

SB-2819-SD-2

Submitted on: 3/15/2022 11:31:44 AM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Keith Hayashi	Hawaii Department of Education	Support	Remotely Via Zoom

Comments:

Support



UNIVERSITY OF HAWAII SYSTEM

Legislative Testimony

Testimony Presented Before the
House Committee on Education
Thursday, March 17, 2022 at 2:00 p.m.

By

Nathan Murata, Dean
College of Education

And

Michael Bruno, PhD
Provost

University of Hawai'i at Mānoa

SB 2819 SD2 Proposed HD1 – RELATING TO TEACHER COMPENSATION

Chair Woodson, Vice Chair Kapela, and members of the committee:

Thank you for the opportunity to provide testimony on SB 2819 SD2 Proposed HD1,
Relating to Teacher Compensation.

The University of Hawai'i at Mānoa, College of Education supports SB 2819 SD2 Proposed HD1 which provides an experimental modernization project aimed to address compensation equity issues and discretionary salary adjustments for experienced senior teachers by recognizing their professional service. These automatic step increases in teacher salaries for each year of satisfactory service completed by public school teachers and educational assistants will assist in addressing retention. Such discretionary may help encourage senior level teachers and educational assistants to remain in the profession thus increasing retention in our schools.

SB-2819-SD-2

Submitted on: 3/16/2022 10:19:49 AM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Beth Kauwe	Hawaii DOE	Support	Written Testimony Only

Comments:

Chair Woodson, Chair Kapela, and Members of the Committee:

Aloha and thank you for this opportunity to testify.

I am submitting this testimony in support of Senate Bill 2819 SD2 regarding teacher compensation (salary compression).

I am a teacher with over thirty years of experience, 21 of those years dedicated to one school on Kauai.

In all my years as a teacher, I have struggled financially living on the island, be it finding reasonable rentals, trying to buy a home, or paying monthly bills; it is the living ‘paycheck by paycheck model’.

I happen to be one of the teachers in the middle of the salary schedule and would benefit from the compression model, giving me a little room to breathe. I made it through the sacrifice of giving up my salary for Furlough Fridays, taking a payout during our recent traumatic COVID experience (21 hours were removed) and not receiving adequate compensation for the endless hours of creating online curriculum/assessment during the pandemic.

It is time to honor those of us educators who CHOSE TO STAY through all of this through all these years of going without, to honor us for truly knowing our keiki, our communities, for continually being passionate about our learning and growth, no matter what.

I believe we teachers in the middle of the salary guide need to be compensated first, before any new hires or teachers placed in hard-to-fill positions. Amazingly, I have been ‘head-hunted’ and offered an opportunity to take an online job at an educational institution at a substantially higher salary. This has pushed me into considering early retirement from the DOE, but honestly, I love my students and community!

Think about that for a minute... what if many veteran teachers who have “had it” decided to leave early and take these jobs? Hawaii would be faced with a new kind of

shortage...the loss of experienced, dedicated, passionate teachers who have years of experience and mana'o.

With this thought, I urge you to support SB 2819 SD2. Please honor your teachers.

I thank you for your time.



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

Date: 03/17/2022

Time: 02:00 PM

Location: 309 Via Videoconference

Committee: House Education

Department: Education

Person Testifying: Keith T. Hayashi, Interim Superintendent of Education

Title of Bill: SB 2819, SD2 RELATING TO TEACHER COMPENSATION.

Purpose of Bill: Makes an appropriation to fund an experimental modernization project pursuant to section 78-3.5, HRS, to make necessary discretionary salary adjustments for certain teachers. Repeals section 302A-627(a), HRS. Effective 7/1/2050. (SD2)

Department's Position:

The Hawaii State Department of Education (Department) provides comments on SB 2819, SD2, HD1 as proposed, which provides automatic step increases in salaries for each year of satisfactory service completed by public school teachers, administrators, and educational assistants; increases the amount of time available to teachers for planning, preparation, and collaboration; and makes an appropriation to fund an experimental modernization project pursuant to section 78-3.5, Hawaii Revised Statutes, to make necessary discretionary salary adjustments for certain senior teachers.

The Department appreciates the Legislature's continued commitment to ensuring that teachers have the necessary tools to provide students with an educational foundation to maximize academic achievement. Teachers are central to the academic effectiveness of schools and it is imperative to develop an environment where educators are able to simultaneously refine their skills while deploying effective instructional strategies in classrooms.

While preparation time and professional development are critical in optimizing opportunities for teachers, addressing these benefits have traditionally been handled through the collective bargaining process. The Department would like to continue to honor the collective bargaining process as it facilitates real-time discussions on the

needs of the teachers to provide effective instruction to students while fulfilling the public's expectation for the maintenance of an effective K-12 public education system in Hawaii.

The Department is involved with negotiating contracts with three unions – the Hawaii State Teachers Association (HSTA), the Hawaii Government Employees Association (HGEA), and the United Public Workers (UPW). Members of all three unions play an equally significant role in the successful operations of schools and the entire Department. The Department urges the Legislature to consider providing equity to the dedicated members of each union that play an equally important part in providing the best possible educational foundation for students.

Thank you for the opportunity to provide comments on this measure.



STATE OF HAWAII
Executive Office on Early Learning
2759 South King Street
HONOLULU, HAWAII 96826

March 16, 2022

TO: Representative Justin H. Woodson, Chair
Representative Jeanne Kapela, Vice Chair
House Committee on Education

FROM: Coleen Momohara, Interim Director
Executive Office on Early Learning

SUBJECT: **Measure:** S.B. No. 2819 Proposed H.D. 1 – RELATING TO TEACHER
COMPENSATION
Hearing Date: Thursday, March 17, 2022
Time: 2:00 p.m.
Location: Videoconference and Conference 309

Bill Description: Provides automatic step increases in teacher salaries for each year of satisfactory service completed by public school teachers and educational assistants. Increases the amount of time available to teachers for planning, preparation, and collaboration. Makes an appropriation to fund an experimental modernization project pursuant to section 78-3.5, HRS, to make necessary discretionary salary adjustments for certain teachers. Repeals section 302A-627(a), HRS. Effective 7/1/2050.

EXECUTIVE OFFICE ON EARLY LEARNING'S POSITION: Support Intent

Aloha. I am Coleen Momohara, Interim Director of the Executive Office on Early Learning (EOEL). EOEL supports the intention S.B. No. 2819 proposed H.D. 1 and defers to HIDOE as it relates to provisions set forth in this bill, including related to implementation and funding needs.

EOEL is statutorily responsible for the development of the State's early childhood system that shall ensure a spectrum of high-quality development and learning opportunities for children throughout the State, from prenatal care until the time they enter kindergarten, with priority given to underserved or at-risk children. EOEL also administers the EOEL Public Pre-Kindergarten program in partnership with the HIDOE.

Addressing compensation will positively impact both teacher recruitment and retention. As an attached agency to the HIDOE, EOEL staff are employees of the HIDOE and EOEL Public Pre-Kindergarten Teachers and State Office Teachers may benefit from this bill.

Thank you for the opportunity to provide testimony.

DAVID Y. IGE
GOVERNOR



CRAIG K. HIRAI
DIRECTOR

GLORIA CHANG
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 HOUSE COMMITTEE ON EDUCATION
ON
SENATE BILL NO. 2819, S.D. 2, PROPOSED H.D. 1

March 17, 2022
2:00 p.m.
Room 309 and Videoconference

RELATING TO TEACHER COMPENSATION

The Department of Budget and Finance (B&F) offers comments for this measure.

This measure appropriates unspecified amounts for FY 23 for the Department of Education and Charter Schools to fund teacher compensation as negotiated and executed in separate memoranda of understanding between the Superintendent of Education/governing board of each State Charter School and the Hawai'i State Teachers Association, Bargaining Unit 5, for an experimental modernization project pursuant to Section 78-3.5, HRS.

B&F has serious concerns because this bill "puts the cart before the horse." Appropriating funding for cost items before negotiations are complete and agreements are reached could adversely impact the collective bargaining process.

B&F also notes that, with respect to the general fund appropriations in this bill, the federal Coronavirus Response and Relief Supplemental Appropriations Act requires that states receiving Elementary and Secondary School Emergency Relief (ESSER) II funds and Governor's Emergency Education Relief II funds must maintain state support for:

- Elementary and secondary education in FY 22 at least at the proportional level of the state's support for elementary and secondary education relative to the state's overall spending, averaged over FYs 17, 18 and 19; and
- Higher education in FY 22 at least at the proportional level of the state's support for higher education relative to the state's overall spending, averaged over FYs 17, 18 and 19.

Further, the federal American Rescue Plan (ARP) Act requires that states receiving ARP ESSER funds must maintain state support for:

- Elementary and secondary education in FY 22 and FY 23 at least at the proportional level of the state's support for elementary and secondary education relative to the state's overall spending, averaged over FYs 17, 18 and 19; and
- Higher education in FY 22 and FY 23 at least at the proportional level of the state's support for higher education relative to the state's overall spending, averaged over FYs 17, 18 and 19.

The U.S. Department of Education has issued rules governing how these maintenance of effort (MOE) requirements are to be administered. B&F will be working with the money committees of the Legislature to ensure that the State of Hawai'i complies with these ESSER MOE requirements.

Thank you for your consideration of our comments.

DAVID Y. IGE
GOVERNOR



JOHN S.S. KIM
CHAIRPERSON

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

FOR: SB 2819 SD2 HD1 Relating to Teacher Compensation
DATE: March 17, 2022
COMMITTEE: Committee on Education and Committee on Water & Land
ROOM: Conference Room 309 & Videoconference
FROM: Yvonne Lau, Interim Executive Director
State Public Charter School Commission

Chair Woodson, Chair Tarnas, Vice Chair Kapela, Vice Chair Branco and members of the Committee:

The State Public Charter School Commission (“Commission”) appreciates the opportunity to submit this testimony in **SUPPORT OF SB 2819 SD2 HD1**. This measure provides automatic step increases in teacher salaries for each year of satisfactory service completed by public school teachers and educational assistants. Increases the amount of time available to teachers for planning, preparation, and collaboration. Makes an appropriation to fund an experimental modernization project pursuant to section 78-3.5, HRS, to make necessary discretionary salary adjustments for certain teachers. Repeals section 302A-627(a), HRS.

The Commission appreciates the support and attention of these House committees and the Senate in ensuring that public charter schools are included in the effort to address teacher salary inequities.

Thank you for the opportunity to provide this testimony.

DAVID Y. IGE
GOVERNOR



RYKER WADA
CHIEF NEGOTIATOR

STATE OF HAWAII
OFFICE OF COLLECTIVE BARGAINING
EXECUTIVE OFFICE OF THE GOVERNOR
235 S. BERETANIA STREET, SUITE 1201
HONOLULU, HAWAII 96813-2437

TESTIMONY TO THE
HOUSE COMMITTEE ON EDUCATION

For Hearing on Thursday, March 17, 2022
2:00 p.m., Conference Room 309 Via Video Conference

By

RYKER WADA
CHIEF NEGOTIATOR

Senate Bill No. 2819 SD2 Proposed HD1
Relating to Teacher Compensation

(WRITTEN TESTIMONY ONLY)

CHAIRPERSON WOODSON, VICE-CHAIR KAPELA, AND MEMBERS OF THE HOUSE COMMITTEE ON EDUCATION:

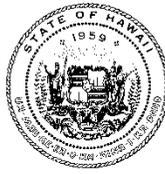
The purpose of Senate Bill No. 2819 SD2 Proposed HD1 is to: (1) Provide automatic step increases in teacher salaries for each year of satisfactory service completed by public school teachers; (2) Increase the amount of time available to teachers for collaboration, preparation, and planning time; (3) Repeal section 302A-627(a), Hawaii Revised Statutes; and (4) Fund an experimental modernization project pursuant to section 78-3.5, Hawaii Revised Statutes, to address compensation equity issues and to make the necessary discretionary salary adjustments for approximately eight thousand seven hundred experienced senior teachers by recognizing their professional service to the department of education through discretionary salary adjustments.

The Office of Collective Bargaining (OCB) **opposes** S.B. 2819 SD2 Proposed HD1 based on the following:

- 1) OCB believes this measure does not embrace the spirit of collective bargaining. As cited within "Attorney General Opinions" under 89-10, HRS, the "Legislature has power to pass law increasing salaries of one unit of state employees, but it would be inconsistent with the collective bargaining law to do so. Att. Gen Op. 74-6."

- 2) The definition of Employer does not include "Legislature". Att. Gen. Op. 74-6 states **"Noticeable by its absence from the definition of "public employer" is the Legislature.** Its role in the collective bargaining process appears to be limited to reviewing "all cost items," including wages, the implementation of which requires an additional appropriation by the Legislature...It is apparent from the foregoing that the Legislature intended the parties closest to the employment relationship, that is, the public employer and the public employees, independently or through an exclusive representative, to negotiate in good faith a written collective bargaining agreement with respect to wages, hours and other terms and conditions of employment. Thereafter, **upon reaching agreement and upon ratification thereof by the employees concerned, all cost items, the implementation of which requires an additional appropriation by the Legislature, are to be submitted to the Legislature for approval or rejection.** Even then, however, the Legislature appears to have limited its role to approving or rejecting the cost items, "as a whole."
- 3) The OCB also believes this measure is premature. Enacting legislation to appropriate funds for a single bargaining unit on salary adjustments yet to be negotiated significantly diminishes the Employer's ability to collectively bargain on the compensation of not only teachers, but all public sector employees. The OCB notes that historically, and in accordance with 89-10 HRS, cost items including wages, are submitted to the Legislature after agreement between the Employer and Union is reached and ratification by the concerned employees is complete. The OCB is extremely concerned about the unintended consequences this legislation may have on current and future negotiations affecting all 15 bargaining units.
- 4) As currently drafted, the measure requires that a memorandum of understanding be negotiated between the exclusive representative of bargaining unit 5 and the superintendent. The OCB comments that the governor and the Board of Education should also be included as parties to the negotiation in accordance with 89-6, HRS.

Based on the above, the OCB respectfully requests that this measure be **held**. Thank you for considering our concerns and for the opportunity to testify on this measure.



STATE OF HAWAII
HAWAII TEACHER STANDARDS BOARD
650 IWILEI ROAD, SUITE 268
HONOLULU, HAWAII 96817

March 16, 2022

WRITTEN TESTIMONY BEFORE THE HOUSE COMMITTEE ON EDUCATION

PERSON TESTIFYING: Felicia Villalobos, Interim Executive Director on behalf of the Hawaii Teacher Standard Board (HTSB)

DATE: March 17, 2022

TIME: 2:00 pm

LOCATION: Conference Room 309 and Video Conference

TITLE OF BILL: SB2819 SD2 Relating to Teacher Compensation

PURPOSE OF BILL: Makes an appropriation to fund an experimental modernization project pursuant to section 78-3.5., HRS, to make necessary discretionary salary adjustments for certain teachers. Repeals section 302A-627(a), HRS.

POSITION: Supports SB2819 SD2

Chair Woodson, Vice Chair Kapela, and Members of the House Committee on Education:

The Hawaii Teacher Standards Board (HTSB) supports SB2819 SD2. HTSB envisions a highly esteemed Hawaii public education system. To ensure that this vision is met, HTSB views this bill as a way to recruit and more importantly retain qualified educators to teach at Hawaii's public schools.

Providing every child in Hawaii with qualified teachers throughout their educational career and promoting professionalism and teaching excellence are major components of HTSB's mission and vision. SB2819 SD 2 is a way to not only support teacher quality, but it will promote a quality education for all Hawaii public school students now and in the future.

Thank you for the opportunity to testify in support of SB2819 SD2.

DAVID Y. IGE
GOVERNOR



THOMAS WILLIAMS
EXECUTIVE DIRECTOR

KANOE MARGOL
DEPUTY EXECUTIVE DIRECTOR

STATE OF HAWAII
EMPLOYEES' RETIREMENT SYSTEM

TESTIMONY BY THOMAS WILLIAMS
EXECUTIVE DIRECTOR, EMPLOYEES' RETIREMENT SYSTEM
STATE OF HAWAII

TO THE HOUSE COMMITTEE ON EDUCATION
ON
SENATE BILL NO. 2819, S.D. 2., Proposed H.D.1

March 17, 2022

2 P.M.

Conference Room 309 and VIA Videoconference

RELATING TO TEACHER COMPENSATION.

Chair Woodson, Vice Chair Kapela, and Members of the Committee,

S.B. 2819, S.D. 2, proposed H.D. 1, proposes to fund an experimental modernization project pursuant to Section 78-3.5, Hawaii Revised Statutes, to address teacher compensation equity issues through necessary discretionary salary adjustments. The proposed funding will allow the Department of Education to implement discretionary pay adjustments based on years of teaching experience to address equity and compression issues for approximately 8,700 experienced teachers.

According to estimates, the one-time and then ongoing salary adjustment for experienced teachers ranges from \$7,700 to \$26,000.

The Employees' Retirement System (ERS) recognizes the need for equitable and competitive pay to recruit and retain qualified teachers and education personnel. We support the intent of the bill. While the actual distribution of salary adjustments are yet to be determined, the ERS offers the following comments:



Employees' Retirement System
of the State of Hawaii

- 1) The proposed salary adjustment would cause a substantial increase of approximately \$376 million in the ERS' Unfunded Actuarial Accrued Liability (UAAL) due to the larger than anticipated salary increases for approximately 8,700 experienced teachers. The system's contribution levels or funding period (the estimated number of years it would take to pay off the current UAAL) may need to be increased.
- 2) The proposed salary increases would result in an increase in total employee and employer retirement contributions.
- 3) The expected increase in payroll and contributions will help, at least in part, to offset the increase in UAAL and potential increase in funding period.
- 4) The proposed salary increases are appropriately, though disproportionately, allocated to those longer service teachers who are nearer to retirement.
- 5) The legislation may desirably cause some teachers to delay retirement as they increase their average final compensation (AFC) for benefit purposes.
- 6) As monies are being allocated to cover additional pay, we would encourage that funds be identified and allocated to offset the expected increase in our plan's UAAL (approximately \$376 million) resulting from the pay increase.

Thank you. We appreciate the opportunity to provide testimony on S.B. 2819, S.D. 2, proposed H.D. 1.



SENATE BILL 2819, SD 2, PROPOSED HD 1, RELATING TO TEACHER COMPENSATION

MARCH 17, 2022 · HOUSE EDUCATION COMMITTEE
· CHAIR REP. JUSTIN H. WOODSON

POSITION: Support.

RATIONALE: The Democratic Party of Hawai'i Education Caucus **supports** SB 2819, SD 2, proposed HD 1, relating to teacher compensation, which provides automatic step increases in teacher salaries for each year of satisfactory service completed by public school teachers and educational assistants; increases the amount of time available to teachers for planning, preparation, and collaboration; makes an appropriation to fund an experimental modernization project pursuant to section 78-3.5, HRS, to make necessary discretionary salary adjustments for certain teachers; and repeals section 302A-627(a),

Teachers are the most important professionals in increasing student achievement. According to numerous studies, however, Hawaii's average teacher salaries are the lowest in the nation when adjusted for cost of living. A 2020 study conducted by APA Consulting on behalf of the Hawaii Department of Education found that when compared with other high-cost geographic locations, Hawaii teachers are paid \$7,700 to \$26,000 less than their peers in school districts with similar costs of living, depending on length of service.

Low teacher pay adversely impacts the State's ability to recruit and retain quality classroom leaders. According to the Hawaii Department of Education's 2021 Strategic Plan Dynamic Report,

for the 2021-2022 school year, forty-nine percent of Hawaii's teachers left the profession within their first five years of service. The report further revealed that the State's teacher shortage currently stands at 886 positions overall, 230 of which are in the content area of special education.

During the severe economic recession that began in 2009 and that became known as the "Great Recession," funding was eliminated for teacher pay raises and step increases. **As a result, compensation for over 6,000 teachers is \$900 to \$17,000 below what it would be if teachers' salary steps properly corresponded with their years of service.** Failing to pay veteran teachers appropriately is one factor that contributes to increasing numbers of teacher retirements and resignations.

