvonne San Agustin, Leeward District, Oahu

## Kidani2 - Felicity

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**From:** Lisa Vegas <lisa.vegas81@gmail.com>  
**Sent:** Tuesday, February 4, 2020 8:24 PM  
**To:** EDU Testimony  
**Subject:** Support Teachers!



Chair Kidani and members of the Education Committee:

My name is Lisa Vegas, and I am a teacher at Olomana School in the Windward District on Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

I've been a teacher since 2003, my second career. After having kids and volunteering at their school, I found my passion. I loved working with children and helping them to learn. It is by far the most rewarding job in the world! If I could live on these rewards alone, then I would but in reality, teachers need to be paid a fair wage. There are so many good teachers who are leaving the profession for more pay. Please support teachers so they can support our keiki. We need your help. Mahalo.

LISA VEGAS, WINDWARD DISTRICT, O'AHU

## Kidani2 - Felicity

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**From:** C and S Misaki <csmisaki@gmail.com>  
**Sent:** Tuesday, February 4, 2020 8:23 PM  
**To:** EDU Testimony  
**Subject:** Testimony: SB 2488

**LATE**

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

WEDNESDAY, FEBRUARY 5, 2020

2:45 p.m.

Chair Kidani and members of the Education Committee:

My name is Stephanie Grande-Misaki. I am a teacher at Mililani High School in **Central** on **Oahu**. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

I am in my 22nd year of teaching and a third generation teacher. My grandmother always told me that she fought for our rights and then my mom fought for our rights as well. They both walked the picket line and in 2001, so did I. I have been through a step freeze and furloughs. My husband was also an educator and so we value education and love our jobs. However, we don't love how we are valued and treated as educators. It is disconcerting to me that I will never be able to reach the top salary step because each step must now be negotiated. I am a mentor, department head, graduation and blood drive advisor, as well a full time teacher, I give and give to the school and my profession, so that I model a true love and passion for learning and service. Yet, we can only give so much.

I hope that you will be to appropriate the funds to honor the teachers who have given their heart and soul for the last 20 years. We are the foundation and we are the models who the new teachers look to.

We need your help. Mahalo.

Sincerely,  
Stephanie Grande-Misaki  
Central District, Oahu

## Kidani2 - Felicity

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**From:** dteng@hawaii.rr.com  
**Sent:** Tuesday, February 4, 2020 8:20 PM  
**To:** EDU Testimony  
**Subject:** SB 2488 Proposed SD1, Relating to teahr compensation



Chair Kidani and members of the Education Committee,

My name is Donna Tengan. I am a teacher at Keaau Middle School in Keaau-Kau-Pahoa District on the Island of Hawaii. I am submitting testimony in support of SB 2488, Proposed SD1.

Please provide enough funds to fix the teacher salary compression issue and provide funding for the pay differential for teachers in special education, Hawaiian Immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 Million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

As a teacher who has been working in this career for the last 25 years, I have experienced first hand the impact of the teacher salary compression. A colleague and I have noticed our present salaries. She and I have an 8 year separation in the years of service. I also have a master's degree while she has just credits that have gotten her to the same class. We are both at class 7. As we compare salaries, we noticed that there is only \$1000 difference even with my masters and years of service. How sad is that?! I was also one of those teachers that went on strike and at that time they cut the starting level making the start of the compression. I would like to get compensated for what I have worked for.

Please support SB 2488, Proposed SD1. It is my hope that we can deal with the teacher salary compression and pay our teachers what they deserve.

We need your help.

Donna K. Tengan  
KKP District, Hawaii Island

## Kidani2 - Felicity

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**From:** Marly Madayag <marlym@hawaiiintel.net>  
**Sent:** Tuesday, February 4, 2020 5:41 PM  
**To:** EDU Testimony  
**Subject:** Testimony for SB2488, proposed SD1 - Teacher Compensation

**LATE**

My name is Marly Madayag. I am a teacher at Kalaheo Elementary School in Kauai District on Kauai. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

I am a special education teacher paying utilities and a mortgage. The special education differential is making a difference in my life because I am confident now that I can pay my mortgage, bills and food without falling behind on any one thing. I will also be able to pay down loans much faster because the extra income allows me to do so. It is one less thing to worry about.

