



HAWAII GOVERNMENT EMPLOYEES ASSOCIATION
AFSCME Local 152, AFL-CIO

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**The Twenty-Eighth Legislature, State of Hawaii
The Senate
Committee on Education**

**Testimony by
Hawaii Government Employees Association**

February 10, 2016

S.B. 2596 – RELATING TO EDUCATION

The Hawaii Government Employees Association, AFSCME Local 152, AFL-CIO strongly supports S.B. 2596, which requires the department of education to consult with the exclusive representatives of appropriate bargaining units in establishing an evaluation program for teachers and educational officers, establishes that a teacher or educational officer is not responsible for the achievement of a student who is chronically absent, and prohibits a department of education evaluation program from affecting the compensation or employment status of any teacher or educational officer.

Chapter 89 of the Hawaii Revised Statutes is specific as to matters which are subject to good faith negotiations between the employer and the exclusive representatives of the respective collective bargaining units. It is also specific as to matters which are subject to consultation with the respective exclusive representatives. Because of the complex nature of an evaluation program which could address both matters subject to negotiations and consultation, it is extremely important that the parties adhere to the provisions of Chapter 89 in the development of the evaluation program. Additionally, an evaluation program is a tool with which to recognize exemplary performance of an employee and areas where additional supports can or should be provided to an employee to better perform his or her job. The evaluation program which might be used to penalize an employee is not conducive to helping or developing successful employees.

Students and their families have many daily challenges which might affect the student's attendance and achievement. The HGEA agrees that teachers and Educational Officers should not be held responsible for the student's achievement in these situations.

Thank you for the opportunity to testify in strong support of S.B. 2596.

Respectfully submitted,

Randy Perreira
Executive Director