According to data from the Hawaii Department of Education, 428 teachers retired during the 2020-2021 school year, a 49 percent increase from the 2019-2020 school year. **To ensure that Hawaii's children are able to benefit from experienced educators, it is important to uplift the financial security of veteran teachers by guaranteeing a step raise for every additional year of public school service that they perform.**

The Hawaii Department of Education, in consultation with the Hawaii State Teachers Association, implemented differential pay increases during the 2019-2020 school year to reduce teacher shortages in special education, hard-to-staff, and Hawaiian immersion teaching positions. Instituting differential pay increases led to significant progress in reducing longstanding teacher shortages in high-demand areas.

Departmental data show that the percentage of special education teacher vacancies dropped by 45 percent during the 2020-2021 school year, with 43 percent more teachers choosing to move into a special education teaching line than the year before. The number of teachers choosing to work in hard-to-fill positions in rural or remote areas increased by 52 percent over the same time period, while the number of Hawaiian immersion teachers increased by 7 percent.

Providing differential pay increases in future years is critical to strengthening the State's efforts to recruit and retain high quality educators for disadvantaged and high-needs student populations.

This further demonstrates that when teachers are paid professional salaries, students—especially our most vulnerable keiki—benefit.

Accordingly, we strongly support this proposal, which will subsidize unfunded step increases for, or “true up,” teachers who are currently being paid far less than their years of service should afford and well below their actual step on the teachers’ salary scale.

Kris Coffield · Chairperson, DPH Education Caucus · (808) 679-7454 · kriscoffield@gmail.com



'AHA KAULEO

STATEWIDE COUNCIL FOR KA PAPAHAHA KAIAPUNI

Date: March 15, 2022

To: House Committee on Education
Representative Woodson, Chair
Representative Kapela, Vice Chair, and Members

From: Kahele Dukelow, Luna Hoomalu (President)
Aha Kauleo Statewide Council for Ka Papahana Kaiapuni
Advisory to the Office of Hawaiian Education

Aloha mai e na lala o ka Aha Olelo - Chair Woodson, Vice Chair Kapela, and Members,

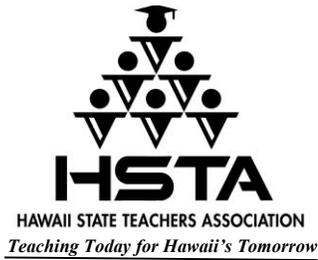
The Aha Kauleo (AKL) is a council of parents, teachers and administrators of Kaiapuni or Hawaiian language immersion schools across the state. We advocate for increased and improved support of Kaiapuni schools and work closely with our school communities, the State Department of Education through the Office of Hawaiian Education, the Board of Education and the University of Hawaii through its Hawaiian language, Hawaiian studies and education programs.

The AKL strongly supports SB2819 SD2, to fund an experimental teacher compensation modernization project to address the compensation equity issues and make the necessary discretionary salary adjustments for teachers whose current base salary does not reflect their years of professional service.

Prioritizing teacher salaries will help to address the massive, unprecedented teacher shortage in our state by attracting new teachers into the system with the promise of fair compensation and work to retain present teachers.

Me ka oiaio,
Kahele Dukelow, Luna Hoomalu
Aha Kauleo

Membership: Alo Kehau o ka Aina Mauna (Honokaa High, 9-10), Ke Kula o Ehuuikaimalino (K-6), Ke Kula o Ehuuikaimalino (7-12), Ka Umeke Kao HI PCS (K-6), Ka Umeke Kao HI PCS (7-12), Ke Kula o Nawahikalaniopuu Iki PCS (K-8), Ke Kula o Nawahikalaniopuu (Hilo High, 9-12), Ke Kula Kaiapuni o Hana (K-5), Ke Kula Kaiapuni o Lahaina (6-8), Ke Kula Kaiapuni o Lahainaluna (9-12), Ke Kula Kaiapuni o Maui ma Kalama (6-8), Ke Kula Kaiapuni o Maui ma Kekaulike (9-12), Ke Kula Kaiapuni o Maui ma Paia (K-5), Ke Kula Kaiapuni o Nahienaena (K-5), Ke Kula Kaiapuni o Lanai (K-1), Kualapuu PCS (K-6), O Hina i ka Malama (Molokai Middle, 7-8), O Hina i ka Malama (Molokai High, 9-12), Ke Kula Kaiapuni o Anuenue (K-6), Ke Kula Kaiapuni Anuenue (7-12), Ke Kula Kaiapuni o Hauula (K-6), Ke Kula Kaiapuni Hawaii o Kahuku Academy (7-12), Ke Kula Kaiapuni o Kailua (9-10), Ke Kula Kaiapuni o Nanakuli (K-6), Ke Kula Kaiapuni o Puohala (K-8), Ke Kula o Samuel M. Kamakau PCS (K-6), Ke Kula o Samuel M. Kamakau (7-12), Ke Kula Kaiapuni o Waiiau (K-6), Ke Kula Kaiapuni o Waimanalo ma Blanche Pope (K-2), Kawaikini PCS (K-6), Kawaikini PCS (7-12), Ke Kula Niihau o Kekaha PCS (K-6), Ke Kula Niihau o Kekaha PCS (7-12), UH Hilo-Hale Kuamoo, UH-Hilo-Ka Haka Ula o Keelikolani, UH-Hilo Kahuawaiola, Brigham Young University, Aha Punana Leo, Kamehameha Schools Bishop Estate, UH-Manoa COE, UH-Manoa Kamakakuokalani, UH-Manoa Kawaihuelani & UH-Maui E Hooulu Lahui.



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

Osa Tui, Jr.
President
Logan Okita.
Vice President
Lisa Morrison
Secretary-Treasurer
Wilbert Holck
Executive Director

TESTIMONY BEFORE THE HOUSE COMMITTEE ON EDUCATION

RE: SB 2819 SD1 Proposed HD1 – RELATING TO TEACHER
COMPENSATION

THURSDAY, MARCH 17, 2022

OSA TUI, JR., PRESIDENT
HAWAII STATE TEACHERS ASSOCIATION

Chair Woodson, and Members of the Committee:

The Hawaii State Teachers Association **strongly supports SB 2819, SD1**, Proposed HD1, relating to teacher compensation, with some suggested revisions. This bill makes an appropriation to fund an experimental modernization project pursuant to section 78-3.5, Hawaii Revised Statutes, to make necessary discretionary salary adjustments.

In the SD2 and the Proposed HD1, an amendment that was added in the SD1 to repeal 302A-624(c) **from law. The SD 2 and the current proposed draft now state “1) Repeal section 302A-627(a), Hawaii Revised Statutes,” which we do not want.**

Here is the section the Senate removed in SB2819 SD1 that we do agree with as it will allow our teachers to take more professional development to reclassify.

1) Repeal section HRS 302A-624 section (c):

(c) A teacher shall be required to spend at least one year in Class III before going on to Class IV, at least one year in Class IV before going on to Class V, at least one year in Class V before going on to Class VI, and at least one year in Class VI before going on to Class VII.

Currently, statute limits the maximum classification that a teacher can reach to Class VII. By removing this section, HSTA would be enabled in future negotiations to pursue switching from a combination step- and class-based system towards a strictly class-based system where teachers can continue to seek professional development throughout their career to advance on the salary schedule. Currently, 4,300 teachers are at Class VII and have little to no incentive to continue with their professional development. Making sure that teachers will want to engage in continuing education will ultimately benefit students whose teachers will continue to



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

Osa Tui, Jr.
President

Logan Okita.
Vice President

Lisa Morrison
Secretary-Treasurer

Wilbert Holck
Executive Director

advance their knowledge and pedagogy. This was repealed in the Senate Draft 1, but now this current draft is removing a different, unrelated section.

We calculate the amounts needed for BU 5 members affected by compression to be, with 62.78% fringe added, about \$88 million for BU 5 members at the Department of Education and \$6 million for BU 5 members at our public charter schools.

This bill is needed to address compensation equity issues and to make the necessary discretionary salary adjustments for approximately 8,700 experienced teachers by recognizing their professional service to the department of education and our public charter schools through discretionary salary adjustments, as negotiated between the superintendent of education and the exclusive representative of collective bargaining unit (5) Hawaii State Teachers Association. [See table at end of testimony]

In Hawai'i, teacher turnover is high. Chronic teacher turnover, in turn, forces the department of education to rely on emergency hires and long-term substitute teachers, who are not licensed teachers, to fill vacancies resulting in thousands of students each day in a class without a licensed teacher. Our teacher shortage problem is further clarified in the DOE's 2020-21 Employment Report, which shows that teacher voluntary separations increased from 961 for SY2019-20 to 1,199 for SY2020-21, an approximate 25% increase. When looking only at retirements, the numbers went from 287 to 428 over the same time period – a 49% increase!

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 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. Current figures show nearly 5,000 certificated teachers alone clustered on just steps 9 and 11 with each step representing spans of 6 and 8 years of service, respectively. 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.



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

Osa Tui, Jr.
President

Logan Okita.
Vice President

Lisa Morrison
Secretary-Treasurer

Wilbert Holck
Executive Director

During 2013-2021, teachers were making step movements every other year. At that rate, teachers should reach their career salary (the top step, step 14B) after serving 22 years. Data shows that nearly 2,000 teachers are trapped on steps 12 through 14A with years of service ranging from 24 through 32 years. Teachers are leaving the profession disheartened and with no expectation of reaching their career salary. Fixing this problem will have an immediate effect on retaining our most experienced teachers who have honed their crafts the longest and know our students best.

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 and at our public charter schools.

Data from the 2020-21 school year shows that only 51 percent of teachers remained in the Hawaii DOE five years after hire. 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 to be negotiated as part of an Experimental Modernization Project for eligible teachers to address pay compression.

HSTA believes the teacher shortage extends throughout the profession, which is why all educators' compensation should be increased and this is one major step that will help right away. 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.



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- 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 also appreciate the amendment added by the Senate Education committee to take off the cap of Class VII out of law, that will allow more classes to be negotiated during collective bargaining that will incentivize more teachers to take professional development courses to reclassify. 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.

To comment on the proposed HD1, removing section 3 part (a) and would affect teachers entering and re-entering with teacher experience that would not have to be considered, if this section is removed. Although currently they may only enter with up to six years teaching experience at the most, according to the DOE, we hope that too will change, and is something that we will continue to negotiate.

Commenting on the proposed HD1, Section 2, B, C, D, and E, we think this part of this proposed draft would fit much better in SB3209 that is focused on trying to fund professional development and collaboration time such as is described in this section and this part would also need to be funded, and later negotiated, to ensure our teachers are fairly compensated for their time.

Our main goal for this bill is to request that our state lawmakers approve funding for a one-time salary adjustment to be negotiated as part of an Experimental Modernization Project for eligible teachers to address pay compression. We need the legislature's help to end the teacher shortage crisis. Thank you!

RE: SB 2819, SD2 PROPOSED HD1 - RELATING TO TEACHER
COMPENSATION

THURSDAY, MARCH 17, 2022

MITZIE HIGA, LEGISLATIVE CHAIR
DEMOCRATIC PARTY OF HAWAII LABOR CAUCUS

Chair Woodson, and Members of the Committee:

The Democratic Party of Hawaii Labor Caucus **supports SB 2819, SD2**, relating to teacher compensation, **with suggested amendments**. This bill makes an appropriation to fund an experimental modernization project pursuant to section 78-3.5, Hawaii Revised Statutes, to make necessary discretionary salary adjustments.

We appreciate that this bill addresses teacher compensation equity issues and makes the necessary discretionary salary adjustments for experienced teachers by recognizing their professional service to the department of education and our public charter schools through discretionary salary adjustments, as negotiated between the superintendent of education and the exclusive representative of collective bargaining unit (5) Hawaii State Teachers Association. We leave the negotiations language up to Hawaii State Teachers Association, and ask you to incorporate their suggestions as they see fit.

We really want this particular bill to focus only on teacher compensation, and fixing their salary compression issue with the Experimental Modernization Project, and we believe any part of this bill that has been added that deals with professional development changes and funding belong in SB3209 as that particular bill would allow for the funding of professional development which includes collaboration, and it needs to be noted that any changes in hours for professional development, outside of the current contract hours, needs to be negotiated. The current amendments in this HD1 could be interpreted to not fund these PD hours, and also they do not seem to be subject to negotiations in the current language of this bill, which is problematic, if they are outside of the current contract hours of teachers, thus these amendments would be better inserted into HB3209 and it needs to clearly state, “subject to negotiations regarding the hours/minutes” as well as that teachers should be compensated for any additional time. SB3209 is a bill with the purpose of bringing back the 21 hours of professional development that teacher lost last year during the economic downturn caused by the pandemic. Placing these amendments on PD in SB3209 would be the best way to ensure these 21 hours/1,260 minutes return and are funded and negotiated.

We know that teacher turnover is high, and only going up. This lack of equity in salary for years of service is impacting the retention of licensed, tenured teachers who are essential to closing the achievement gap to ensure equity and excellence for each student. We need the legislature’s help to end the teacher shortage crisis.

To support our teachers in Hawaii in the public school system, including charter schools, the Labor Caucus asks your committee to **support** this bill, with any suggested amendments from HSTA that regard their process for negotiations.



Committee ON Education
Representative Justin Woodson, Chair
Representative Jeanne Kapela, Vice Chair

March 17, 2022

Dear Chair Woodson, Vice Chair Kapela, and Members of the Committee,

We support SB 2819 SD1, Proposed HD1, relating to teacher compensation.

HE'E Coalition continues to be a fierce advocate for students in Hawai'i's public school system and will support measures to help our students thrive and reach the goal of college, career, and community readiness. We agree with the legislature that recruitment and retention of qualified teachers is critical to the success of our education system. We support any mechanism that supports teacher recruitment, retention, and teacher satisfaction, which will ultimately benefit our students.

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



Academy 21
American Civil Liberties Union
Alliance for Place Based Learning
*Castle Complex Community Council
Coalition for Children with Special Needs
Education Institute of Hawai'i
*Faith Action for Community Equity
Fresh Leadership LLC
Girl Scouts Hawaii
Harold K.L. Castle Foundation
*HawaiiKidsCAN
*Hawai'i Afterschool Alliance
*Hawai'i Appleseed Center for Law and Economic Justice
*Hawai'i Association of School Psychologists
Hawai'i Athletic League of Scholars
*Hawai'i Children's Action Network
Hawai'i Nutrition and Physical Activity Coalition
Hawai'i Scholars for Education and Social Justice
* Hawai'i State PTSA
Hawai'i State Student Council
Hawai'i State Teachers Association
Hawai'i P-20
Hawai'i 3Rs
*Hawai'i Youth Service
Head Start Collaboration Office
It's All About Kids
*INPEACE
Joint Venture Education Forum
Junior Achievement of Hawaii

Kamehameha Schools
Kanu Hawai'i
Kaua'i Ho'okele Council
Keiki to Career Kaua'i
Kupu A'e
*Leaders for the Next Generation
Learning First
McREL's Pacific Center for Changing the Odds
Native Hawaiian Education Council
Our Public School
*Pacific Resources for Education and Learning
*Parents and Children Together
*Parents for Public Schools Hawai'i
Special Education Provider Alliance
*Teach for America
The Learning Coalition
US PACOM
University of Hawai'i College of Education

Voting Members () Voting member organizations vote on action items while individual and non-voting participants may collaborate on all efforts within the coalition.*



HAWAII GOVERNMENT EMPLOYEES ASSOCIATION
AFSCME Local 152, AFL-CIO

RANDY PERREIRA, Executive Director • Tel: 808.543.0011 • Fax: 808.528.0922

The Thirty First Legislature, State of Hawaii
House of Representatives
Committee on Education

Testimony by
Hawaii Government Employees Association

March 17, 2022

S.B. 2819, S.D. 2, Proposed H.D. 1 - RELATING TEACHER COMPENSATION

The Hawaii Government Employees Association, AFSCME Local 152, AFL-CIO appreciates the intent but raises serious concerns over the impact of the proposed House Draft to S.B. 2819 which provides automatic step increases for teachers, educational assistants, and administrators for each year of satisfactory service provided and creates an experimental modernization project to make discretionary salary adjustments for teachers.

First, foremost, and most importantly, we continue to assert: all matters impacting an employee's wages, hours, and conditions of employment – including step movements and salary adjustments – are constitutionally protected mandatory subjects of collective bargaining. The appropriate venue to address these matters is the negotiations process that is reserved for the employer and the exclusive representative, and not via the Legislature.

We fully recognize that from top to bottom and across every jurisdiction, your government workforce is under compensated. The concerns raised over high vacancy rates, early retirements, and staff turnover are not exclusive to one classification or bargaining unit, rather they are systemic problems that are pervasive throughout our state. We agree that a competitive salary and benefits package can address the crux of these issues, and we have proffered a variety of policy solutions for the Legislature's consideration. However, it is unconstitutional for the Legislature to directly intervene in the bargaining process by increasing the wages of select professions at the direct expense of all other employees. Elevating some classifications over others will have a devastating ripple effect across government and can result in lopsided salaries where subordinates could be compensated at a higher rate than their supervisors. The possibility of the Legislature providing additional unequal funding over and above a negotiated agreement has upended and stalled efforts to resolve contracts for other bargaining units and unfairly disadvantages those units that already settled their contracts. Collective bargaining offers a holistic approach that ensures fairness and considers universal impact.

While we appreciate the inclusion of educational officers in bargaining unit 06 and educational assistants in bargaining unit 03, this proposed measure does not equally

House of Representatives
Committee on Education
S.B. 2819, S.D. 2, Proposed H.D. 1
March 17, 2022
Page 2

include all unit 03 DOE employees, let alone all staff positions necessary to run a school – our school food service managers, security attendants, library and health assistants, school administrative support assistants, registered nurses, clinical and school psychologists, behavioral specialists, speech-language pathologists, athletic trainers, and so many more are excluded from this legislation. All DOE employees play a critical role in educational excellence and similarly, all government employees equally serve our community. This divisive mentality of elevating some classifications over others is destructive and hampers morale.

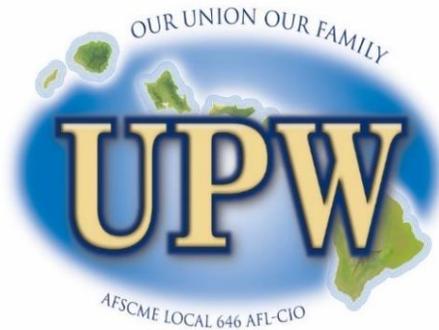
Finally, this legislation sets a dangerous precedent and infringes upon constitutionally protected rights. The Legislature is overstepping its authority by backdoor negotiations and substituting itself for the employer to resurrect, fund, and force agreement on proposals that the parties were unable to agree upon at the bargaining table.

For these reasons, while meritorious and rooted with good intent, we firmly insist that these important matters impacting wages must be bargained. Thank you for the opportunity to testify on the proposed House Draft to S.B. 2819, S.D. 2.

Respectfully submitted,

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

Randy Perreira
Executive Director



**HOUSE OF REPRESENTATIVES
THE THIRTY-FIRST LEGISLATURE
REGULAR SESSION OF 2022**

Committee on Education

Representative Justin H. Woodson, Chair
Representative Jeanne Kapela, Vice Chair

Thursday, March 17, 2022, 2:00PM
Conference Room 309 and via Videoconference

Re: Testimony with COMMENTS on SB2819, SD2, PROPOSED HD1 – RELATING TO TEACHER COMPENSATION

Chair Woodson, Vice Chair Kapela, and Members of the Committee:

The United Public Workers, AFSCME Local 646, AFL-CIO (“UPW”) is the exclusive bargaining representative for approximately 14,000 public employees, which includes blue collar, non-supervisory employees in Bargaining Unit 1 and institutional, health, and correctional employees in Bargaining Unit 10, in the State of Hawaii and various counties. The UPW also represents 1,500 members in the private sector.

UPW **raises concerns** regarding SB2819, SD2, Proposed HD1, which provides automatic step increases in teacher salaries for each year of satisfactory service completed by public school teachers and educational assistants. The proposed HD1 would also increase the amount of time available to teachers for planning, preparation, and collaboration and makes an appropriation to fund an experimental modernization project to make necessary discretionary salary adjustments.

