

TESTIMONY BY WESLEY K. MACHIDA
DIRECTOR, DEPARTMENT OF BUDGET AND FINANCE
STATE OF HAWAII
TO THE SENATE COMMITTEE ON EDUCATION
ON
SENATE BILL NO. 2867

February 3, 2016

RELATING TO EDUCATION

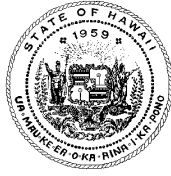
This measure repeals annual increment and step salary increases for Department of Education teachers and educational officers.

The Department of Budget and Finance supports this measure. Wages, which include incremental and longevity steps and movements between steps within the salary range, are mandatory subjects of bargaining pursuant to the collective bargaining law contained in Chapter 89, HRS. As a result, the statutory provision that would be repealed by this bill, Section 302A-626, is obsolete and confusing.

The statutory provision was initially enacted under a different section number in 1953 before public sector collective bargaining was established. At the time of its enactment, salary schedule increases were determined by statutes implemented via legislation. This continued throughout the next two decades, with the addition of the terms “increments” and “longevity steps” to the schedules.

Following the implementation of the collective bargaining law, and by amendment of Chapter 89 in 1986, annual increments and longevity steps were made mandatory subjects of negotiation. As a result, the statutory provisions are no longer applicable and should be repealed.

DAVID Y. IGE
GOVERNOR



LATE

JAMES K. NISHIMOTO
CHIEF NEGOTIATOR

STATE OF HAWAII
OFFICE OF COLLECTIVE BARGAINING
EXECUTIVE OFFICE OF THE GOVERNOR
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February 3, 2016

TESTIMONY TO THE
SENATE COMMITTEE ON EDUCATION
For Hearing on Wednesday, February 3, 2016
1:15 p.m., Conference Room 229

By

JAMES K. NISHIMOTO
OFFICE OF COLLECTIVE BARGAINING, CHIEF NEGOTIATOR

Senate Bill No. 2867
Relating to Education

CHAIRPERSON KIDANI, VICE CHAIR HARIMOTO AND MEMBERS OF THE SENATE
COMMITTEE ON EDUCATION:

The Office of Collective Bargaining (OCB) **supports** S.B. No. 2867, which would repeal §302A-626, Hawaii Revised Statutes (HRS). HRS §89-9, which sets forth the scope of collective bargaining negotiations, encompasses the provisions of §302A-626 and provides that the employer and the exclusive representative shall negotiate with respect to wages, hours, the amounts of contributions to the Hawaii employer-union health benefits trust fund, and other terms and conditions of employment. Repealing §302A-626 would therefore serve to conform with and be supportive of the intent of §89-9, Scope of negotiations.

Thank you for the opportunity to testify on this measure.



LATE

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TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

RE: SB 2867 - RELATING TO EDUCATION.

WEDNESDAY, FEBRUARY 3, 2016

COREY ROSENLEE, PRESIDENT
HAWAII STATE TEACHERS ASSOCIATION

Chair Kidani and Members of the Committee:

The Hawaii State Teachers Association **opposes SB 2867**, relating to education.

Since 1996, Hawaii state law has recognized that teachers deserve annual step raises. In 1996, the State Legislature passed Act 89, which comprehensively transformed the state's public education system. Among other changes, the bill stated that "teachers and educational officers who have completed a year's satisfactory service...shall be entitled to an annual increment." Yet, for too long, many of Hawai'i's educators have been paid far below their increment level, exacerbating recruitment and retention problems plaguing local schools.

Approximately 10 percent of the state's teachers switch schools, relocate, or leave the profession each year, with only 50 to 60 percent of current teachers having worked at their school for five years or more. Chronic teacher turnover forces the department of education to rely on emergency hires and long-term substitute teachers to fill vacancies. Teacher turnover is especially high and impacting on hard-to-staff, largely rural or impoverished, schools, where as few as 56 percent of teachers have obtained full state certification and a minimum of a bachelor's degree, compared to 93 percent statewide. Recruitment and retention is additionally worsened by Hawai'i's high cost of living. According to a WalletHub study, the islands ranked fifty-first out of fifty states and the District of Columbia for starting and median teacher salary adjusted for cost of living.

To recruit and retain highly qualified teachers, we must pay teachers professionally. A good first step toward accomplishing that goal is "truing up" our

state's educators to be paid commensurate with the increment level at which they are currently classified. Veteran educators, such as those who have been teaching for longer than 10 years, are being paid as many as eight "steps" below their classification level, resulting in potential pay gaps of over \$10,000. HSTA has sought clarification from the Hawai'i Labor Relations Board on this issue because, in our view, the failure to pay teachers commensurate with their classification status runs afoul of state law, specifically §302A-626. The executive and department of education have consistently failed to seek and provide funding for "trued up" steps, thereby violating state law. Notably, step increases are acquired when teachers complete a year's worth of work or reclassify based on various pathways for professional development. Put simply, they are raises earned for work that has already been performed.

This cannot continue. Accordingly, rather than repeal §302A-626, we encourage you to replace the contents of this bill with language expressly clarifying that the payment of steps shall be mandatory annually for all teachers. We suggest using the following language to implement our requested amendment: **"302A-626 Salary increases; annual, longevity.** (a) Teachers and educational officers who have completed a year's [~~satisfactory~~] service and who have complied with the other requirements of sections 302A-602 [~~to 302A-639, and 302A-701,~~] and 302A-605 shall be [~~entitled~~] receive [to] an annual [~~increment~~] step increase. No teacher at the highest step within the teacher's classification shall be entitled to receive an annual step increase pursuant to this section.

(b) Teachers and educational officers who have served [~~satisfactorily~~] for three years in their maximum increment step or in any longevity step and who have complied with the other requirements of sections 302A-602 [~~to 302A-639, and 302A-701,~~] and 302A-605 shall receive longevity step increases; provided that the board may grant principals and vice-principals longevity step increases more frequently than once every three years pursuant to section 302A-625." We note that our requested amendment does not interfere with collective bargaining because the *monetary amount* of step increases would remain subject to negotiation.

If we expect teachers to elevate their professional practice, we must provide them with professional pay. The Hawaii State Teachers Association asks your committee to **oppose** the current version of this bill, therefore, and **pass our amended draft** instead, giving teachers the pay increases for which they've been waiting.

LATE

From:
To:
Cc:
Subject: *Submitted testimony for SB2867 on Feb 3, 2016 13:15PM*
Date: Wednesday, February 03, 2016 8:22:27 AM

SB2867

Submitted on: 2/3/2016

Testimony for EDU on Feb 3, 2016 13:15PM in Conference Room 229

Submitted By	Organization	Testifier Position	Present at Hearing
Dylan Armstrong	Individual	Support	No

Comments:

Please note that testimony submitted less than 24 hours prior to the hearing, improperly identified, or directed to the incorrect office, may not be posted online or distributed to the committee prior to the convening of the public hearing.

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