As with many people my age, I have an aging parent to care for. This differential will help tremendously as I begin attempts to find help for my mother's care. The differential is allowing me time with my family. I will be able to take my mother on trips helping her reconnect with far away family and friends. It means the world to us as we plan to make many treasured memories while my mother still remembers.

We need your help. Mahalo.  
Marly Madayag,  
Kauai DISTRICT, Kauai

## Kidani2 - Felicity

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**From:** S.M. Yamauchi <sm.yamauchi@gmail.com>  
**Sent:** Tuesday, February 4, 2020 8:17 PM  
**To:** EDU Testimony  
**Subject:** TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION: RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

**LATE**

WEDNESDAY, FEBRUARY 5, 2020

2:45 p.m.

Chair Kidani and members of the Education Committee:

My name is Shirley Yamauchi, Kapolei Middle School, gr. 7 English language arts and I've been teaching for twenty years. I am here to testify in support of the proposed SD1.

Spending \$25 million on compression and the shortage differentials next year is a good start, but \$70 million is the amount needed. Compression happens along with continuing the hard-to-staff, SPED and Hawaiian language immersion shortage differentials.

It is important to adjust veteran teachers' pay that was not given regular step increases during hard economic times. That is the right. I feel I should be at 14A or 14B, not at step 11. Other US states consider years in the classroom annually, instead of biennially.

My financial advisor told me that I cannot really retire until I am at 55 years of age, 30 years of service or age 62. Social Security is not enough. Ligaya Ricafrente of Campbell HS is 78 years old and still in the classroom, she travels by utilizing her mobile laptop.

Prior to 2013, I had considered moving to Washington State, though I was born and lived in Hawaii since 1974. I met my husband in WA. I still think of leaving Hawaii daily, especially when I see affordable homes with yards, on Zillow. I was only able to leave because of my father, the sale of my Hawaii Island home, and the financial support of my unmarried aunt in Japan. This is isn't right. I want to pass away, in order to purchase a home.

Please provide enough funds to fix the teacher salary compression issue and fund the pay differentials for teachers. Hawaiian language immersion for charter schools and the DOE. This bill can help change the course of education. Charter Schools and the Department of Education will need \$45 million more than this bill provides to do so. Our teachers need our keiki.

We need your help. Mahalo.

Shirley Yamauchi, HSTA Leeward Chapter President, Kapolei Middle School teacher, Oahu, HI

**Shirley M. Yamauchi**

<https://yesforourkeiki.com/why/>

<https://www.stitchfix.com/referral/13325745>

<http://www.isecretshop.com/register/1112247>



## Kidani2 - Felicity

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**From:** Lisa Yanase <lyanase@yahoo.com>  
**Sent:** Tuesday, February 4, 2020 5:38 PM  
**To:** EDU Testimony  
**Subject:** Testimony for SB 2488, proposed SD1



Chair Kidani and members of the Education Committee:

My name is Lisa Yanase. I am a teacher at Waialua Elemntary School in Central District on Oahu. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

I have been teaching for 26 years. I have a professional diploma, master's degree, and am National Board Certified for 20 years. It is hard to swallow the minimal difference in pay and step increase when you compare the years of teaching I have to someone who has five years or ten years less than me. The difference is a few thousand or one or two pay steps. It is very difficult to earn a living on as professional whose pay does not reflect his/her knowledge and skill. My children suffer because I can't always provide them with what I should be able to afford.