HEADQUARTERS – 1426 North School Street ♦ Honolulu, Hawaii 96817-1914 ♦ Phone: (808) 847-2631

HAWAII – 362 East Lanikaula Street ♦ Hilo, Hawaii 96720-4336 ♦ Phone: (808) 961-3424

KAUAI – 2970 Kele Street, Suite 213 ♦ Lihue, Hawaii 96766-1325 ♦ Phone: (808) 245-2412

MAUI – 841 Kolu Street ♦ Wailuku, Hawaii 96793-1436 ♦ Phone: (808) 244-0815

1-866-454-4166 (Toll Free, Molokai/Lanai only)

UPW remains troubled with any legislation that could potentially circumvent HRS Chapter 89 and impact a public employee's right to collectively bargain over wages, benefits, and terms and conditions of their employment. We believe that these types of discussions should remain between the Employer and the Exclusive Representative.

Thank you for the opportunity to provide testimony.

Sincerely,

A handwritten signature in black ink, consisting of the letters 'KW' in a stylized, cursive font.

Kalani Werner
State Director

HEADQUARTERS – 1426 North School Street ♦ Honolulu, Hawaii 96817-1914 ♦ Phone: (808) 847-2631

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SB-2819-SD-2

Submitted on: 3/15/2022 10:02:00 AM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Camile Cleveland	Individual	Support	Written Testimony Only

Comments:

I strongly support this bill. Teachers are chronically underpaid yet serve a critical role in society, shaping the minds of our keiki and raising the next generation of thinkers and leaders. It is imperative that they receive better compensation and more support. Mahalo for the opportunity to testify.

SB-2819-SD-2

Submitted on: 3/15/2022 11:59:30 AM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Claire Gearen	Individual	Support	In Person

Comments:

Dear Chairs Justin H. Woodson and David A. Tarnas, Vice-chairs Jeanne Kapela and Patrick Pihana, and other members of the House Committee on Education and House Committee on Water and Land,

My name is Claire Gearen, and I am a teacher at Mililani High School. I write in strong support of Senate Bill 2819 SD2 relating to teacher compensation.

Were I to return to the Seattle School District, where I taught for seven years, I would earn \$44,000 more a year than I do now. That is almost enough for a stability budget for a single person in Honolulu.

I graduated from the Master's of Education in Teaching program at UH in 2000 and am a career public school teacher.

In 2007, I moved back home from Seattle to teach in Mililani. I took a 40% pay cut to do so, yet felt the move was worth it. I calculated that I could recover most of the pay within ten years, and I planned to teach the rest of my career in Hawai'i.

Instead, in the first ten years with the Department of Education, I moved only two steps on the salary schedule. In my intake interview, I was not informed that salary steps must be approved as if they are raises, and that step increases often don't happen.

I love teaching, yet the difference between my compensation in Seattle and Hawai'i has been striking. In Seattle, in just four years I saved enough for a 10% down payment on a house. I took the plunge into home ownership in 2004 when the Seattle superintendent promised we would be the fifth highest paid teachers in the Seattle metro area within five years.

In Hawai'i, I have built no equity despite dutifully paying the mortgage on my condo. My savings had to cover the deficit from pay cuts during Furlough Fridays. I recently refinanced my mortgage so that if we do not get step increases in the coming years, I can still keep my home.

Veteran teachers have a lot to offer the public schools. Our experience guides us to facilitate better outcomes for students. While this measure would only provide a fraction of my lost income working for the HDOE, it would be a sign of appreciation and course correction, and it would improve my quality of life measurably.

Sincerely,
Claire Gearen

SB-2819-SD-2

Submitted on: 3/15/2022 1:14:24 PM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Theresa M Thompson	Individual	Support	Written Testimony Only

Comments:

I support SB2819.

Mahalo,

Theresa Thompson

Maui

SB-2819-SD-2

Submitted on: 3/15/2022 1:16:46 PM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Wendy Wilhelm	Individual	Support	Written Testimony Only

Comments:

My name is Wendy Wilhelm and I have been a teacher since 1995. Currently, I hold 3 jobs to make all of my and my family's ends meet. I took many classes to advance on our salary schedule across the page, but no matter what, I cannot earn any more without step increases built into our negotiations. With the passing of SB2819 SD2, I can finally earn what my years of service and experience so rightfully deserve.

I strongly urge you to pass SB2819 SD2. We veteran teachers need incentive to stay in the profession we love, or risk losing us to an economy that we simply cannot afford anymore.

Mahalo,

Wendy Wilhelm

SB-2819-SD-2

Submitted on: 3/15/2022 1:27:20 PM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Amie Yee	Individual	Support	Written Testimony Only

Comments:

I fully support SB2819. Please have teacher salaries be adjusted based on their years of experience. We often focus on recruiting new teachers, but we also need to respect and honor our veteran teachers! Let us not forgot their commitment and dedication to educating our children over the years. Please correct the wrong and approve SB2819. Thank you for your consideration and allowing me to submit my testimony.

SB-2819-SD-2

Submitted on: 3/15/2022 1:35:03 PM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Yahna Kawaa	Individual	Support	Written Testimony Only

Comments:

I fully support SB 2819 SD2 which provides automatic step increases in teacher salaries for each year of satisfactory service completed by public school teachers and educational assistants.

SB-2819-SD-2

Submitted on: 3/15/2022 1:45:57 PM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Yvette Rapozo	Individual	Support	Written Testimony Only

Comments:

Chair Woodson, Vice Chair Kapela, and members of the Committee,

I am submitting tetimony in support f Senate Bill 2819 SD2. My name is Yvette Rapozo and I am a 2nd grade teacher on the island of Kauai. I am writing to you to explain the impact this legislation could have on my community as well as many others. In the past few years, we have lost many experienced teachers due to the growing demands that are placed upon us. Teaching is a career in which we do not leave our work at the work place, but we need to bring it home. Whether to process the days events and plan for the future, we always bring it home with us. And with more put on our plates, many teachers who are old enought to retire, are retiring. And there are many teachers who are just leaving the profession due to the demands and stress. On top of all this, we are some of the lowest paid teachers iOn the nation. I don't blame them at all for leaving. So something needs to be done about it and I lebieve paying teachers more is a great start.

We have less student in college entering the collge of education. The career is no longer desireable. Something needs to change and it need to start here. Oue teachers deserve to be paid what they are worth and they deserve to be paid a living wage. Teachers will continue to leave, both young and old alike, if somethign doesn't change. It is in fact too late for many teachers who have left in the last few years, but we can still keep many experienced teachers if this legisiation passes. And those teachers make a huge difference with our student each and every day.

Again, I ask you to vote in support of Senate Bill 2819 SD2.

Thank you,

Yvette Rapozo

SB-2819-SD-2

Submitted on: 3/15/2022 1:47:29 PM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Emiri Iwasaki	Individual	Support	Written Testimony Only

Comments:

Chair Woodson, Vice Chair Kapela, and members of the Committee,

I am submitting testimony in support of Senate Bill SB2819 SD2.

I am a Special Education teacher teaching in the Leeward District and have been teaching in the State of Hawaii for 21 years. Currently, teachers like myself who have been teaching for many years do not have a pay that reflects our years of service. We have many years of knowledge and experience as well as various training, however, we do not get compensation that recognizes these merits. We need our salaries adjusted based on our years of experience so that we are able to keep veteran teachers in our field. We have many new teachers that enter this field, but sadly, I have seen many leave after a few years because they just can't make it because after a few years, our pay plateaus out with no pay raises reflecting our years of service. Teachers, like any other profession, should be acknowledged with a pay that reflects our years of experience and service. I think many teachers, like myself, will be happy to stay in the teaching progression for extra years if there was a competitive pay incentive. This, in turn, would prevent the teacher shortage crisis from getting worse. In Hawaii, it is sad, but love for our students alone can not support our livelihood.

Please vote in support of Senate Bill number SB2819 SD2.

Thank you for the opportunity to testify.

Dear Chair Woodson, Vice Chair Kapela and members of the committee

Re: My Testimony in support of Senate Bill 2819

Aloha! I'm Angelita laea, a school counselor in the Central District at Mililani Waena for over 24 years. I am sharing my testimony in support of Senate Bill 2819 and want to share how I have been undercompensated in a career that I committed my life to during an untimely school year in 1997.

I loved the fact that I was going to impact student lives after I received a Masters in Education in school counseling. I entered into the DOE system also beginning a family being 3 months into my first pregnancy. Little did I know how the teachers contract worked; little did I know that I was going to be caught in this compression group for my entire career.

My salary did increase with the credits that I submitted to move classes within the salary schedule. But unfortunately, I didn't have consistent contractual step movements. I went from claiming 2 exemptions on withholding taxes to claiming 9 so I could receive more out of my salary to pay my bills. My former husband picked up extra work hours to be able to pay for the mortgage. Our family life became so unbalanced with our work schedules, taking care of a newborn and trying to be financially stable. Unfortunately, our teachers' contract was up for negotiations again during an untimely year 2001 when teachers did go on strike and I was pregnant, picketing the lines, throwing up and feeling nauseated and sick. However, I needed to do what I needed to do - for my family, to continue being in my school counseling career and just as important voicing my concerns and taking action to be fairly compensated. Sadly, the strike and being out of work on strike put me back even further in pay - not being paid, being without a contract even longer, furloughs and a delay in the new contract being established. I have yet to recuperate and ever be fairly compensated.

I am now a single parent and have been since 2008. We cannot change what has happened in the past or the timing of getting into school counseling and starting a new family. Further, I don't regret becoming a school counselor. However, in evaluating my present career and financial status, what would help me to persevere in this career without having to pick up a part time job, would be to be compensated fairly after 24+ years of service. I'd rather spend my last years dedicated to positively impacting young children's lives and also mentoring college student interns getting into school counseling. But with the cost of living doubling as a result of the pandemic, it will be impossible to keep my home, pay bills, help my daughter with college debts and pay for necessities without also finding another part time job.

When the compression was going to be remedied in January 2020, I was hopeful then, but the pandemic happened. Then the cost of living skyrocketed.

I humbly ask that I along with other teachers, librarians, counselors, IRA's be fairly compensated at this point in our careers. We have shown commitment, integrity, care and patience being in the DOE system despite financial inequity. Allow us to be treated as we deserve to be during the tail end of our careers.

Again, I am in support of Senate Bill 2819. Please vote in support of this Bill.

Thank you Chair Dela Cruz, Vice Chair Keith-Agaran and members of the committee for giving me this opportunity to share my testimony.

Mahalo,

Angie laea

School Counselor, Mililani Waena Elementary School, Central District

SB-2819-SD-2

Submitted on: 3/15/2022 1:54:53 PM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Cindy Deuz	Individual	Support	Written Testimony Only

Comments:

Chair Woodson, Vice Chair Kapela, and members of the Committee,

Please provide enough funds to fix the teacher salary compression issue to show that we as a state value our hardworking teachers. Our teachers are worth it because our keiki deserve to be taught by highly qualified teachers. These past 2 years of Covid has had a negative impact on them and we need to work harder than ever to bridge the gaps that distance learning and quarantining have caused. I am a teacher with Central District on the island of Oahu. I am submitting testimony in support of SB 2819, SD2.

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 has been told time and again to not go into teaching because of the low pay and stress involved. But she remains steadfast in her decision because she loves kids and she's really good with them. She will most likely stay to gain some experience but ultimately will need to move away to be more financially secured.

A lot of veteran teachers are pushing back retirement to be able to benefit from the pay compression fix. This will help us to bridge the teacher shortage and benefit the future of Hawaii as students will be taught by highly qualified teachers and not by emergency hires or long term substitutes. Please approve the funding needed to keep Hawaii's teachers teaching in Hawaii.

We need your help.

Mahalo!

SB-2819-SD-2

Submitted on: 3/15/2022 1:55:38 PM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Jon Fia	Individual	Support	Written Testimony Only

Comments:

I am writing in support of SB2819 SD2. This is about correct an grossly unfair situation to those teachers who were unfortunate enough to fall in to the compression situation. It is also only right to finally show those that stuck it out for our kids and community that they are shown by our state that they are appreciated.

We are also in the midst of another teacher shortage. By passing this bill it will help ensure that many senior teachers stay around a little longer. This buys the state time to not only recruit enough new teachers but also gives them some time to be adequately trained for the challenges of the classroom. Giving new teachers time to polish their skills will create a more positive result for all of the students.

Thank you for your time and consideration.

SB-2819-SD-2

Submitted on: 3/15/2022 1:56:07 PM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Sara O'Rourke	Individual	Support	Written Testimony Only

Comments:

Chair Woodson, Vice Chair Kapela, and members of the Committee,

I am submitting testimony in support of Senate Bill 2819.

My name is Sara O'Rourke and I am a teacher at Kapaa High School on Kauai.

I've been a DOE teacher in Hawaii for 26 years and I have only advanced to Step 12 on the salary schedule; which is the middle of the salary schedule. I love my career, but I feel really undervalued because I have not been fairly compensated for my 26 years of dedicated service. I've started looking for jobs on the mainland where the cost of living is lower and my salary would be higher. However, getting paid a fair wage for my years of experience would definitely convince me to stay in Hawaii.

Salary compression is a "make or break" issue for myself and many teachers at the moment. The passing of Senate Bill 2819 will be the morale boost that many teachers need right now, and prevent the teacher shortage crisis from getting worse.

Please vote in support of Senate Bill 2819. Thank you for this opportunity to testify.

SB-2819-SD-2

Submitted on: 3/15/2022 1:56:42 PM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Sandra Afuso Fernandez	Individual	Support	Written Testimony Only

Comments:

Dear Chair Woodson, Vice Chair Kapela, and members of the Committee:

My name is Sandra Afuso-Fernandez. I am a teacher at Ma’ema’e Elementary School in Honolulu District on the island of ‘Oahu. I am submitting testimony in support of SB 2819.

Please provide enough funds to fix the teacher salary compression issue. The Department of Education will need additional funding to ensure that teachers who were consistently overlooked and undervalued for many, many years will finally receive the pay that they deserve. Our veteran teachers are worth it as they are important to the future of all of our children in Hawaii.

I have been teaching in Hawaii for the past 24 years. When was little, I always admired my teachers and aspired to be one when I grew up. Through college, people would tell me that teachers don’t make money and would struggle to make ends meat, but still decided that teaching was for me. Little did know that I would end up working a second job for over 15 years to supplement my income as a teacher.

There has been many times that I have second guessed my decision to become a teacher through the tough economic times where we had furlough Fridays, pay freezes, step freezes, and spent time lobbying at the State Capitol to gain the attention of law makers to value teachers. Perhaps it is time for me to finally consider leaving a profession that I love because it is a struggle to provide for my family due to Hawaii’s high cost of living outpacing my teacher salary. Or perhaps it is time that I consider “retiring” at the age of 48 and explore other opportunities to provide for my family.

As a veteran teacher who has been teaching for over 20 years, I have seen many highly experienced teachers retire and replaced by “rookie” newbie teachers who need time and experience to hone their teaching skills. Being an effective teacher takes years working with students and parents, understanding curriculum, and really knowing how to make a difference in students’ education. Valuing experienced teachers with salary adjustments that they deserve (and long overdue) will keep them in the classroom longer and ensure that students have veteran, experienced, and qualified teachers.

We desperately need your help to correct a great disservice to our veteran teachers. Now is the time to show teachers that they are valued.

Thank you for your time and consideration,

Sandra Afuso-Fernandez

(Honolulu District, 'Oahu)

SB-2819-SD-2

Submitted on: 3/15/2022 2:26:12 PM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Geraldine SY Tokumoto	Individual	Support	Written Testimony Only

Comments:

Chair Woodson, Vice Chair Kapela, and members of the Committee,

I am testifying in support of SB2819 SD2 which addresses the salary compression for teachers. I have worked in the Hawaii DOE for almost 19 years. When I started I had a Master's Degree and 4 years of experience in private schools. The year after I started the starting teacher's salary for someone with a Master's Degree increased by about \$10,000. I did not receive that difference. I elevated myself through the different pay classes by using academic credits and paying for professional development out of my pocket. I endured Furlough Fridays and the pay freezes that followed. We have received step increases several times in my 19 year career, but still find myself only a few steps in front of teachers that entered the system after me. Teachers that started prior to the pandemic received regular step increases.

I am grateful for those increases but with the increasing cost of medical insurance each step equates to about \$25 per paycheck "raise". The 1-2% raises that were negotiated per year prior to pandemic are also not keeping up with inflation. Luckily I am single, with no children and family that allows me to live with them. I didn't choose teaching to get rich but I would have thought I could afford to buy a place to live on my own in my lifetime, that time has come and gone as I move closer to retirement.

It seems that the state is doing more to recruit teachers and retain the new hires rather than keep the teachers like myself that have years of experience and are not at retirement age yet. I don't plan on working past my 30 years of service because of the changing educational system that has brought much stress into my life. Teachers are constantly berated in the public for the poor performance on tests by our students, for not addressing all students' needs etc... And then to also not be paid a wage that will allow us to afford the basics to live with is the reason why teachers are leaving the profession en masse.

The salary compression is much needed to compensate teachers for all that we do. Especially during the pandemic it was apparent that society needs teachers, but now that we are in face to face school again it seems everyone has stopped supporting us. (I write this after I have gone through my receipts of what I spent this school year and lament at the fact that it is well over the \$250 that can be used as a tax write off).

Sincerely,

Geraldine Tokumoto

SB-2819-SD-2

Submitted on: 3/15/2022 2:26:44 PM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Leigh-Ann Casuga	Individual	Support	Written Testimony Only

Comments:

Aloha,

Chair Woodson, Vice Chair Kapela, and members of the Committee

I am submitting testimony in support of Senate Bill 2819. My name is Leigh-Ann Casuga and I am a counselor at Ilima Intermediate. I am one of the 8,000 educators impacted by salary compression. After 23 years of service, I feel like it takes forever to reach the top. I believe it is a critical time to retain experienced educators. I have seen the impact of losing educators due to job changes and the effect it has on our students when classrooms are left without highly qualified teachers. Let's fix this now and do what's right for our keiki.

I humbly ask you to please support Senate Bill 2819. Thank you for the opportunity to testify.

Warm regards,

Leigh-Ann Casuga

SB-2819-SD-2

Submitted on: 3/15/2022 2:28:20 PM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Elizabeth K. Noetzel	Individual	Support	Written Testimony Only

Comments:

3/15/22

Dear Chair Dela Cruz, Vice Chair Keith-Agaran, and Members of the Committee:

I am writing in strong support of SB2819 SD2, for several reasons.

Covid has left our keiki struggling in many ways. Most notably, what I see in my seventh grade English students at Waikoloa Elementary and Middle School on the Big Island (Kona district) is that they are 'zoned out' after staring at a zoom screen for several semesters. Sometimes it takes an experienced, veteran teacher with a toolkit of ideas, strategies and intuitiveness to wrangle these brains back to life- and I can attest to the fact that this is no easy task. In fact, this has been the most challenging year of my 22 year career in the Hawaii DOE. Every single day, I am asked to entertain while teaching in order to get my students to appreciate the content of what I have to deliver. I rise to that challenge as often as I can, and it changes from period to period, depending on the mood and tone of each class. It is like tap dancing on thumb tacks daily.

In order to retain teachers like myself who can switch things up on the spot, who know how to inspire students in the moment, how to spontaneously keep the energy going, how to bring the content to life, it would be really great if the salary reflected those years of experience and dedication. I am in my 22nd year, yet I am on step 11. Were I to move out of state, as I have often been tempted to do, my step would reflect my years of service, as is most common and obviously, most fair to the teachers.

If this bill passes, my life will change for the better financially in many obvious ways, and I will be justly rewarded for my years of service and for not moving to the private school where my husband works. It would not only be an incredible sign of respect to those of us who have dedicated so many years to this department, but the financial benefits would allow us to put money back into the economy of Hawaii! (Trust me, I don't save, I spend). The state has seen an increase in tourism during covid and to take some of those funds and allot them to the teachers sends quite a message- it says that you respect, value and support those of us who are in charge of your public school students, enough so that you will pay us what we are worth. This will inspire the old timers like myself to stay in-state, and to not retire early. There are many layers of benefits to the compression package and I STRONGLY encourage you to support SB2819, SD2..

Mahalo for your time and consideration,

Elizabeth Noetzel

Teacher, Waikoloa Middle School

SB-2819-SD-2

Submitted on: 3/15/2022 2:33:15 PM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Kelly Shimabukuro	Individual	Support	Written Testimony Only

Comments:

I am writing to support SB2819 SD2. Education needs to be made a priority. For many years the message that educators have recieved is that teachers are not valued and will not be paid according to their years of service. Is this really the message our legislature wants to keep sending to our current and potential future teachers? Our profession is struggling. College students are choosing other fields because they know that the teaching profession does not pay. Other states are proposing a starting salary of \$60,000/annually for their teachers. This is what I make after 20 years and reaching the highest classification possible.

This bill is long overdue. We need to send a message that teachers and education are valued. It's the only way that good candidates will consider the field of education, and it's the only way that we'll be able to make sure our students recieve the education they deserve.

Please consider voting in favor of this bill. Our teachers need to know that they are valued. Our students need to know that they are valued. Our families need to know that this legislature values education. This bill will go far in sending that message.

Thank you for voting in favor of this bill.

Mahalo nui loa,

Kelly Shimabukuro

SB-2819-SD-2

Submitted on: 3/15/2022 2:47:21 PM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Kathleen Wines	Individual	Support	Written Testimony Only

Comments:

Chair Woodson, Vice Chair Kapela, and members of the Committee,

I am submitting testimony in support of Senate Bill SB2819 Relating to Teacher Compensation. The passing of this important Bill will strongly support public school teachers who have been out of step for many years with their pay compensation. The passing of this Bill will bring up my salary to the level that is due after my years of service. The passing of this Bill will help to make ends meet here in Hawai‘i. It is not fair to teachers to stay at a salary level that is not in line with their years of service.

This is my 16th year of teaching. I have a Master’s in Education. I am in the middle of the salary schedule, when I should be near the top. Salary compression has had a negative impact on my family. Not making the salary deserved for years of service has meant that my family has not been able to do the things that we could have. We have done without and struggled to makes ends meet when this could have been fixed with fair compensation for years worked. I’ve seen teachers working two jobs and leaving the profession because of the low pay. Teachers have not been able to buy a home or car due to salary compression. All of this adds up to a low morale for teachers and a negative impact on the students as good teachers leave. As I near retirement, I am looking for a second job to help make ends meet. Getting the salary compensation that is due for years of service would go far in myself staying in the teaching profession.

Please vote yes in support of Bill SB2819 relating to teaching compensation. This will show as a vote of confidence and respect towards teachers and the keiki of Hawai‘i.

Mahalo,

Kathleen Wines

SB-2819-SD-2

Submitted on: 3/15/2022 2:49:44 PM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Shari Kaneshiro	HSTA	Support	Written Testimony Only

Comments:

Chair Woodson, Vice Chair Kapela, and members of the Committee,

I am submitting testimony in support of Senate Bill 2819 SD2.

I have been a public school teacher for the state of Hawaii for the past 27 years. I teach at an elementary school in Honolulu. During the time that I have been a teacher, I have gone through 2-3 Teacher Strikes, furloughs and presently, teaching during a pandemic. Throughout all of this, I continued to teach our children of Hawaii in good faith that my contributions are appreciated. Using my own money to furnish the classroom so that my students feel comfortable and welcomed, purchasing supplies on my own which would provide my students with enrichment activities that would not be possible on a regular school budget is something that the majority of teachers do without hesitation. Presently, in this pandemic, teachers were expected to manage teaching virtually to the students many times without proper or updated technology. We were also expected to return to the classroom without vaccination and again, having to purchase our own high quality masks, disinfectant soap and wipes in order to protect our students and ourselves! (many of these supplies were given to those schools on the island where it was deemed a priority, however, it should have been vital that we all receive help with these necessary supplies).

I have witnessed great teachers leave our profession for the private school sector (due to higher pay, quality facilities, equipment and supplies) or leave the profession of teaching permanently in order to have a career which helped them to be able to live in Hawaii with the high cost of living.

Please show all of the veteran teachers, new teachers and future teachers that our profession is considered important to the future of Hawaii by passing SB2819 SD2. For many of us teachers, this compensation is long overdue. Please show the public school teachers of Hawaii that you value what we do for the children.

Thank you for providing this opportunity for testimony.

Sincerely,

S. Kaneshiro

SB-2819-SD-2

Submitted on: 3/15/2022 3:08:28 PM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Kealakai Lindsey-Meyer	Individual	Support	Written Testimony Only

Comments:

Aloha Chair Woodson, Vice-Chair Kapela, and members of the Committee,

I am testifying in SUPPORT of SB2819, which funds an experimental modernization project pursuant to Section 78-3.5, Hawaii Revised Statutes, to address compensation equity issues through necessary discretionary salary adjustments.

My name is Kealakai Lindsey-Meyer, I teach at Waimea High School on the island of Kauai, Hawaii. Passing SB2819 will allow the Hawaii Department of Education to implement discretionary pay adjustments to address equity and compression for teachers. This will not only positively impact both teacher recruitment and retention but also prevent the teacher shortage crisis from getting worse. I personally know of a few teachers that could not afford to rent and/or could never afford to buy their own home here in Hawaii so they left the islands and a teaching position that the school, state, and students would've benefited greatly from.

Please vote in support of all teachers in Hawaii by passing SB2819.

Mahalo for your time and the opportunity to testify.

SB-2819-SD-2

Submitted on: 3/15/2022 3:35:30 PM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Jennifer Sarpi	Individual	Support	Written Testimony Only

Comments:

Hi,

I would like to testify in support of sb 2819, related to salary compression. As an educator, I would like to see this bill to pass in order for teacher to receive fair compensation for the years of service they have worked. Teachers are over burdened and burnt out. Giving them a fair compensation for their years of service shows respect for the profession and could help less teachers to quit.

I support this bill.

Sincerely,

Jennifer Sarpi

SB-2819-SD-2

Submitted on: 3/15/2022 3:43:57 PM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Jan Mori	Individual	Support	Written Testimony Only

Comments:

Chair Woodson, Vice Chair Kapela, and members of the Committee:

Aloha, my name is Jan Mori. I teach at Wheeler Elementary School and I am submitting testimony in support of SB2819. I am one of the teachers who have been affected with compression, and I'd like to share my journey with you in the hopes that my candor will give better insight than a chart and tables. Please forgive me for the dates and figures, I will strive to be brief.

January 1993: Class 2 step 1. Just graduated from UH and grateful for a position midway through the school year!

September 2002: Class 6 step 4. I funded my own professional development to earn credits to get to Class 6, the highest at that point (the pay schedule was later revised, making Class 7 the highest). Taught for 9 years, and now have a 2 year-old toddler to raise.

October 2004: Class 7 step 6. Again, not able to earn any credits for pay raises, relying only on step raises through legislation. 11 years into the profession, with another child to raise.

May 2015: Class 7 step 11. 22 years of teaching, and it took 11 years to move 5 steps...

March 2022, currently Class 7 step 13. I cannot locate my paperwork to show when step 13 was granted; survived a devastating divorce in 2016.

I hope that I have been able to illustrate how teachers in my generation have worked hard and deserve to be compensated for our dedication over the years. 29 years of service, and only 13 steps... nothing was in my power to raise my salary since 2004, 16 years.

Even when you consider inflation, furlough Fridays, the pandemic, and other issues affecting legislative funding decisions, we teachers have been patiently doing what we can to give our keiki the support they need to thrive. Teaching is a 24/7 commitment; our school days do not start and end with the sound of the school bell, and we do not leisurely enjoy evenings, weekends, and holidays with nothing to do. I feel that I am not just raising my sons, but also am a parent to my students, reassuring them to feel safe in person at school and to help close their 1.5-year deficit (at least) in learning.

Alas, I cannot end my almost 30-year journey for at least another 4 years, as I need to wait until 55 years of age for full pension, which I will need to rely on as a single parent of a son in college, and another starting college next term. By supporting SB2819, you will renew the faith of many seasoned kumu in our state, giving us the recognition that we deserve for our years of dedication, and the much-needed boost to continue our teaching excellence.

You have many difficult decisions in this legislative session, and I thank you for all of your efforts, as they are as vital as mine. Mahalo for your years of service, also!

Humbly yours,

Jan Mori, Wheeler Elementary School, grade 3 teacher

SB-2819-SD-2

Submitted on: 3/15/2022 3:50:09 PM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Katrina Karl	Individual	Support	Written Testimony Only

Comments:

Aloha Chair Woodson, Vice Chair Kapela, and members of the Committee,

My name is Katrina Karl and I am a teacher at Waipahu High School. I urge you to pass SB2819. As I approach my tenth year of teaching, it has become increasingly concerning to see colleagues with over twice my years of experience earning little more than I do. I hope that Hawaii teachers will receive pay increases based on years of service like our counterparts in many other states, rather than waiting for step movements that may take years to come. Appropriate and timely pay increases will aid in teacher retention, especially as our cost of living rises.

Katrina Karl

SB-2819-SD-2

Submitted on: 3/15/2022 3:50:42 PM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Winter leuteneker	Individual	Support	Written Testimony Only

Comments:

Dear Committee Members:

I am writing testimony in support of bill SB2819.

I have been a Special Ed teacher in Maui for over 20 years & have barely seen my pay go up with the cost of living. I love what I do, so I have stuck with it, despite the fact that I've been stuck in the same pay scale area for years. It's time to make a change & help us teachers get what we deserve. Too many great teachers are leaving too soon.. I don't want to have be another one. Please support this bill so that we can get paid what we are worth.

thank you

SB-2819-SD-2

Submitted on: 3/15/2022 3:51:28 PM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Hilary White	Individual	Support	Written Testimony Only

Comments:

My name is Hilary White and I am an educator at a public school in Hawaii. I am in support of SB2819 relating to teacher compensation.

SB-2819-SD-2

Submitted on: 3/15/2022 4:05:43 PM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
De Austin	Individual	Support	Written Testimony Only

Comments:

Chair Woodson, Vice Chair Kapela, and members of the Committee,

I am submitting testimony in support of Senate Bill SB2819 SD2.

I cannot understand how the obvious is ignored, when it comes to education quality and teacher pay.

When we in Hawaii undermine the profession of education, with its low pay and outdated salary scale, we create a system where fewer people step forth to take up the mantle of educating our youth. This increases class sizes, and understandably, decreases the quality of education overall, as teaching a class of 20 is not the same as teaching a class of 40. The dynamics alone would quarter, if not halve, the effectiveness of the teacher in that larger class.

This undoubtedly has an even greater impact on our students in special education, whose needs require more rigorous, specialized attention and support. Along with that, the Hawaiian islands also has a diverse geography, where some schools are located in areas which are difficult to reach. For good reason, Hawaii honors the legacy of Hawaiian culture and people with Hawaiian language immersion schools. All of these situations must continue to include pay differentials for teachers who are willing to commit to teaching special needs students, geographically hard-to-fill areas, and to maintain Hawaiian language immersion schools.

It only makes logical sense to base an educator's pay on their experience. Would you pay more to see an experienced brain surgeon, or one who just graduated from medical school? Of course, you would. Experience is the key factor in teaching expertise. You can't get that from programs or a textbook.

Teachers are not asking for the unreasonable. I don't know any teacher who drives a 2022 Lexus and owns more than one home, if they own their own at all, here in Hawaii.

If we were to honor educators the way our society pays for sports superstars, our state, our nation, would be making field goals in educational progress.

Please vote in support of Senate Bill SB2819 SD2.

Thank you for the opportunity to testify.

Respectfully,

D Austin

Kihei, Maui

SB-2819-SD-2

Submitted on: 3/15/2022 4:13:53 PM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Naomi Oshiro	Individual	Support	Written Testimony Only

Comments:

House Education Committee

RE: SB 2819

Wednesday, March 16, 2022

INSUPPORT OF SB2819

I am Naomi Oshiro, a public school teacher. I am testifying in favor of SB2819. It is important that this committee passes bill SB2819 to guarantee that teacher's salaries are adjusted based on years of experience like their counterparts around the United States. When SB2819 is passed, another step toward minimizing teacher shortage would be taken. Passing this bill would benefit all citizens of Hawaii.

Passing SB2819 would benefit all Hawaii's citizens and help retain and attract qualified and experienced teachers.

Mahalo,

Naomi Oshiro

SB-2819-SD-2

Submitted on: 3/15/2022 4:29:17 PM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Gaylen Pasion	Individual	Support	Written Testimony Only

Comments:

Fully support!

SB-2819-SD-2

Submitted on: 3/15/2022 4:50:50 PM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Joyce Vea	Individual	Support	Written Testimony Only

Comments:

My name is Joyce Vea and I am a counselor at Waimea Canyon Middle School on Kauai. I am writing in support of SB2819 which would address the teacher compensation (salary compression) issue which has plagued teachers, counselors, and support staff educators for decades. This is not a new issue, in fact, there have been rumblings of teachers not being compensated fairly for their dedication in years of service to the DOE since my hiring back in 2008. It is time to compensate educators fairly - especially now that the state is at a surplus - the legislature may not have the opportunity (and financial capability) to address this concern again in the near future. This is an investment in public schools, in public school students, and in the workforce directly tasked with preparing Hawaii's workforce.

I entered the Department of Education in January of 2008 only 3 weeks after graduation from UH Manoa's last cohort in school counseling. After years of preparation and studying, I was ready to enter the field of education and apply the knowledge and skills I had gained. Not long after that, Governor Lingle put into place "Furlough Fridays" which was my first experience of having my salary "stunted." In fact, I took a 5% pay cut for the 2 years where Furlough Fridays existed. I was hopeful when Governor Abercrombie said he was a supporter of Education and Educators only to see "Directed Leave Without Pay" days - these were essentially the same as Furlough Fridays and had the same impact. Those first 5 years of my career with the state were difficult years financially and set me up in a way where I needed to "catch up" financially.

For people unfamiliar with the teacher pay scale, our pay is determined by two factors: a) "Classes" which reflects our level of education + professional development classes and b) "Steps" which reflect pay raises negotiated through our contracts - NOT years of service as it would be in any other state. I was appalled to hear my colleagues admit that they were no where near the "top of the pay scale" even after 25-27 years of service. I was mindblown...I asked myself, "How does the state of Hawaii (our leaders, the legislature) not ensure that our educators are properly taken-cared-of financially?" It is a question I struggle with today. At about year 3 in the DOE, I started taking professional development classes pretty aggressively - meaning I would try to take two classes per semester on top of my regular day job and a part-time job to help pay down student loans. It took me maybe 5-6 years (by this time, I'm also a Mother), but I finally made it to CLASS VII - the end of the teacher pay scale in terms of

education/professional development. Now, it was a waiting game to go up in “Steps.” My hopes dwindled as there have been a few contracts where “steps” were NOT negotiated and agreed to which means my base salary would not improve for 2, 3, and sometimes 4 years. For example, we got a \$1000 bonus one year - that was a slap in the face. Give us our step movements - we’ve earned them. Given that we are now considered essential in the light of a global pandemic, I’d say it’s pretty clear that Educators have earned the right to say we’ve earned our paychecks.

It is 2022 and I’ve observed a few things over the years in relation to negotiations for teacher contracts: a) most contracts are 2-3 years long, b) some of the contracts that have been ratified during my employment didn’t include even 1 “step” - like the current contract we’re on until SY22-23, c) politicians will correlate our pay to how well the state is doing financially and how other unions get paid, and d) it feels like teachers always come last. And consequently, these are the negative long-term implications of the nature of negotiations and bad contracts over the past two decades: 1) the field of education is not seen as attractive by our local students, 2) our society doesn’t value educators/education, 3) teacher recruiting and retention is a chronic problem, and 4) morale in our field is low. If the compression issue is not fixed with the next contract, the problems will not only continue, they will exponentially get worse. Current teachers will retire earlier than they previously planned or hoped for, the stressors related to covid will push teachers out of the field, and more importantly students will suffer. Our students cannot receive quality education when the best and most seasoned educators are leaving the Department of Education. The DOE likes to look at all types of data regarding academic marks, attendance, covid cases, Title I funds...but where is the accountability piece where the state and our legislature looks at how state level decisions impact teacher recruitment and retention and what kind of impact does that have on student learning? Our field will not be able to sustain another round of teacher loss and/or lack of teacher recruitment.

There has never been another time where things have been so aligned to compensate Hawaii’s teachers fairly and comparable to that of our mainland counterparts. The passing of this bill would put value in the 14 years that I have already dedicated to the Department of Education and give me 2 more steps which would raise my salary by \$9,000. Yes, that’s right...\$9,000 - this is money that I earned but due to a series of bad contracts, I had to just accept where the department said I had to be - because funding was not available. It’s time to correct the wrong, it’s time to pay teachers & counselor what we are worth. There were times in the past where the burden of the state’s financial struggles were squarely put on the backs of state workers. It’s our turn to reap the benefits of a funding surplus. There is no time better to tell our students and communities that public education in the state of hawaii is a priority and their future is an investment worth saving. Please pass SB2819, SD2 to fairly compensate our Teachers!

Thank you for your kind consideration,

Joyce Veal,

Counselor

Waimea Canyon Middle School

March 15, 2022

My name is Maryann Aguinaldo and I teach at Iao Intermediate. I am a Special Education and have been with the HDOE for over 23 years. It is very disheartening to know that teachers are not valued by our government, especially those of us who have dedicated our lives for our na keiki in the islands.

Being raised in Hawaii, I love the teachers I had growing up. When I was in the 3rd grade, I knew I wanted to be a teacher. I started teaching special education in 1997 and this is my 24th year of teaching. I have a Master's in Education. I also have reached the end of the class status for teachers (Class 7). Pay increases for me can only happen through years of services. I've been through the 3 weeks teacher strike and the furlough when Lingle was Governor and I believed that teachers could prevail and I continued to teach. I was single then. Now I have a young family. Unfortunately, what I make now with the SPED differential, my family is living paycheck to paycheck with my daughter currently in kindergarten and my son completing preschool. We had to use our tax returns to help pay for his tuition as we make too much to be eligible for any financial assistance or scholarship.

Every year, there seems to be an increase of students needing IDEA services and that number continues to rise as online/distance learning have negatively impacted students as they reentered the school campus full-time this year and demonstrate difficulty knowing grade level standards or even 1-2 levels below their current grade level. This will increase in special education teachers' workload as many schools do not have positions filled as we try to support IDEA students in the inclusion setting as well as in the resource/pull-out setting. I currently try to support my team's 4 core inclusion teachers but that is just me having to know what is happening in each class while providing support in the means of modified work or pulling students to work with me 1:1 or in small groups.

I technically have 7 more years until I can officially retire from the DOE. The thought of retirement is a reality with each year that passes. I could then sub and not have the stress that comes with teaching or even find a part time job that would make up the difference in pay according to my financial advisor. But I really do enjoy teaching and working with teachers who are in it for the students. I want to also make sure the "good" teachers stick around to influence my son (wants to be a police officer) and daughter (who wants to be a teacher, yes a teacher) when they go through the next 12+ years of public education in their island home Maui. I would love to continue teaching with respectful pay that is due, especially as a local teacher with no intentions of moving elsewhere.

Teachers deserve to have the salary compression fixed, Senate Bill 2819, SD2 and shortage differential Senate Bill 2820, SD2 continue to stay and serve our na keiki, our na ohana, and our communities. Our students are worth the investments. My children are worth the investment. Our communities depend on these investments.

Sincerely,

Maryann Aguinaldo, M.Ed.

Special Education Teacher, Iao Intermediate

SB-2819-SD-2

Submitted on: 3/15/2022 5:03:39 PM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Cynthia Reves	Individual	Support	Written Testimony Only

Comments:

I am a teacher at McKinley High School and have watched my salary stagnate. This bill will right a wrong. I am nearing retirement, but this legislation would be incentive to work a few years longer. Please support it.

SB-2819-SD-2

Submitted on: 3/15/2022 5:07:09 PM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Marilou Bulagay	Individual	Support	Written Testimony Only

Comments:

Dear Chair Woodson, Vice Chair Kapela and Members of the Committee,

My name is Marilou Bulagay. I am submitting testimony in support of the bill on Compression Pay for Teachers- Senate Bill 2819, SD 2. I am a teacher with the Hawaii Department of Education working in the Honolulu District. This is my 22th year of teaching and have not yet reached my career high in pay. The passing of the bill would have a huge impact on my family.