Teachers have to pay for their own pay raise by taking classes or they must negotiate a raise. In the lean years it was negotiated for a mere 2% over 3 years. How does that compare to the cost of living increase yearly? It doesn't make up any difference. My husband and I are both teachers. We have been through strikes, furloughs, pay increases to retain newly hired teachers. I can't see making nearly the same amount of money as someone who has 10 years less experience. It is like a journeyman in their trade, they get paid a larger sum of money because they are a master of their trade. An apprentice gets paid much less because he is less skilled, still need guidance and training from other journeymen. I believe I am in the pool of master teachers. I believe that I am worth more. If the pay scale does not reflect our experience, I will probably retire in 5 years when I can instead of stick it out longer. This job is not an easy job, to keep doing it without some change in the pay scale is not worth the stress. You may believe you are saving money by having your senior teachers retire, but the senior teachers bring knowledge and experience as mentors to the younger teachers. That pool of knowledge is irreplaceable. I hope you consider funding this bill.

We need your help. Mahalo.

Lisa Yanase, Central District, Oahu



## Kidani2 - Felicity

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**From:** Doreen Stone <dolini@gmail.com>  
**Sent:** Tuesday, February 4, 2020 4:42 PM  
**To:** EDU Testimony  
**Subject:** Teacher Salary Compression Frustration

**LATE**

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION  
RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION  
WEDNESDAY, FEBRUARY 5, 2020  
2:45 p.m.

Chair Kidani and members of the Education Committee:

My name is **Doreen Stone**. I am a teacher King Kaumuali'i Elementary, Central Complex on Kauai. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

**I will be starting my 13th year teaching this upcoming school year. I come early and stay late. Unfortunately for me, in order to remain teaching I have to have a second job in a restaurant because our pay in no way resembles other professions with comparative education and experience. I am so fed up with my pay, I also have gone through and passed NBCT status and am now taking two PD classes concurrently, just to make a decent wage. I am literally exhausted with my workload.**

**I am getting frustrated with the meager pay in comparison to other "professions" I could have aspired to. I use quotations because I do not feel teachers are treated like professionals. I am ready to go to another line of work. I really love teaching but feel that we are not given the status and pay we deserve.**

**We need your help. Mahalo.**

**Doreen Stone, Central Complex, Kauai**

## Kidani2 - Felicity

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**From:** Alexandra Mangan <amangan@kamaile.org>  
**Sent:** Tuesday, February 4, 2020 2:55 PM  
**To:** EDU Testimony  
**Subject:** SB 2488 RELATING, SENATE



TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

RE: SB 2488 Proposed SD1, RELATING TO TEACHER COMPENSATION

WEDNESDAY, FEBRUARY 5, 2020

2:45 p.m.

Chair Kidani and members of the Education Committee:

My name is **Alexandra Mangan**. I am a teacher at **Kamaile Academy PCS** in **Leeward District** on **O'ahu**. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in hard to staff positions, special education, Hawaiian language immersion, and to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

The teacher turn-over rate is alarming due to the challenges present for students within our community. The lack of experienced special education teachers has led to numerous law suits in the state of Hawaii, causing large amounts of educational budgets to be diverted from student education towards funding court cases. The students deserve teachers who are qualified and committed to their education. In order for this to occur, teachers need to be able to afford the basic levels on Maslow's hierarchy of need, which include housing. In order to be able to complete the planning and paperwork required, this also includes the ability to pay for technology in order to do so. The differences between the costs of student loans for many teachers, housing, and transportation versus the current salary deemed appropriate for teachers does not add up to retaining qualified teachers to educate the future generations in the state of Hawai'i. The amount of miseducation of students caused by unqualified and inexperienced special education staff is staggering.

We need your help. Mahalo.

**Alexandra Mangan, Leeward District, O'ahu**

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Have a wonderful day!