I have endured the teaching strike in 2000 (that was my first year of teaching) and furloughs. This also forced me to accept several contracts that compressed my pay, not allowing me to move in steps. It has been proven that Hawaii teachers are paid the lowest in the nation. Because of this I am struggling and continue to live paycheck to paycheck to support my family. This is so sad. The only reason why I continue to stay here in Hawaii is for the children I teach and to be honest, I have a daughter in the public school system who is graduating this school year. My oldest son is currently in college in Oregon. So, I will have 2 college tuitions to be responsible for. Knowing that my own children will no longer be in the Hawaii public school system and I will soon have another financial burden, I am looking to leave the DOE and moving to the mainland where I could have more money in my pocket to support my family since my son is already on the mainland and my daughter is looking at mainland colleges. Moving out of Hawaii will allow me to take advantage of paying for their tuition as a resident and the opportunity for a higher pay. There really is no reason for me to continue to stay in Hawaii knowing that my children will not be here and the pay as a teacher will no longer suffice our financial needs.

I am sure many other teachers are in the same situation as me and looking at other opportunities to increase their pay to support their families. The DOE is already facing a huge teacher shortage. Many teachers are also on the brink of retirement and have no reason to stay since they are already at their career high with the current pay schedule that we have.

However, the approval of the compression pay for teachers will close the gap on the teacher shortage because it will be a great incentive for teachers like myself to stay and teach in the DOE system and for teachers on the brink of retirement to continue teaching for a few more years.

I am asking that you please support the bill for Compression for Teachers. This will allow me to stay here in Hawaii and support my own children's financial burdens of college tuitions. I would love to stay here and continue to teach the children of Hawaii but I also have my OWN children to support and receiving the benefits of the compression package would allow me to do both!

Please vote in support of Senate Bill 2819.

Thank you for this opportunity to testify.

Many blessings to you,

Marilou Bulagay

SB-2819-SD-2

Submitted on: 3/15/2022 5:19:30 PM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Susan Agsalda	Individual	Support	Written Testimony Only

Comments:

To: Chair Dela Cruz, Vice Chair Keith-Agaran, and members of the Committee:

I am submitting testimony in regards to Senate Bill 2819 SD2, relating to teacher compensation (salary compression).

My name is Susan Agsalda. I am currently teaching in the Central District on Oahu. I returned to school to earn teacher certification with the strong belief that I could make a difference in the lives of children, which I believe I have. This is a second career for me. I have been teaching for over 23 years.

I am deeply disappointed that the teachers in Hawaii are not paid salaries based on their years of experience. I am currently at step 11, rather than at step 14A/B. This is my second career, so I am nearing retirement and know that the impact from not getting step raises for many years will affect how comfortable my family and I will be when I retire. I'm already thinking about the types of jobs I could apply for, if I am unable to survive on my retirement income. It saddens me to think that I may have to work to supplement my retirement income.

I realize that the passage of this bill will have little impact on me, but know that it will help my younger peers to not only stay in the profession, but to have something to look forward to when they retire.

Thank you for your time and consideration, and for allowing me to testify on this matter.

SB-2819-SD-2

Submitted on: 3/15/2022 5:21:31 PM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Mike Landes	Individual	Support	Written Testimony Only

Comments:

Chair Woodson, Vice Chair Kapela, and members of the Committee,

I am submitting testimony in support of Senate Bill 2819 SD2. My name is Mike Landes, and I am a teacher at Lahainaluna High School, the husband of an elementary teacher at Princess Nahienaena Elementary School, and the father of two public school students. I am also the HSTA Maui Chapter President. My wife and I have been teaching at our schools for the past 18 years. During that time, we have been furloughed and DLWOPed, and we have had our pay frozen in place during two separate economic slowdowns. We have colleagues with five years less experience than us who are on the exact same step of our salary schedule, because they did not have to suffer through all of those pay cuts and freezes. And sadly, we have colleagues with ten years more experience than us who are also on the exact same step of our salary schedule, because they had to suffer through even more pay cuts and freezes earlier in their careers. This means that I personally know people who are all on step 11 of the salary schedule whose professional teaching experience in Hawaii varies by 15 years. That is insane! If Hawaii is serious about doing something to address the teacher shortage crisis, this salary schedule compression must be addressed. Too many veteran teachers are willing to take their expertise and walk out the door because it seems they will never reach the top of the pay scale and be able to afford to retire in this place where they have dedicated their lives and sacrificed so much for their students and communities. It's hard to imagine that my wife and I will ever be able to retire, the way things are going. So why should any of us stay? We do it for the love of the job and the love of our students...but love doesn't pay the bills. Much more needs to be done, but this is a crucial step that will benefit the vast majority of Hawaii's teachers. Please, do the right thing and vote in support of Senate Bill 2819 SD2.

Mahalo for your time,

Mike Landes

SB-2819-SD-2

Submitted on: 3/15/2022 5:34:42 PM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Juliana R Romero	Individual	Support	Written Testimony Only

Comments:

Chair Woodson, Vice Chair Kapela, and members of the Committee:

I am submitting testimony in support of Senate Bill 2819.

My name is Juliana R. Romero and I am in my 21st year teaching as a licensed and certified special education teacher. Currently, I am an Autism Consultant Teacher for the Central District.

In passing this bill, it will allow me to stay in Hawaii and teach the students I love and help the special education teachers who have students with autism in their classes. I have been on Class 7, Step 11 for 9 years and it is very disheartening. Teachers should be paid a fair wage for our years of experience and education. I work 2 jobs in order to survive as a teacher with 21 years of experience teaching in Hawaii, 2 MA's, required PhD coursework, BCBA coursework and ABA Supervision. I can make more money as a special education teacher in another state where the cost of living is less. I choose to stay in Hawaii because I love the students and know there is a tremendous shortage of special education teachers here.

Please vote in support of Senate Bill 2819. If passed, it will allow teachers to remain in the state they love, teaching students who deserve more.

Thank you Chair Woodson, Vice Chair Kapela, and members of the Committee for the opportunity to testify.

Sincerely,

Juliana R. Romero

SB-2819-SD-2

Submitted on: 3/15/2022 5:36:36 PM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Dana Kau	Individual	Support	Written Testimony Only

Comments:

TESTIMONY BEFORE THE HOUSE COMMITTEE ON LABOR & PUBLIC
EMPLOYMENT AND COMMITTEE ON LOWER & HIGHER EDUCATION

RE: SB 2829, SD2 RELATING TO TEACHER COMPENSATION

FRIDAY, MARCH 13, 2020

2 P.M.

Chair Johanson, Chair Woodson, and committee members:

My name is **Dana Kau**. I am a **teacher** at **Hokulani Elementary** in **Honolulu** on **Oahu**. I am submitting testimony in support of SB 2829, SD2 RELATING TO TEACHER COMPENSATION.

Please provide enough funds to fix the teacher salary compression issue. Consistently, as a DOE teacher, I use my own personal income to provide for student materials and classroom needs. In addition, specifically in the last two years, teachers at my school did not receive ANY funds to purchase classroom supplies. Also, because we required additional technology to teach at one point online, I chose to use my own personal income to obtain web services and programs to make online learning more accessible and engaging for students. Teachers should be compensated fairly for being dedicated to their students, students' families, and the State of Hawaii.

I have been teaching in the DOE for more than 26 years and I continually try to provide my students, their families, the school, and the State of Hawaii with loyalty, dedication, insightfulness, problem-solving, personal sacrifice, aloha, and financial support. Please do the right thing by supporting teachers in a reasonable manner. But also, the more teachers are supported, the more we can directly support the students of Hawaii.

We need your help. Mahalo.

Dana Kau, Hokulani Elementary, Honolulu, Hawaii

SB-2819-SD-2

Submitted on: 3/15/2022 5:38:06 PM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Adam Escobar	Individual	Support	Written Testimony Only

Comments:

Aloha

I am a social studies teacher at Waiake High School. I hope you approve SB2819. At the end of this Semester I will have been teaching 28.5 years yet I am still at step 14. I moved up to this step last year. It has been discouraging that teacher pay has always been low in the state but I like most other teachers persevered because we are dedicated to our profession. We have always taken one for the team (the state) when there was an economic down turn. I was looking at my top 35 years of earnings according to Social Security the other day. According to their records it took me 20 years to reach the starting salary of a new teacher today. This was due to salary compression. After 22 years of teaching I should have been on step 14B. The state of Hawaii has shorted my salary for decades. I have know idea how much income I have lost, but I suspect it is well over a \$100,000. I dont expect to be compensated for that loss, but it is not to much to ask to be payed fairly in my final teaching years. Older teachers have a wealth of skill, knowledge and experience to share. Fixing this injustice may keep them around a little longer.

Adam Escobar

Waiakea High School Teacher

SB-2819-SD-2

Submitted on: 3/15/2022 6:02:14 PM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Cynthia McAnish	Individual	Support	Written Testimony Only

Comments:

I urge you to support this bill to compensate Hawaii's teachers who have faithfully served in public schools, yet never been recognized for our years of service and experience. We deserve this compression of pay to ensure we do not leave the profession for more lucrative jobs.

SB-2819-SD-2

Submitted on: 3/15/2022 6:12:38 PM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Dawn LW Shirota	Individual	Support	Written Testimony Only

Comments:

Please support this bill and all other bills (shortage differentials) to adequately pay teachers . We are in a national crisis and Educators are a dying breed. If you want to recruit and retain highly qualified teachers for our keiki's education, we need to start now. Teachers are leaving the professions in droves (about (1800 vacancies this first transfer period and not including who will retire at the end of the year) and many colleagues of mine are just barely being able to pay their rent, or mortgages working 2 jobs. Several of my friends who are born and raised in Hawaii have left to greener pastures in the continental US. If you do not take care of teachers, by compesating them adequately, who will educate our keiki. Please support this bill. Mahalo

TESTIMONY BEFORE THE HOUSE COMMITTEE

RE: SB [SB2819](#) RELATING TO TEACHER COMPENSATION

Friday, February 18, 2022

10:10 a.m.

Chair Woodson, Vice Chair Kapela, and members of the Committee:

My name is Maria Guardino. I am a proud public school teacher at Kaimuki High School in Honolulu on Oahu. **I am submitting testimony in support of [SB2819](#) relating to teacher compensation. It's a small price to ask for the retention of teachers which affect the future of our keiki.**

Our children are our future. When teachers instruct their students, they build the foundation for equality and prosperity for tomorrow's generations.

Supporting this proposal will lift our public schools in Hawai'i into the 21st Century. A vote for this measure is a vote that creates competitive professional pay which reflects the value of our hardworking teachers.

Just a month ago, I was walking with my friend. We are both in our 50s and trying to plan for our "golden years". She shared her income with me and I had to say, I honestly felt saddened with a tinge of anxiety. I have been working for Hawaii's DOE for 18 years, and yet, will be earning less than half of her income. When I shared how much I earn with her, she was frankly appalled. She asked why teachers were not paid respectfully. She said, "You take care of our keiki, why aren't we taking care of you??" We both love our careers, we love our community, and we both serve our community by working with the next generation. I deserve more AND I know most teachers in other states who are committed to teaching earn more AND yet, teachers in Hawaii continue to be financially disregarded. How can our state reflect that they honor our teachers and their work when they do not prioritize their financial stability?

Every year, the cost of bills increases; rent, electricity, gas, food, etc. The only thing that has gone down steadily is my pay. As a teacher, I'd like to feel less anxious and more secure about my future. I'd like to know that I can afford to remain here. Per Bill 2819: "Hawaii's teacher salaries are the lowest in the nation when adjusted for the State's high cost of living",

I know other places are more affordable, and I've had people tell me to move. Is this the message we want to send our teachers? Can Hawaii afford more teachers leaving?

I quote directly from Bill 2919 “Unfair pay scales have driven experienced senior teachers to either retire early or leave the profession, due to the perception that their experience and dedication to public education and the teaching profession will never be adequately valued and recognized.

“The legislature has found that an increasing number of school districts around the country are utilizing compensation methods and strategies designed to improve the recruitment and retention of qualified teachers.”

Please help me and the many other passionate, committed educators, remain serving our students of Hawaii by addressing teacher compensation.

Please vote in support of Senate Bill 2819.

Thank you,

“Ms. G,” as the students call me.

Maria Guardino, MSW, NBCT, Teacher Leader

SB-2819-SD-2

Submitted on: 3/15/2022 7:01:36 PM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
J Madsen	Individual	Support	Written Testimony Only

Comments:

Chair Woodson, Vice Chair Kapela, and members of the Committee,

I am submitting testimony in support of Senate Bill 2819 relating to salary compression.

This is my 16th year of service in the Department of Education. In addition to my many years of service and experience, I have also become a BCBA / LBA (Board Certified Behavior Analyst / Licensed Behavior Analyst) during this time. I have switched job titles to a highly-trained and experienced Behavior Analyst Teacher for the DOE. However, it was just a change to a "fancier" job title and a harder case load with ZERO pay increase. I would at least like to be compensated for my 16 years of service. I have devoted 16 years of service to the DOE and I would like to be compensated as a 16th year teacher (even if the DOE can't pay me more as a BCBA). I think the DOE should take care of us teachers who have almost 2 decades of meaningful public service to our students. We should be able to earn enough to provide for our families as much as what we would earn in the private sector (or at least more than a teacher with less teaching experience and fewer years of service). This is how you keep loyal employees in the DOE - by paying them based on their years of service. It'll be a bonus if I could also get compensated for my specialized credential and increased expertise.

Mahalo.

SB-2819-SD-2

Submitted on: 3/15/2022 7:03:25 PM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Rochelle Shiraki	Individual	Support	Written Testimony Only

Comments:

Dear Chair Woodson, Vice Chair Kapela, and members of the Committee:

My name is Rochelle Shiraki and I am submitting testimony in support of SB 2819, SD2 which addresses teacher salary compression. I have been employed by the Department of Education for a total of 22 years: 11 years as a classroom teacher and 11 as a school registrar. During this time, I have seen many contracts which tried to address the bottom end of the teacher salary schedule to attract more people into the teaching profession. I believe additional work needs to be done to retain the more experienced teachers and fixing the compression in the middle area of the salary schedule is essential.

When starting out in this profession, I knew that I would never be “rich” like my other friends who majored in accounting or engineering and went to school far fewer years than I did, yet little did I know how great the disparity would be between my profession and theirs. Soon after starting my career, I realized that I would have to take on a side job to make enough money to pay for my needs. I have had at least one, and sometimes two, part-time jobs during the bulk of my teaching career. I absolutely loved being in the classroom but decided to become a 12-month teacher purely for the added pay, thinking I could give up my part-time work. After receiving my paycheck, I realized that still could not happen. It was only 4 years ago when I finally gave up my part-time work, not because I no longer needed the income, but because I had caregiving duties which required more of my time. If it weren’t for the support of my family, I could not have paid for all of my basic needs just from my salary alone , especially with the increasingly high cost of living in Hawaii.

After 22 years in the profession, I am quite a few steps away from the top and if contracts keep going the way they have, I will never attain the top step before I retire. I also noticed that despite my considerable years of experience, I do not make much more than my colleagues who started way after I did. I know other teachers who decided to retire as soon as they hit the minimum years required, saying “it’s not worth it” to stay in the job. I know at least 4 teachers who are on the cusp of retiring/resigning from the DOE and are looking hard at what the next contract will bring. Fixing the salary compression and recognizing the time they have invested into the craft of teaching would encourage veteran teachers to stay.

In short, I would like to thank you all for this opportunity to share my experiences and views, and I implore you to vote in support of Senate Bill 2819, SD2.

Sincerely,

Rochelle Shiraki

SB-2819-SD-2

Submitted on: 3/15/2022 7:11:49 PM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Rebecca Kapolei Kiili	Individual	Support	Written Testimony Only

Comments:

Aloha Chair Woodson, Vice Chair Kapela, and members of the Committee,

My name is Rebecca Kapolei Kiili and I am writing in **strong support** of SB 2819 SD2 relating to teacher compensation, specifically the teacher compression issue. I have been a Kumu Kaiapuni on the island of Maui for 17 years and within this period of time, I have been one of the teachers impacted by the compression issue. Although I am in my 17th year of teaching, I have been stuck at step 11 for a long time because of the lack of negotiated steps for teachers based on years of service. As a new teacher, I understood that I had to earn my way up the salary scale by continuing to improve my teaching practice through professional development and earning qualified credits to reclassify. I indeed earned my way to Class VII within the first five years of my career because I love learning and because I committed to staying in this profession despite the statistics on high teacher turnover within that first five years of service. I was determined to beat the odds and I have, but not without having to overcome other challenges along the way.

Being stuck at step 11 has hindered my ability to own a home and with the current average median home costs on Maui at 1 million dollars, it feels that much more impossible on my salary. I want to live here and thrive here as well not just survive paycheck to paycheck like most people do. I was born here and feel that it is my birthright to live in my homeland. But, the rising costs of housing, inflation, and the lack of proper compensation only compounds this issue even further.

Restore hope in our teachers and **pass this bill** to fix this compression issue. In doing so, teachers will feel valued, appreciated, and respected for the value that we add to our communities and essentially our whole society. The pandemic highlighted how important the institution of education is for all of our people. Passing this bill will reaffirm this belief and make things pono for public school teachers and our families who depend upon us. Bring Hawai'i up to par with all the other states that pay teachers for their years of service. This is key to ensure that our seasoned teachers stay and we don't increase the teacher vacancies.

E 'āpono nō, pass and approve this bill.

Me ka mahalo a me ke aloha,

Rebecca Kapolei Kiili

King Kekaulike High School

Maui

SB-2819-SD-2

Submitted on: 3/15/2022 7:19:33 PM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Dianne Pang	Individual	Support	Written Testimony Only

Comments:

To Whom It May Concern,

I have been a teacher for the Hawaii DOE for over 32 years. I have never been on unpaid leave, yet, I am still not on the highest "Step" for pay. I am looking at retiring in December, collecting retirement, and finding another job in order to make more money. However, I love my job and would like to teach for a few more years. Please give teachers, like me, more pay. It will show that we are valued for our experience and will allow us to afford to stay in our positions.

Dianne Pang

SB-2819-SD-2

Submitted on: 3/15/2022 7:40:57 PM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Diane Sugahara	Individual	Support	Written Testimony Only

Comments:

I strongly believe that we are to keep quality teachers in Hawaii we must be willing to support them. A salary that is competitive with other states will be a great step forward.

We have many dedicated teachers that should be compensated for their hard work and compassion to the learners they work with daily.

SB-2819-SD-2

Submitted on: 3/15/2022 8:21:58 PM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Anjanette Naganuma	Individual	Support	Written Testimony Only

Comments:

Aloha Chair Woodson, Vice-Chair Kapela, and members of the Committee.

I am Anjanette Naganuma, a teacher at Lahainaluna HS in the Maui District. I am submitting testimony in support of Senate Bill 2819 SD2.

I am one of many teachers in the state affected by salary compression. I love my students and I love my community, but love does not keep a roof over one's head. When the average price of a home in the community is at \$1M, the State cannot expect teachers to stay and struggle on a frozen, underpaid salary.

I graduated from the high school where I now teach. I have seen family and classmates and colleagues leave for the continent where the cost of living is lower and homes can still be bought on a teacher's salary.

Have you heard of New Mexico's bill to move toward a 3-tiered pay system, where beginning teachers on Tier 1 would earn \$50K - the same starting pay Hawaii starts our own teachers at? Do a search for a cost-of-living calculator. CNN's calculator tells me that if New Mexico passes their bill and pays a beginning teacher \$50,000, then Hawaii would need to pay a salary of \$109,628 in order to be comparable. No wonder teachers are leaving.

Hawaii's teacher salary is well known to be the lowest in the nation when adjusted for cost of living. Even the most experienced, highest-paid teachers on our salary schedule are struggling. Teachers in the middle of their careers, like me, wonder every paycheck if now is the time to pack it up and head out.

Fixing salary compression is a small step toward honoring the hard work of long-term dedicated teachers and hopefully avoiding having us flee for other states.

Mahalo nui for your time.

SB-2819-SD-2

Submitted on: 3/15/2022 8:36:01 PM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Christy Sakamoto	Individual	Support	Written Testimony Only

Comments:

Dear Chair Woodson, Vice Chair Kapela, and Members of the Committee,

I am submitting testimony in support of Senate Bill 2819 SD2, addressing teacher salary compression . My name is Christy Sakamoto, and I teach at Kamalii Elememntaey School on Maui. My fellow teachers and I are very hopeful that this bill will continue to be supported by our government representatives. Many of us, such as myself, have taught for over 20 years and ensdured a strike, furloughs, teaching in COVID times, and many contracts im which we were not given steps increments. While we have continued to be dedicated to our students and loyal to Hawaii's public school system, we have not been compensated fairly for all these years of service. In an effort to retain highly qualified, experienced, and dedicated teachers, our government leaders must recognize the importance of showing us the respect we deserve. We show up daily to serve our keiki with all of our love, energy, compassion, and excitement for learning. Please support this bill and allow us to continue doing this job every day knowing that others in our government and community are dedicated to supporting quality education for our children as well.

Mahalo, Christy Sakamoto

SB-2819-SD-2

Submitted on: 3/15/2022 8:39:41 PM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Roberta Shibuya	Individual	Support	Written Testimony Only

Comments:

My name is Roberta Shibuya and I have been teaching since 2002. Despite my many years of loyal service, both my husband and I (along with 8,000+ colleagues) are stuck at a step lower than we should be.

Do you know what a LARGE portion of my paycheck goes to? It goes right back to my classroom. This month alone I bought popsicle sticks for art, animal crackers for recess snack for the kids who never bring snack to school. Gummy bears and marshmallows as a writing inspiration. cotton balls, for an ELA task. I bought 3 cans of spam, 2 dozen eggs and cooked 5 cups of rice for green eggs and spam on dr. seuss's birthday. I then bought 1 packet of frozen coconut milk and a box of mochiko for girls day the next day. I picked up leprechan sprinkles for St. Patricks day when my kids return and don't even get me started on Easter.

Though we have a household of 2 teachers, may days we feel like a family of 50 (my class plus my husbands). Everything we do is for the sake of our home kids and our school kids.

So, I ask you to please pass this bill. Not just for myself or my husband but for all the teachers who use their paychecks in the classroom or for the ones that want to call it quits because this year has been HARD (understatement of the year). If not for us or for them then for the new teachers that we need to keep in teaching. Many of whom will leave the classroom in the next 5 years in search of a job that will enable them to make more than "ends meet". And if not for them, then PLEASE pass this bill for the kids in our class who deserve the best that Hawaii (and nation) have to offer. We are not asking for the moon, we just want compression.

SB-2819-SD-2

Submitted on: 3/15/2022 8:39:44 PM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Pana Kia	Individual	Support	Written Testimony Only

Comments:

Please do the right thing by the teachers who have continued to stay despite the compression over the years so the new teachers can benefit from the veterans to have a sustainable teacher force.

SB-2819-SD-2

Submitted on: 3/15/2022 8:54:55 PM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
David Napier	Individual	Support	Written Testimony Only

Comments:

Chair Woodson, Vice Chair Kapela and members of the committe,

I am writing to testify in support of SB2819 SD2.

I have been in the DOE (Leeward District) for almost 30 years. I like what I am doing...it is rewarding and I think my exprience benefits our students. As I am approaching retirement I need to make plans. I met with an accountant and was shocked to find out that I could make more money if I retire and got a low paying (but easier on me job).

I am asking our government to support addressing the compression issue. I am not the only teacher who has been hurt for years by the compression of salaries. Other colleagues are making the same type of decisions I am. I would like to keep working, keep helping our students but I have a mortgage to pay, our son is in college and our daughter will be soon.

Educating our students needs to be a priority. Our students benefit from having our most experienced educators staying in the field instead of leaving for other jobs that can pay more.

Thank you for listening.

Please support SB2819 SD2.

Aloha,

Dave

SB-2819-SD-2

Submitted on: 3/15/2022 9:13:44 PM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Alana Haitsuka-Fernandez	Individual	Support	Written Testimony Only

Comments:

Chair Woodson, Vice Chair Kapela, and members of the Committee,

I am submitting testimony in support of Senate Bill SB2819 SD2.

My name is Alana Haitsuka-Fernandez, and I have had the honor and privilege of teaching in the Hawaii Department of Education for the past 27 years. Currently, I work at Honoka`a High and Intermediate School on the Big Island. I love being an educator and value the work that I am able to do. I teach and work with students and fellow educators because it's important and incredibly rewarding to play a positive role and make a difference in young people's lives. More recently, for the last seven years, I've also gotten to work with and mentor new teachers. I've been granted this opportunity due to my years of experience. There really is no substitution for experience. As time passes, your teaching toolbox grows full of strategies: You learn how to anticipate situations, how to face daily challenges, how to reach all kinds of students, how to take lessons a bit further. Experience matters and for many years, our salary schedule has not recognized this. I'm nearly to that 30 year mark, but I realize that my experience, commitment, dedication, and time strengthening my craft are not recognized nor compensated. We need our experienced educators to stay in our system. It's not only so they can continue to serve our students, but it's also because their presence on campus significantly impacts the new and younger teachers in a positive manner- which in turn, also benefits students. All along the way, these past 27 years, I never had extra money, and almost always had a second or third job in order to provide for my own children's tuition or to cover unexpected expenses. At this point in my career, I'd like to feel financially secure, lose the second and third jobs, and be paid according to my years of service, and not feel like giving up. If we want our experienced educators to keep on moving our schools forward, we have to move their salary step as well. It hasn't been fair that we've stalled. The resources are now available and it's time to make things right. Let's compensate fairly those that have given to our keiki for so very many years.

Please vote in support of SB2819.

Mahalo for the opportunity to submit testimony and for your consideration of this bill.

Alana Haitsuka-Fernandez

SB-2819-SD-2

Submitted on: 3/15/2022 9:14:10 PM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Maria Bernard-Reantaso	Individual	Support	Written Testimony Only

Comments:

Dear Chair Woodson, Vice Chair Kapela, and members of the Committee,

I am submitting testimony in support of Senate Bill 2819. By passing this legislation, I am able take better care of my Mom, and my family, without the financial worries. I grew up in the public housing, attended public school. Thankfully I made something of myself thanks to the sacrifice of my parents.

Almost 11 years ago, when my dad was still alive, he wanted dentures. I never forgot how my dad would work so much, just so that me & my sister would have braces. Therefore, I sold the few stocks I had to make his dream come true. The dentures he got were nothing fancy. In fact it was very basic, and therefore you get what you pay for. In fact it was very uncomfortable for him, and he just couldn't use it. It was only then the dentist told me that once you pull out his back teeth, it will never be the same. From that point on, I just saw my dad withering away. I wonder sometimes, if it would have made a difference if I had enough money to afford the more expensive dentures. Would it have given me more days with my Dad? With this legislation, I would be able to afford better medical / dental care for my loved ones.

Sincerely,

M. Bernard-Reantaso

Benjamin Duke

Kailua-Kona

March 15, 2022

Re: SB2819

Committee on Education

Rep. Justin H. Woodson, Chair

Rep. Jeanne Kapela, Vice Chair

Aloha Chair Woodson, Vice Chair Kapela, and Members of the Committee,

My name is Benjamin Duke. I am a High School Math and Writing teacher at West Hawaii Explorations Academy PCS on Hawaii Island. I am submitting testimony in support of SB 2819.

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. Our teachers are worth it as they are important for the future of our keiki.

I have been teaching for the past 22 years (the last 15 in Hawaii) and see the value of our public education in the growth and transformation of the students I have worked with. It has been a struggle to make it work in Hawaii, especially now that I have a family with two children. Salary compression in Hawaii has resulted in far less salary growth than I would have seen had I continued teaching in Washington, DC public schools. Now that my children are getting older, I have to begin thinking about the cost of their higher education. It has been nearly impossible for me to put away any money over the years and I think teachers should be fairly compensated for their important role we play. By passing this legislation, this will keep our most qualified public school teachers, librarians, and counselors here in the state working with our most valuable resource- our keiki.

We need your help. Mahalo.

Benjamin Duke

West Hawaii Explorations Academy PCS

Hawaii Island

SB-2819-SD-2

Submitted on: 3/15/2022 9:23:25 PM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Angela Huntmer	Individual	Support	Written Testimony Only

Comments:

I have been a special education teacher for 17 years. Please pass this bill so that I and other veteran teachers can finally be paid the salary we are supposed to be paid based on our years of experience teaching. There are funds available for this so it can finally be done. We must do everything we can to encourage teacher recruitment for the long term and teacher retention. Mahalo.

Hearing Date: March 17, 2022

Hearing Time: 2:00 PM

Hearing Place: Conference Room 309, State Capitol

RE: SB 2819 & 2820 RELATING TO TEACHER COMPENSATION

Dear Chair Justin Woodson, Vice Chair Jeanne Kapela, members of the Committee on Education and Chair David Tarnas, Vice Chair Patrick Branco, and members of the Committee on Water & Land:

My name is Shelby Loo and I am a National Board Certified Mathematics teacher at Waimea Middle Public Conversion Charter School who resides with my husband -a Hawai'i County Police Officer, and our two children in the Hamakua district on the Big Island. I have been a teacher at Waimea Middle School for the past 17 years, serving as the sixth-grade level chairperson and currently the Math Department Head and a member of our School's Leadership Team for the past 14 years. I am submitting testimony in support of SB 2819 & 2820.

SB 2819 - Teacher Compensation - Salary Compression

SB 2820 - Teacher Compensation - Differentials for SPED, Hard-To-Fill & Hawaiian Language Immersion teachers

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. Fixing the compression issue will place our teachers, such as myself, where they should be for their many years of service and the very long arduous hours they dedicate to supporting students. Further, funding the differentials will help us recruit and retain our teachers in the hardest-to-fill areas. Our teachers are worth it as they are important to ensuring the next generation has the essential skills to thrive.

The cost of housing, child care, food, and fuel has exceeded wages earned for a while now, but has become an even bigger issue in light of the pandemic. I have seen friends leave the profession and or move away from our State in order to seek better living conditions on the mainland. If we don't compensate our working class appropriately, I predict we will continue to lose members of our working class who provide essential services and this will be detrimental to our communities.

I am passionate about my job and find value in the day to day work that I do with my 6th grade students. It is my hope to inspire them to become lifelong learners who dream big, work hard, and are always humble and kind community contributors. The job is demanding, even more so in recent years with the challenges that the pandemic has presented, and requires that I serve some of our most neediest students who require extra compassion, care, and encouragement. It is a 12+ hour a day job that often requires that I put time in over the weekend or after tucking my children in at night in order to be effective for my students.

When considering these measures please be sure to include Public Charter Schools along with the HDOE schools, as we are equally as deserving of appropriate compensation.

We need your help to rectify this issue and continue to ensure that we can attract highly qualified teachers for our keiki. Please vote in support of Senate Bill 2819 and 2820.

Mahalo for your consideration.

Shelby Loo

6th Grade Mathematics Teacher, NBCT

Math Department Head, Waimea Middle PCCS

Kamuela, HI 96743

(808)887-6090

SB-2819-SD-2

Submitted on: 3/15/2022 9:40:32 PM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Brian Tsutsui	Individual	Support	Written Testimony Only

Comments:

Please approve SB2819 SD2. I have been a teacher for the past 30 years and my wife for the past 27 years. Our salaries have both been adversely impacted by salary compression for the past several years. For too long. I have been saddened to see some of our best and most gifted teachers leaving the profession or retiring early even before the challenges of Covid; living on a teacher's salary in the most expensive state in the country is often the cited reason.

I love my job. It's my calling. My students are awesome! Retirement has not been something I have seriously considered in the near future, but both my wife and I have to work two jobs each to support our family. I don't know how much longer either of us can continually do so. I believe that by fixing salary compression and paying educators what they rightly deserve, more experienced, veteran teachers like myself who love their jobs, students, and mentor younger teachers will be much more inclined to stay in their profession and help stop the deluge of departing teachers.

While my salary isn't the main reason why I do what I do, and teaching is rewarding in so many non-monetary ways, a wise person said , "You reward what you VALUE". Please send a strong message to the people of Hawaii that teaching is valued. Please fix the salary compression issue and fairly compensate our Hawaii educators.

Thank you for your consideration,

Brian Tsutsui

SB-2819-SD-2

Submitted on: 3/15/2022 9:41:55 PM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Edene Nagai	Individual	Support	Written Testimony Only

Comments:

Aloha Chair Woodson, Vice Chair Kapela, and members of the Committee,

I am submitting testimony in support of Senate Bill 2819 SD2. My name is Edene Nagai-Hadap, I am a DOE STEM teacher in the Honolulu District. I have been teaching for over 22 years and I am one of the 8,000 plus educators that fall within the compressed salary range and I am nowhere near the top salary range. By passing this SB2819, veteran teachers like myself would be enticed to remain teaching in Hawaii and delay early retirement.

Please reward experienced and hardworking teachers by making our pay more equitable to our years of service, so that we can afford to stay in the teaching profession. By supporting and passing SB2819, we will be able to move forward in providing all of Hawaii's children with valuable and experienced teachers for years to come.

Thank you for your time, attention, and allowing me to testify.

Respectfully,

Edene Nagai

DOE STEM Teacher

SB-2819-SD-2

Submitted on: 3/15/2022 9:42:50 PM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Carli Miyashiro	Individual	Support	Written Testimony Only

Comments:

Chair Woodson, Vice Chair Kapela, and the Committee on Education,

I am in support of SB2819 SD2. As an educator in the Class VII category, I will never receive a raise again based on our current system (unless, of course, the pay scale is negotiated by the union). Therefore, there is no incentive for me to stay in the profession. And, to be frank, I have started to look for positions outside of education that can pay me more so I can support my family. However, a step increase would encourage me to stay in the field and support the students. I would have something to look forward to and keep me engaged in my work.

In addition, many teachers leave each year due to the high cost of living and lack of pay. As [reported in an article](#) found on the HODOE website, when teacher pay is adjusted for the cost of living, Hawai'i teachers rank at the bottom of the entire United States. So, besides "living in paradise," what is the point of being a teacher here when you can barely afford to live? Giving teachers a living wage and pay raises will cultivate higher quality teachers to support our students.

Please support the teachers by passing this bill. Hawai'i will be able to support and retain teachers.

SB-2819-SD-2

Submitted on: 3/15/2022 10:03:09 PM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
jamie psak	Individual	Support	Written Testimony Only

Comments:

Chair Woodson, Vice Chair Kapela, and members of the Committee,

I am submitting testimony in support of SB2819. My name is Jamie Psak and I am a DOE health teacher in the Honolulu District. I have been teaching for over 28 years and I am 1 of the 8000 educators that fall within the compressed salary range. I am still no where near the top of the salary range. By passing this SB2819 veteran teachers like myself would be more willing to continue serving the children of Hawaii. It is getting harder to find and keep dedicated teachers when they have to find other income to make ends meet. I personally have 2 other jobs. By making my pay more equitable to my years of service, I would be more inclined to delay my retirement and it would also encourage other teachers to continue in their teaching profession.

Thank you for allowing me to testify on behalf of myself and fellow educators,

Respectfully,

Jamie Psak DOE Health Teacher

SB-2819-SD-2

Submitted on: 3/15/2022 10:18:25 PM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Janis Tolentino	HSTA	Support	Written Testimony Only

Comments:

Aloha, my name is Janis Tolentino, and I am a department of education teacher. I support SB2819 as I am a teacher affected by teacher compression. The demands and expectations have only increased in the past few years, especially with Covid and so many changes to how we teach, protocols, and bridging the lost learning. I support this bill as it would help teachers like myself, and many others have more incentive to continue in this profession. This bill being passed will provide more respect and compensation that teachers deserve.

SB-2819-SD-2

Submitted on: 3/15/2022 10:22:48 PM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Kaoi Nuuanu	Individual	Support	Written Testimony Only

Comments:

Chair Woodson, Vice Chair Kapela, and members of the Committee,

My name is Ka'oi Nu'uanu. I am submitting testimony in support of Senate Bill 2819 SD2. I have been teaching in the public school system for 30 years and have not yet reached the top step of the pay scale for teachers. I have been at Class VII (the top level) since my 7th year of teaching due to the 2 Master's Degrees I earned. However, achieving the top Step has been unattainable even after 30 years of teaching. I am eligible to retire and see no benefit to staying on any longer. Veteran teachers are looked to for our experience and expertise in teaching and are often asked to mentor younger teachers. We are valued at the school level but need to be compensated for this experience. I would love to be able to focus all my time and energy on teaching but I am unable to do this. I have to work a part-time job to make ends meet. As recently as last year I was working 2 part-time jobs for 5 years. Please rectify the pay imbalance. This show of support may translate to many teachers like myself choosing to continue teaching instead of retiring. Please vote in support of Senate Bill 2819. Mahalo.

SB-2819-SD-2

Submitted on: 3/15/2022 10:40:02 PM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Paul Tolentino	Individual	Support	Written Testimony Only

Comments:

Aloha, my name is Paul Tolentino and I am support of bill SB 2819 SD2. My wife is a public school teacher and I have seen the dedication and workload that she puts in every day. Our family has been affected by salary compression, as we were hard hit during the year of "Furlough Fridays," where our family's income drastically was cut. It has been years since and only as of recently we have managed to get back to the point of salary that was cut. I see that my wife feels overworked and considers each year of continuing. This bill passing would not solve all the problems, but it will be encouraging to help my wife, along with many other teachers, stay in this profession. Again, I support bill SB2819 SD 2 and I thank you for your time and for me allowing to testify. Mahalo!

SB-2819-SD-2

Submitted on: 3/15/2022 11:59:48 PM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Victoria Pescaia	Individual	Support	Written Testimony Only

Comments:

Aloha Chair Woodson, Vice Chair Kapela, and members of the Committee,

I am submitting testimony in support of Senate Bill SB2819 SD2 relating to teacher salary compression.

My name is Victoria Pescaia. I am a teacher at Waialua High and Intermediate School. I have been teaching for 27 years. I have my Master’s degree and have paid to take many additional continuing education class credits, moving to Class VII in 2002. If I had not paid for my professional development, the only other way I would have increased my salary, would be step movements. I have just reached Step 12. New teachers would be at Step 12 in a third of the time to get to where myself and many of our veteran teachers are after over a quarter of a century.

This is a shame. Many of us experienced teachers are invested in our communities. I have built relationships with our families and have had the privilege of watching my students grow and become young adults with their own families. I am honored to teach some of my former student’s children.

Paying experienced teachers a little more per year will keep them around longer, easing the constant turnover. Our students will suffer if more experienced teachers leave the profession. Low teacher pay leads to constant turnover in schools and unqualified emergency hires and substitutes in hundreds of classrooms each year. It also results in the need to address shortages by recruiting in the Mainland. We’ve had some great teachers come through our campus but they don’t stick around, even with all the resources invested in helping them develop in the classroom. Raising a family is hard, someone moving here from the Mainland that doesn’t have a local support system, isn’t going to tough it out.

I’m not thinking of quitting but I am beginning to think of retiring. With the way inflation has been affecting our daily lives in Hawaii, my husband and I have been having the difficult discussion of deciding if we can continue to live here. When I retire from teaching, I won’t be able to retire from working if we choose to remain in Hawaii because my retirement is based off my “high 3” and that has been hampered by salary compression. I will reach my full retirement eligibility soon and am young enough to get a private sector job elsewhere that will compensate me for the experience and value I bring.

Many veteran teachers like myself love our students and love teaching, but if we don't see hope to make salary gains, some of us will retire, making the teacher shortage crisis worse. We are here to stay in education and Hawaii if we can afford it!

Please vote in support of Senate Bill SB2819 SD2.

Thank you for your consideration,

Victoria Pescaia

Waiialua High and Intermediate School Teacher

SB-2819-SD-2

Submitted on: 3/16/2022 12:06:42 AM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Dr. Lawrence Frank	Individual	Support	Written Testimony Only

Comments:

Aloha Chair Woodson, Vice-Chair Kapela, and members of the Committee:

I am submitting testimony in support of Senate Bill 2819 SD2.

My name is Dr. Lawrence “Bo” Frank. I teach at Radford High School and serve as the Department Chair for Physical Education. I coach the State, National, and International championship cheer team at RHS. I am a proud graduate of the Hawaii public school system, and I have been a servant leader in our community since 1998 when I began my teaching career.