Alexandra Mangan  
Resource Room Teacher  
Grades 2-4  
Kamaile Academy PCS

Wai'anae, HI  
[amangan@kamaile.org](mailto:amangan@kamaile.org)

## Kidani2 - Felicity

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**From:** Joelle Patricio <j.patricio@seariders.k12.hi.us>  
**Sent:** Tuesday, February 4, 2020 4:11 PM  
**To:** EDU Testimony  
**Subject:** SB 2488 Proposed SD1, Relating to teacher compensation

**LATE**

Aloha Chair Kidani and members of the Education Committee:

My name is Joelle Patricio and I am a teacher at Wai'anae High School in the Leeward District on O'ahu. I am submitting testimony in support of SB 2488, proposed SD1.

I would like to ask you to please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in hard-to-staff positions, special education, Hawaiian language immersion, and to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

It is my first year as a teacher, and I committed to this profession before I graduated college through the Teach For America program. As a kama'aina teacher, I understand how important it is to have teachers who are qualified and have a connection to our students and the islands we call home. I also come from a low income family who struggled to make ends meet and support me throughout my education. Because of this, I have had to take out student loans and now am barely making ends meet with my teacher's salary after taxes, insurance, loans, rent, gas money, and tuition to complete my credentials as a licensed teacher in the state of Hawai'i.

After working as a teacher for half a year, I realize that I will have to take on more than this job to bring in more income in order to survive. The money I budget for "personal" expenses are often put towards purchasing supplies for my classroom and students, like disinfecting wipes, folder paper, pencils, pens, student binders, and snacks since I understand that their families can't always afford to nourish them and provide all of the school supplies they may need. As a teacher I will always take my students' needs into consideration, but this has taken a toll on my own expenses and ability to make ends meet, which has negatively impacted my mental and physical health from the time I accepted and started this job.

I would not change my decision to work at Wai'anae High School as a special education teacher, nor would I choose to ignore my students needs and allow them to come into my class without being able to provide the supplies that they need for their education and well-being. But I would like to emphasize to the Committee how important it is to teachers that our salaries allow us to earn a living wage in the state of Hawai'i, without incurring additional stress and frustration outside of our job responsibilities.

With my sincerest wishes and honest testimony, I ask the Committee to provide funds to address teacher salary compression, and provide the approved funding differentials for teachers, especially those in hard-to-fill positions, special education, and Hawaiian language immersion.

Mahalo,  
Joelle Patricio  
Special Education Social Studies Teacher  
Ninth Grade Academy  
Wai'anae High School  
(808) 697-9400

## Kidani2 - Felicity

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**From:** Lori Murakami <lori.murakami@k12.hi.us>  
**Sent:** Tuesday, February 4, 2020 3:30 PM  
**To:** EDU Testimony

**LATE**

Chair Kidani and members of the Education Committee:

My name is Lori Murakami. I am an English/EL teacher at Waipahu High School In Leeward District on Oahu Island. I am submitting testimony in support of SB 2488, proposed SD1.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard to staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

I have been teaching for twenty years in the Department of Education, I struggled financially in the beginning of my teaching career where we had to go through a strike and years of not being able to move up in steps because of the economy. I remember walking the picket line pregnant with my first child. I love teaching, so throughout those years, we had to borrow money and cut back on our expenses in order to stay financially afloat. By fixing the salary compression issue and differential, it would greatly help to compensate the financial sacrifices we have had to make over the years.

However, I am asking for your support of SB 2488 not only for myself, but for the many veteran teachers. We need to retain our veteran teachers who are beginning to retire early or leave the profession because of the extra demands put on veteran teachers. Many veteran teachers provide the first line of support for many beginning teachers before their problems or issues have to go on to administration or escalate into more problems. As a veteran teacher, we are a support system for many of the beginning teachers. I have been a mentor and take on student teachers almost every year. These are extra time that we give of our own time to support the next generation of teachers. I get text messages and emails about their concerns and struggles outside of work hours. I spend hours filling out evaluations, writing recommendations, documenting all of the mentoring hours we spend with our beginning teachers. I am their cheerleader and support system. These are my experience, but there are many other veteran teachers that put in countless hours of their own time at the school. I hope you will support SB 2488.

We need your help. Thank you!

Lori Murakami, Leeward District, Oahu

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