I am stuck in the middle of our salary schedule at step 11. With over 23 years in the department, it is disheartening to be in the middle of our salary schedule due to pay cuts, furlough Fridays, and several contract negotiations that were finalized without step movements in my tenure. If salary compression is not addressed, I will not be able to continue my calling as a teacher. Under the current salary schedule, I could potentially retire with 30 years of service and never reach 14B, which is presently the top of our salary schedule. I am beyond frustrated, struggling to provide for my children financially, which should not be the case after earning a doctoral degree in addition to my experience, after so many years of service to the keiki of Hawaii and the world, for that matter, in my position at Radford.

I humbly ask that you folks do what is right. Please be pono and address salary compression for the future success of our students, teachers, and schools, aiding in the ongoing teacher shortage.

Please vote in support of SB2819 SD2. Thank you for the opportunity to testify on this imperative bill.

Mahalo,

Lawrence “Bo” Frank, PhD

SB-2819 SD2

Submitted By: Thomas Luna

Organization: Individual

Testifier Position: Support

Remote Testimony Requested: Yes

Comments:

Aloha Chair Woodson, Vice-Chair Kapela, and members of the Committee:

I am submitting testimony in support of Senate Bill 2819 SD2.

My name is Thomas Luan, and I teach CTE and STEM at Radford High School in Honolulu, Hawaii. Again, I support SB 2819 SD1.

Many teachers in my school, complex, district, and state have shouldered the burden of salary compression for years and have endured an enormous fiscal sentence over the years. These teachers/facilitators/mentors /servant leaders of rigor and relevance have been mistreated and under-paid for a long time. It is evident that when teachers have more experience, their craft improves, and student academic output also progresses. In this time of transformation and uncertainty, our teachers have been remarkable in keeping students engaged. Teachers deserve a living wage that reflects their education and their experience.

Please vote in support of SB2819 SD2. Thank you for the opportunity to testify on this crucial bill.

Mahalo,

Thomas Luna

SB-2819-SD-2

Submitted on: 3/16/2022 2:23:11 AM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Tiffany Hirota	Individual	Support	Written Testimony Only

Comments:

Aloha e Chair Woodson, Vice Chair Kapela, and members of the committee,

I am submitting testimony in support of Senate Bill 2819. My name is Tiffany Hirota and I have taught in the Honolulu District for seventeen years and have been stuck in the middle of the salary schedule. With the high cost of living in Hawaii as well as trying to raise three children, not being compensated for my years of service has limited my time with my own children. Prior to the pandemic I was having to work two jobs to make ends meet and at one point I considered leaving the teaching profession. My brother, also an educator, is unable to afford a house in Hawaii and is having to work two jobs. He loves Hawaii, but he could buy a house in the mainland. Please vote in support of Senate Bill 2819. Mahalo, members of the committee, for the opportunity to testify.

SB-2819-SD-2

Submitted on: 3/16/2022 3:35:03 AM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Amber Corrales	Individual	Support	Written Testimony Only

Comments:

Please pass SB 2819 SD 2 related topaying teachers for their years if service. I have taught in Hawaii for 22 years and am paid as if I have been teaching here for 12. I have taught both soecial ed. and gen ed. in every content area and have spent countless thousands and thousands of my own funds on my classrooms, furnishing each with just the basics, including a classroom library of over 1000 high quality child and adolescent literature. I never knew that Hawaii would not be paying for service when I moved here in 2000. I didnt get any compensation for the three years I taught on the mainland, and I was never informed that you had to spend a year in each class (luckily the strike cut that to 6 months). I came here with a MEd. and 140 credits above my Bachelors, all in education. I have never received any additional pay for my education that I took since moving here because I am permanently capped at Class VII (a story for another day). Yet here I am, still barely making it in Hawaii. Loving my students should not be the default go to by DOE when looking at what to NOT give teachers in terms of equity of pay. Yes we live our kids, but we deserve to be paid for our service. Negotiations based on service have always struck me as something out if the dark ages. Please decompress the salary schedule and hey, a few paid holidays would b nice too, rather than just being paid for our contracted 190 days. Mahalo, Amber Corrales, Teacher, Kohala High, Kapaau, HI 96755

SB-2819-SD-2

Submitted on: 3/16/2022 3:49:37 AM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Jeffrey Temple Stable, Jr.	Individual	Support	Written Testimony Only

Comments:

As I have testified previously, I have been a teacher in the Hawaii DOE since 1999 and am one of those employees who is in the unfortunate position of having been "compressed" in terms of the "step" salary increases that are only accrued through contractual agreement. I should be, by my years of service, at step assignment 14A, with only one more step to get to the top of the pay scale, but at last check, I was only at step 11, the same as teachers with only 12-13 years experience. And I have maxed out my class movement through my level of education and taking many professional development courses over the years. If there is no remedy for this compression, I will not reach the top of the pay scale until I have put in 10 more years - after more than 30 years of service - and would need to stay on for at least two extra years in order to retire with fully optimized pension and benefits. As someone who has worked loyally in the DOE in Special Education at the Hawaii School for the Deaf and the Blind for two decades, even asking my principal what subjects she needed me to teach and attaining "highly qualified" status in those subjects to provide top-notch education to our students, this compression feels like a slap in the face to the hard work and dedication I have shown. I strongly urge the Senate to pass SB2819 to help bring fair compensation to me and those other teachers who face similar circumstances. Thank you very much for your consideration.

Bill: SB2819 SD2
Title: RELATING TO TEACHER COMPENSATION
Position: STRONG SUPPORT
Committee: Ways and Means Committee
Date: March 17, 2022 2:00 pm

Aloha Honorable Chair, Vice Chair, and Committee Members,

My name is Vickie Parker Kam, employed by the DOE since 1992, at Ilima Intermediate since 2004. Through those years I have been an English, Social Studies, Financial Literacy educator and an Academic Growth Coach, Testing Coordinator, Curriculum Coordinator, RTI Lead and Mentoring Site Lead.

As a seasoned educator I come here in STRONG SUPPORT for bill SB2819 Relating to Teacher Compensation. This bill will make salary adjustments for approximately 6,000 of my experienced colleagues. This recognizes our professional service to the department of education and the thousands of students we have taught over the decades. Funding the experimental modernization project pursuant to section 78-3.5, Hawaii Revised Statutes, to make necessary discretionary salary adjustments is past due.

Because we were not given any raises for so many years, most of us seasoned teachers tried to compensate by increasing our class through professional development... this means that we basically PAID OUR OWN WAY ACROSS THE CLASS scale while NEVER moving up a step. Once we reach class 7, there is nowhere to go and no way to increase compensation for our work. Due to this continued lack of funding for public education, I've worked 3 jobs at a time to help support my family, until I got exhausted and now I only have 2... This adjustment would push me up 2 steps, this will eliminate the need for me to continue working my 2nd job and allow me to focus on serving my students.

Hundreds of positions are currently filled by unqualified substitutes, thousands of students are impacted every year.

Experienced, highly qualified teachers are what our students deserve.

Fair compensation for our labor is what we deserve...

I respectfully request your support in funding SB2819 needed to fully fund the schools our keiki deserve.

Mahalo Nui Loa,

Vickie Parker Kam
HIDOE Educator
HSTA Board of Director

Thursday
February 17, 2022

To the Hawaii State Legislative Body,

Salary decompression would help **all** teachers in Hawaii. Hawaii is an expensive place to live, and we lose teachers who go back to the mainland each and every year. We are having a difficult time retaining teachers. Teachers, myself included, are facing a rising cost of living across the board. We need salary decompression. We need annual step upward mobility. I just got my apartment lease renewal. My association is raising my rent \$300 per month. Teacher healthcare went up this year. Gas is over \$4/gallon. This school year, teachers lost our 21-hours of job embedded professional development, which included pay and PD credit. I'm a highly qualified licensed teacher. I do not know if I am going to be able to afford to stay in Hawaii or not. Teacher pay is not keeping up with the cost of living when associations mercilessly raise our rent \$300 per month.¹ Students in Hawaii deserve better than emergency hires, long term substitutes, and non-licensed teachers; and I say that with all due respect to those who fill those positions. We have **got** to keep the teachers we have, and we are **not** going to keep teachers by continuing to feed us excuses. The governor has boasted how well our economy is doing, conveniently after we had already ratified our contract. Enough is enough.

In addition to retaining teachers, since there is already a large enough shortage, we must recruit more. The University of Hawaii releases [data](#) pertaining to how many students graduate every fiscal year, and with which degree/certificate. During the fiscal year of 2018-2019 (before the pandemic), The University of Hawaii - West Oahu has produced 643 graduates. Out of those 643 students, only 30 were in education. That is only 5%, and with only 4 bachelor's degree programs. That same fiscal year, The University of Hawaii at Manoa graduated 4,551 students; 532 of which were with degrees in education. That is only 12%. The student body percentages have remained consistent since before the pandemic. In addition to retaining those who we have, we need to make our profession desirable to new professionals or those who are working who have returned to college to change careers. With these [statistics](#), I have proven to you that our field is clearly **not** desirable to the vast majority of young professionals. How can a baccalaureate university with only 4 bachelor's degree programs only produce 5% of education majors? We **must** do better than that. We **must** make our field more attractive to young professionals. We **will not** attract young professionals to our field by continuing to pay teachers a salary that does not keep up with the cost of living in this state.

Sincerely,
Richard Stange

¹ Associations need to be regulated pertaining to how much they are able to charge for rent or raise rent on a continuing tenant, but that is for another testimony.

SB-2819-SD-2

Submitted on: 3/16/2022 6:38:16 AM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Nicole Ilae	Individual	Support	Written Testimony Only

Comments:

Chair Woodson, Vice Chair Kapela, and members of the Committee:

I am submitting testimony in support of Senate Bill 2819. I am a teacher at Olomana School, and I have taught for about 18 years. I love my students, and I love my job, but I have not been able to make ends meet because I am stuck in the middle of the salary schedule. I had to recently move in with my parents... please please please pass this bill so that I can be compensated for my years of experience. If the minimum wage gets increased, people with no college education will be getting paid close to what I am being paid. Please support the teachers! Please support SB2819.

Thank you for the opportunity to testify.

Nicole Ilae

February 17, 2022

Dear Chair Woodson, Vice-Chair Kapela, and members of the committee,

Go Govs! I thought that would get your attention. My name is Sandy Ramiscal, Farrington class of 1991 and current Farrington High School faculty member. I am writing to you to please make Senate Bill 2819 SD1 get through so we teachers can get the respect we deserve. I have been teaching at Farrington High School for 25 years and have been in Class VII for many years, but have been somewhere in the middle with very little movement. My husband and I are both public school graduates, we are both public school teachers, and both our children attend public schools in Mililani.

Teachers are the foundation of the community. All professions are created from great teachers. To retain the best foundation, there must be full support by the community. Some of my best colleagues have left education for other reasons, but I know that we can attract and sustain great people to our profession with the passing of this bill. You can retain the best teachers who are close to 20-30 years of service who otherwise may seek retirement or other employment. I currently teach classes called Teaching As a Profession to high school students who learn about how to prepare to be educators, teachers, trainers, and all areas of school support. It is very difficult to convince them to enter the field, but we are doing what we can to prepare them.

Please vote in support of Senate Bill 2819 SD1.

Once a Gov, Always a Gov.

Sincerely,

Sandy Ramiscal
W.R. Farrington High School
Public Service Academy lead teacher
Teaching As a Profession program

SB-2819-SD-2

Submitted on: 3/16/2022 7:05:37 AM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Thomas Schemel	HSTA	Support	Written Testimony Only

Comments:

Greetings,

I would like to offer testimony in support of SB2819, which relates to teacher salary compression.

I am one of thousands of HSTA employees impacted by the compression of the salary schedule or lack of step movements during the past several decades. I am currently in my 32nd year as an HSTA employee and am on a salary step that is still two steps away from the top of a 12 step schedule.

Teachers with many less years of service, behind me on the salary schedule, are in much more unfair situation of being lumped together with the same salary, even though their years of service vary greatly.

This compression happened over many years of economic turmoil and it is long past time to correct it. I personally know of many teachers who have moved elsewhere for better opportunities or have left the profession all together. My school has been forced to employ teachers without certification because qualified applicants do not exist. Please do what is fair and pass this bill so that teacher salaries become competitive again and attract qualified applicants.

Respectfully,

Tom Schemel

SB-2819-SD-2

Submitted on: 3/16/2022 7:25:37 AM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Gayle Fujita Ramsey	HSTA - teachers	Support	Written Testimony Only

Comments:

Aloha,

Please consider passing this bill in order to retain seasoned teachers who we need to retain here in Hawaii. I am a teacher of 4 years in my third career and without experienced teachers new teachers lose the opportunity to collaborate and learn from them.

We need to step up and recognize the important work they provide not only for our students and parents but also for new teachers.

I was surprised to learn that they have been stuck since "furlough Fridays". Shocked that our government officials never made it right once we were able to and had surpluses within our budgets.

If teachers are not valued and earning what they deserve you can't blame them for leaving the islands for states that pay \$90,000+ with benefits for 4 to 5 year teacher experience. It is the fault of our government for valuing their teachers.

There are always words of thanks and how much teachers are appreciated but it's hard to believe when historically actions don't align with the words. This is our state's opportunity to align the words with action.

I truly hope you consider the importance of making this right again by putting your action in alignment with your words.

SB-2819-SD-2

Submitted on: 3/16/2022 7:39:53 AM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
cheryl B.	Individual	Support	Written Testimony Only

Comments:

I support this bill.

As a retired educator with 40 years in elementary education, I can attest to the importance of this path to fix the salary compensation. There are many individuals who will benefit from this bill. Looking back at my own salary in the DOE, the difference from when I first entered in 1994, left and when I returned in 2011 was an indicator of the lack of movement in the salary scale.

Thank you for taking the time to pass and support this bill.

SB-2819-SD-2

Submitted on: 3/16/2022 7:43:10 AM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Derek Bishop	Individual	Support	Written Testimony Only

Comments:

Subject Line: Testimony in Support of SB 2819, SD2

Aloha Chair Woodson, Vice Chair Kapela, and members of the Committee,

This is my testimony in support of SB 2819, SD2. My name is Derek Bishop. I am a 32-year special education teacher veteran at Paauilo Elementary and Intermediate School on the Big Island.

Currently I am on Step 11 rather than 14B, or 5 steps lower than I should be, earning \$15,000 less than I ought. As a full-time special education teacher, I have 15 years from California and 17 years from Hawaii. After a lengthy absence, I relocated to Hawaii from the mainland when the special education and hard-to-staff differentials took effect in 2020. Even with the differentials, I still took a \$16,000 pay cut to be here. In Hawaii, every dollar of compensation counts. The cost of living in Hawaii is tremendous, and has only been exacerbated by COVID and the influx of wealthy families to the islands during the pandemic.

On the mainland I received yearly salary increment moves in line with years of service. These moves, typically 2-5% each, were automatic. I believe such moves based on years of full-time teaching service are fair, equitable, and extremely helpful to anyone trying to live on a teacher salary. I believe such a policy of automatic salary movement based on years of service should be instituted in Hawaii, where the cost of living is so high.

Also, another related matter is one of years of service granted for service in other school districts. On the mainland the standard is 10 years granted, with many districts granting 12, 15, 20, or unlimited years of service in order to attract the most qualified and experienced teachers possible. Hawaii grants a maximum of 6 years of service. This is a disincentive for any teacher with 10 years or more of experience, as they will lose their place in their respective salary schedule, forcing them when in Hawaii to accept the pay of a beginning teacher, when they have a wisdom and skill set that should receive a much higher compensation.

Please vote in support of SB 2819, SD2. Please provide pay commensurate with years of service -- and the wisdom and communal stability that they represent. I wish to thank this Committee for the opportunity to testify.

Mahalo,

Derek Bishop

SB-2819-SD-2

Submitted on: 3/16/2022 7:53:52 AM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Chrystie Isaacs	Individual	Support	Written Testimony Only

Comments:

Aloha Chair Woodson, Vice Chair Kapela, and members of the Committee,

I am submitting testimony in support of Senate Bill 2819, SD2. My name is Chrystie Isaacs and I am a teacher. This will be my nineteenth year of teaching. I will definitely be affected by this bill. My pay has been compressed for a very long time. It has been a struggle to make ends meet in this state on my current teacher salary. I've lived with my parents for twelve of those years. I have several friends on the mainland that are teachers and they make a significant more amount of money than me. I choose to stay here to help educate our keiki of Hawaii. This bill will help me to be able to stay here in Hawaii and to remain a teacher. Salary compression will also help other teachers like myself stay in the profession longer and prevent the teacher shortage crisis from getting worse. I am in full support of Senate Bill 2819 SD2. I humbly ask all of you to please vote in support of SB 2819 SD2. Thank you very much for the opportunity to testify.

Mahalo,

Chrystie Isaacs

SB-2819-SD-2

Submitted on: 3/16/2022 7:58:55 AM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
May Anne Kim	Individual	Support	Written Testimony Only

Comments:

Greetings Chair Woodson, Vice Chair Kapela, and members of the Committee.

I am submitting testimony in support of Senate Bill SB2819, SD2: relating to teacher compensation (salary compression). My name is May Anne Kim and was born and raised in Hawaii. I started to pursue my degree in education at a mainland university, however I felt the need to come back home to complete my degree at the University of Hawaii at Manoa. I was grateful for my opportunity to leave the state, as it opened my eyes to the special place Hawaii holds in my heart. It was at UH where I met teachers with the similar passion for education. Many of us wanted to be the teacher we needed when we were in elementary school. After meeting all of our program requirements, we were excited to start in our own classrooms in school year 2015-2016.

Fast forward to today, seven years later. I have taught at the same Title I school in the Leeward district. I have taught my own third grade classroom, co-taught with two other teachers in a third grade classroom, and spent the last five years teaching kindergarteners. While on the kindergarten team, we even started a Summer Bridge program with the support of administration to help ease our young learners transition to school (since most of them do not have access for free/affordable) preschool -- but that is another issue for another time).

In the past 7 years, I have managed to take enough professional development courses to reclassify to Class VII. It was a wonderful incentive to better my craft by taking professional development courses. The courses helped me learn strategies to better help the large population of English Learners at my school. I learned how to engage students through Project Based Learning, Design Thinking, and with technology. However, after the eight years, I am still stuck on the 5th step. If I'm being honest, without the incentive of a pay raise, I have no desire to partake in more professional development courses out of my own pocket.

I am constanting wondering, "What's next?" I ask other educators and they say, "Become a Curriculum Coach", "Become an administrator", and some just say, "Move to the mainland and find a better paying job". I hope you're not surprised when the teacher shortage worsens in the future, and more teachers are leaving the profession and/or leaving the island for better opportunities. There are many resources available online to help teachers transition from the teaching profession to other professions. I know this, because I have looked into them.

In my heart, I don't want to look elsewhere. I came back to Hawaii and to the Leeward district because this is where I grew up. I still want to be the teacher I needed when I was in elementary school. I want to help students see they are capable of so much more, and there is a whole world out there waiting for them. I don't want to be a Curriculum Coach, or an administrator. I definitely don't want to move to the mainland. I want to remain in the classroom with my students for years to come, however with the compression, I'm also thinking maybe I should just plan my exit now. This might be the testimony of just one teacher, however I can assure you these are not just the thoughts of one teacher. Please help be the voice for all teachers and vote in support of Senate Bill SB2819, SD2.

Thank you for time and attention to this matter.

Sincerely,

May Anne Kim

Testimony Before the State House Committee on Education

RE: SENATE BILL 2819 SD 2 RELATING TO TEACHER COMPENSATION

Wednesday 16, 2022

Dear Members of the State House Committee on Education:

My name is Cynthia Broc. I am the Student Services Coordinator at Laie Elementary School in the Windward District on the island of Oahu. I am submitting testimony in support of Senate Bill 2819 SD 2 Relating to Teacher Compensation.

I am a veteran teacher who has been at Laie Elementary School for the past 30 years. I started out as a parent volunteer. Due to the shortage of special education teachers, even back then, I was asked to assist in the pre-school special education classroom in 1998 as a long term substitute special education teacher. I loved it so much I went back to school to get my teaching license. I taught for 12 years as a special education pre-school teacher and then moved into the Student Services Coordinator position where I have been for the past 10 years. I have experienced the Cayetano teacher strike and Linda Lingle furlough Fridays. I have gone year after year with no pay raise, or an increase in my pay accompanied by an increase in my insurance premiums. I have had to get a second job, sell my jewelry, and borrow money from my parents so my family has food on the table and a roof over our heads. My husband and I have lived pay check to pay check so our children could afford college and we could afford to care for my husband's 97 year old mother in our home.

I am asking you to support compression pay for us veteran teachers. My salary has been stuck at classification Step 11 for years. I would love to stay in my position and assist my special education department for the next 5 years. I have been mentoring new special education teachers and we have continued to experience success in their development. The extra compensation for my years of service will allow me to retire and stay in Hawaii. I plan to continue to give back to our children by volunteering to support the special education department at Laie Elementary School if the compression pay goes through. If not, upon retiring my family and I will have to leave the island because it is just too expensive to stay here.

I urge you to support compression pay for us veteran teachers so we can continue to stay in our positions and support the future educators and children of Hawaii.

Thank you for your time and consideration- Cynthia Broc, Windward District, Island of Oahu

SB-2819-SD-2

Submitted on: 3/16/2022 8:08:14 AM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Lisa Kaneshiro	Individual	Support	Written Testimony Only

Comments:

Please support this bill. We need to invest in our teachers for our children.

SB-2819-SD-2

Submitted on: 3/16/2022 8:13:55 AM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Desiree Abreu	Individual	Support	Written Testimony Only

Comments:

Aloha. I am a veteran teacher of 27 years who has been negatively affected by salary compression. I humbly ask for your support of SB 2819. Mahalo.

SB-2819-SD-2

Submitted on: 3/16/2022 8:16:15 AM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Elena Kealoha	Individual	Support	Written Testimony Only

Comments:

I'm stuck. I have been teaching for 23 years. I have enough credits for a doctorate plus 30 more, and I continue to do more PD and take more classes because it is what is best for my students, my school and my community. Yet, I am not compensated for my years of service and continued dedication to education and to my community. I have, and continue to work a second job to compensate for the pay that lacks in the field of education. I have thought about leaving the field on many occasions, but the promises of better compension keeps me hoping that I can continue. Those promises are hardly ever kept and I am again stuck. I would love to continue teaching for another 15 years, but if I am not complesated for my work and time committed, I may have to join the many other professionals that have work alongside me in these "trenches" and have chosen another profession where their time and energy is better compensated. I love teaching, but I can't afford to buy a home in Hawaii. How do we expect to keep and attract teachers if we continue this way?

SB-2819-SD-2

Submitted on: 3/16/2022 8:17:45 AM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Erin Mendelson	Individual	Support	Written Testimony Only

Comments:

Dear State Legislators,

Thank you for considering teachers' pay and compensation this session. Teachers have worked tirelessly during the last three years to provide learning opportunities to support students' academic and personal growth. The shortages of substitute teachers on the islands have made taking a day off to care for oneself or family challenging. It feels like a marathon, a worthy race but one that is fulfilling yet draining at times. Some may argue that teachers are well compensated for 10 months of work; however, just know, I have spent my break working on professional development courses and plan to go into my classroom on Thursday to prepare for returning students from spring break. To do this job well, it requires additional time and energy well beyond the job description. Most teachers I know selflessly give to their students and classroom. This compensation would mean a lot.

Please also consider pay raises to educational assistants. They are the backbone of schools by keeping operations going and knowing some of the students best.

Thank you,

Erin

SB-2819-SD-2

Submitted on: 3/16/2022 8:20:06 AM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Joy Shlachter	Individual	Support	Written Testimony Only

Comments:

I have been a teacher for almost 17 years. Please pass this bill so that I and other veteran teachers can finally be paid the salary we are supposed to be paid based on our years of experience teaching. It is a need to pass this bill. It has been long overdue. Updates are needed to our pay schedule to compare the ever so hard work professionals, teachers. It is also important so they will be in place for teachers newer to the profession as well to help teacher retention in Hawaii. Teachers work hard for our keiki. We must do everything we can to encourage teacher recruitment and teacher retention for the long term. Mahalo.

SB-2819-SD-2

Submitted on: 3/16/2022 8:33:39 AM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Dawn S. Fraser	Individual	Support	Written Testimony Only

Comments:

Despite family, friends and other people, including my former teachers, warning me that I would never be "rich", I chose to enter the teaching profession because I love working with children. When I first started out at 23 years of age, I was not worried so much about pay because I had the time and energy to also work part time. I lived with my family and used my "extra" money to pay for professional development classes and eventually a master's degree to become a school counselor in addition to trying to save money to buy a car and a future home. The classes and master's degree gave me the opportunity to get an increase in pay as well as open another opportunity to work with students in a different capacity.

Since 1993, I have worked as a part-time math teacher, project coordinator (mainly for programs that targeted increasing the college going rate of first generation, low income students, especially Native Hawaiian students), science teacher, high risk counselor, grade level counselor, and now as a college and career counselor. In addition to my "regular" duties, I have worked as a department chair, accreditation committee chair, graduation chair, supervised counseling interns, helped with planning and chaperoning student activities (field trips, proms, commencement), organized fundraising activities for student groups, and coordinated and participated in various evening and weekend workshops for students and families. My career has definitely kept me busy from Monday through Friday and in the evenings and weekends (time for which I have never received compensation). My career has been nothing short of rewarding because of the students and families I have worked with.

I first earned national board certified teacher in school counseling in 2011 and just completed my recertification for another 10 years. Going through the process made me a better leader and educator because I became more aware of what I am doing and how I measure progress in terms of student achievement. In doing so, I am better able to implement systems in what I, and my colleagues, do to effect positive change in our school and for our students. I believe in ongoing professional development regardless of class or step because it increases my knowledge and strengthens my skills not only for myself but also for my fellow colleagues through the interaction we have as we plan, implement and assess the daily lessons and programs for our students. With the exception of my national board certification status, for nearly 20 years I have not financially benefited from the professional development I have participated in but I continue to do so because as a professional I value and believe it is my responsibility to keep learning and growing for the benefit of my students.

As I am now in my 28th year of my career and looking towards retirement and what I will be able to afford, I do not regret the time, energy and personal money I have invested in my career or the supplies, food, and gas I have paid for out of my own pocket. I am, however, worried about what kind of life my profession will be able to provide for me after I retire. The credits I earned and paid for (mostly with my own personal funds) put me in Class VII and I have been there for about 20 years. Today, I am only at Step 13 (something that was only achieved in recent years because of the last teacher contract). Even with my national board certification, I still do not reach the top of the teacher pay scale. My colleague who is in her 30th year is at Step 14a (still not at the top of the pay scale). And, I did not realize that colleagues who have at least 10 years of service LESS than me, are just a couple of steps behind me. I do not understand how teachers and counselors with years of service and experience like me AND able to retire in less than three years are separated by just a few thousand dollars a year from those who are midway through their careers.

I humbly ask for your help in recognizing the work and dedication my colleagues and I have given to the students and families we serve. Through a teacher strike, work furloughs, staff and budget shortages and cuts, distance learning, and salary compression, I (along with my fellow colleagues) have remained dedicated to our students, their families, and our profession. I do not believe we are asking for something that we did not earn. Your support will make the difference in what our lives will be now as educators and in the years ahead as retirees. Your vote will make the difference whether or not I can retire and choose to work OR need to work out of necessity. Addressing salary compression will make the difference for me and many of my colleagues who are nearing retirement to continue working past the minimum age and years of service requirement.

Your support helped to increase the starting pay of teachers to help attract more people to the profession. Since the pandemic, many of my friends and colleagues have chosen to retire in a profession that is already hugely affected by staff shortages. We need your help now to recognize teachers who have and continue to dedicate their careers and personal lives to our profession for the students and their future families of Hawaii. We need your help now to encourage new and experienced teachers to remain in this profession.

SB-2819-SD-2

Submitted on: 3/16/2022 8:42:57 AM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Gayle Lee	Individual	Support	Written Testimony Only

Comments:

My name is Gayle Lee and I am a Student Services Coordinator in Ewa Beach on Oahu. I am submitting testimony in support of Senate Bill 2819.

Please allocate funds to fix the teacher salary compression issue. Our teachers are worth it as they are important for the future of our keiki.

I have been teaching for 26 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.

Mahalo.

SB-2819-SD-2

Submitted on: 3/16/2022 8:48:53 AM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Tiffany Tawata	Individual	Support	Written Testimony Only

Comments:

Aloha, My name is Tiffany Tawata and I am a third-grade teacher at Pearl Ridge Elementary. I have been teaching for 19 years and I absolutely love my job. I am a single mom of a 13 year old and have been struggling all my life to make it in Hawaii, my home. I have had a second job or "side gig" since I started teaching in 2002. Three years ago I also started teaching summer school at a private school to help my pay the bills each month and combat the rising cost of everything... rent, food, gas, etc.

Passing this bill would help myself and I'm sure thousands of other teachers who are in the same situation as myself. It would alleviate the tremendous stress of keeping my checking account in the black. I do dream of one day owning a home and this would truly help in taking steps to make it a reality. Hawaii is my home and I would never want to leave in order to achieve my dream, but in all honesty, I am envious of my friends who have done so.

Please pass this bill so that I can achieve my dream in my home. Thank you for your time! All the best, Tiffany Tawata

SB-2819-SD-2

Submitted on: 3/16/2022 9:05:20 AM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Mara Saltzman	Individual	Support	Written Testimony Only

Comments:

Aloha Legislators,

I have been a public school teacher in Hawaii since 2007. Due to salary compression, I have financially struggled to keep up with inflation and the cost of living in Hawaii. I have relied on family and friend financial support to put gas in my car and food on the table. In most states nationally, teachers are paid based on years of experience. The salary compression has led to low teacher recruitment and retainment. Ultimately, it affects the children who are without experienced and qualified teachers in many instances.

Please pass this bill.

Thank you.

Sincerely,

Mara Saltzman

SB-2819-SD-2

Submitted on: 3/16/2022 9:09:41 AM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Cindy Mochida Schrock	Individual	Support	Written Testimony Only

Comments:

I am a Counselor in the Department of Education and I have 23 years of service/experience and I am one of the educators impacted by salary compression. I ask for your support of SB2819 SD2 to allow myself and my colleagues the opportunity to be compensated for our years of service.

I humbly ask for your support for this bill to allow our profession to be paid for the years of service to our community and our keiki. Thank you, Cindy Mochida Schrock

SB-2819-SD-2

Submitted on: 3/16/2022 9:15:14 AM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Jingwoan Chang	Individual	Support	Written Testimony Only

Comments:

Chair Woodson, Vice Chair Kapela, and members of the Committee, I am submitting testimony in support of Senate Bill 2819.

I moved to Hawai'i to teach at an independent school with a pay scale similar to what I had seen in public and private schools on the mainland, one that pays teachers both based on years of teaching experience and their training (number of units of graduate school). I was surprised that the DOE does not pay teachers in this way. When I considered teaching in the DOE, I was surprised at how low DOE teacher wages are for many experienced teachers, and I still do not understand how teachers are expected to live in a high cost-of-living state at wages significantly lower than on the mainland. In seven years of teaching here I have met many dedicated, hard-working teachers who love their vocation and care deeply about their students. Yet, Hawai'i's pay stagnation for public school teachers sends a message that teacher experience and professionalism are not valued, and that public education is not important. No wonder there is such a shortage of qualified teachers. I wonder where your children, nephews, or nieces go to school. Do their teachers earn wages that reflect the skills, training, resourcefulness, and dedication required to teach the children of Hawai'i? Teachers in HIDOE deserve no less than that.

Please vote in support of Senate Bill 2819. Mahalo for your time and efforts.

SB-2819-SD-2

Submitted on: 3/16/2022 9:15:29 AM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Sarah Tochiki	Hawaii State Teachers Association	Support	Written Testimony Only

Comments:

Aloha,

My name is Sarah Tochiki and I am the band director at Chiefess Kamakahelei Middle School on the island of Kaua‘i. I am writing in support of SB2819 SD2, related to teacher compensation.

I ask you for a moment of your time to describe a recent weekend. On February 5, I organized a small Solo and Ensemble Festival for our band students, in the morning. Students work independently to prepare small group and individual performances for a judge, who gives them a rating. Preparation for this takes hours of planning because each student receives their own music and parts. Additionally, in order to make sure everyone was safe, there were safety protocols to plan and implement. That evening I organized a concert for our Beginning Band students.

On Friday, February 4, I stayed at school until 9:30 pm to get things ready for the next day. On Saturday, February 5, I arrived on campus at 7:00 am and left at 10:00 pm. On Sunday, while I did not go to campus, I did additional work to prepare for the next week. In total, that weekend I put in an additional 24 hours of time. Why? Because, the students deserve to have good experiences. Am I compensated fairly for it? No.

I tell you this because it is the type of work educators across our state do. And from the ones we rely on most, those who have been in the classroom the longest. Please support this bill so we can properly compensate the educators who work tirelessly in our schools. Schools need experienced teachers and they should be valued for their contribution to our state.

Thank you for your time,

Sarah Tochiki

Lihū‘e, HI

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

RE: SB 2819 Proposed SD2 and SB 2820, SD2, RELATING TO TEACHER COMPENSATION STEPS and DIFFERENTIALS, respectively.

WEDNESDAY, March 16, 2022

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 2819 SD2. I have been in support of fair teacher compensation since 2020 SB2488.

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. Our teachers are worth it as they are important for the future of our young people.

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 agree. 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 HIDOE. While I reaped tremendous dividends in job satisfaction, no dividends accrued in my bank account. Since the COVID pandemic, I lost income from tutoring and translation. In addition, there has been a reduction in my teacher pay due (21 hours of professional development.) One paycheck is no longer enough to cover rent for me. Over half of my income goes to just housing!

I hope that you can right this wrong this time.

My sincere thanks,

Helen W. Lau

Moanalua High School

Central District

Oahu

SB-2819-SD-2

Submitted on: 3/16/2022 9:22:30 AM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Nancy Usher	Individual	Support	Written Testimony Only

Comments:

Chair Woodson, Vice Chair Kapela, and members of the Committee

Three years ago I was making the same salary as a family member who also works for a nonprofit. Now my pay as a teacher went down and he is making \$12,000 more. It is just insulting to teachers to be paid such low salaries. I have been teaching for 15 years and I am considering quitting as with this law pay it is too hard to pay my bills on a teachers salary.

I work at Hilo High School.

Please vote in support of Senate Bill #SB2819,SD2

SB-2819-SD-2

Submitted on: 3/16/2022 9:23:32 AM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Irene Barber	Individual	Support	Written Testimony Only

Comments:

Aloha Chair Woodson, Vice Chair Kapela, and members of the Committee,

I am submitting testimony in support of SB 2819, SD 2.

I have been a dedicated public school teacher on Hawaii Island for 30 years, currently in the Kea'au-Ka'u-Pahoa district. Sadly, as I become eligible for retirement, I haven't yet reached the top of the salary schedule. I am planning on retiring in a year, and getting a part time job as that will bring me more income than staying in the profession. I am asking your support for SB 2819 as having fair compensation would definitely convince me to stay in the teaching profession a few more years. As you know, filling vacant teachers positions is a real and dire necessity in the Department of Education and there just aren't enough substitute teachers to fill these vacancies. Keeping highly qualified, experienced teachers in the classrooms is necessary to give our keiki the education they deserve.

Please vote in support of SB 2819, SD 2 to keep qualified and experienced teachers in our schools, support fair wages, and to uphold our commitment to educate the children of Hawaii.

Thank you,

Irene Barber

SB-2819-SD-2

Submitted on: 3/16/2022 9:24:45 AM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Jeff Schrock	Individual	Support	Written Testimony Only

Comments:

I am someone who personally believes in education and I currently work at a higher education institution and married to a Hawaii Department of Education Teacher/Counselor with almost 24 years of experience. My wife is impacted by salary compression and I ask that you would support bill SB2819 SD2 which will compensate all of our educators for their years of service.

Thank you for your support of this bill and for the support of our Hawaii keiki.

SB-2819-SD-2

Submitted on: 3/16/2022 9:27:36 AM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Laila Popata	Individual	Support	Written Testimony Only

Comments:

Aloha,

Please do something to address the salary compensation issue. I have been working for the Hawaii D.O.E. since 2004 after working in California. My colleagues in California have seen their salaries increase each year with their years of service. I have only seen my salary increase after I have taken professional development courses or when negotiated by the union. My salary is significantly less per year than my teacher friends in California and they have asked me over and over again, why would I stay in a state that does not reward my experience?

Yes, paying teachers based on years of service is costly, but we must compensate our teachers fairly! Teachers will not stay in this state if they can not afford to pay for the basic cost of living. We are professionals, who are trained and in very high demand across the country! There is a teacher shortage!

I know that I could leave, like so many others before me, so that I could be paid a fair salary. I do not want to leave. I love Hawaii and my job, but being stuck at the same wage for so many years while prices are rising is very frustrating.

Please support this bill so that teachers could be fairly compensated for their years of service. The teachers and the keiki of Hawaii deserve this!

Aloha Chair Woodson, Vice Chair Kapela, and members of the Committee,

I am submitting testimony in support of Senate Bills:

- [SB 2819, SD2](#) Relating to teacher compensation (salary compression)
- [SB 2820, SD2](#) Relating to teacher compensation (teacher differentials)
- [SB 3209, SD2](#) Relating to teacher professional development (21 hours)

My name is Roxane Yi. I have been a teacher in the Honolulu district for 18 years. During that time, I have seen many changes. None more so than in the past few years. For a long time the teacher population at my school was stable. However, even with the best administration, there has been an exodus of teachers. Many of them are the best that I have worked with. Some chose to take an early retirement, some chose to work at private schools, some have moved to the mainland, and some just quit teaching altogether. It was difficult to fill their positions. Let me tell you, the teacher shortage is real! When reputable schools such as the one I work at have difficulty filling a teacher position, you know there's a problem.

I support these bills because with their passage, we will be able to retain those bright teachers with the most expertise. This in turn will benefit our schools and students.

Additionally, as someone who has been teaching for 18 years, I have been stuck in the middle of the pay scale. We all know the cost of living is high, added to that the high rate of inflation we are now experiencing. Paying teachers a fair wage with regular steps for years of service will convince teachers to stay in the profession a few more years, preventing the teacher shortage crisis from getting worse.

Finally, please vote yes on the bill to restore educators' 21 hours of job-embedded professional development, which was removed from the contract last year due to budget cuts, resulting in a 1.5% pay reduction for teachers. Restoring paid professional development would provide teachers the chance to hone their skill set and achieve higher pay while being compensated for conducting work activities outside of regular working hours. This paid time is beneficial for seasoned and new teachers alike. It is a time set aside where we can share our expertise with one another and learn new things together.

Please vote in support of Senate Bills:

[SB 2819, SD2](#) Relating to teacher compensation (salary compression)

[SB 2820, SD2](#) Relating to teacher compensation (teacher differentials)

[SB 3209, SD2](#) Relating to teacher professional development (21 hours)

Thank you for giving me the opportunity to testify.

Sincerely,

Roxane Yi
Grade 5 Teacher
Wilson Elementary School
Honolulu District

SB-2819-SD-2

Submitted on: 3/16/2022 9:35:15 AM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Kalelani Ogata	Individual	Support	Written Testimony Only

Comments:

Chair Woodson, Vice Chair Kapela, and members of the Committee. I am submitting testimony in support of Senate Bill SB 2819, SD2 relating to teacher compensation (salary compression). I am a teacher in the Honolulu district who has taught for over 20 years. I am still in the middle of the salary schedule on step 11 with no other options for movement as I am also in the highest class 7. It is very upsetting to know that when this salary compression began I already had 10 years of teaching under my belt but was paid the same amount as new, incoming teachers with zero teaching experience. My family has lost out on that income and the financial stability it would have provided us. It is not too late to fix this injustice. The money is still needed; the cost of living is even higher. I now have even more experience (over 20 years) and am worth a lot more. I should be on step 14 but I am not because of this salary compression. Please correct this compression in my salary so that I can be paid what is due to me and the other teachers affected by this salary compression. Please vote in support of Senate Bill SB 2819. Thank you for the opportunity to testify.

SB-2819-SD-2

Submitted on: 3/16/2022 9:36:13 AM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Christine Russo	Individual	Support	Written Testimony Only

Comments:

Aloha Chair Woodson, Vice Chair Kapela, and members of the Committee,

My name is Christine Russo and I am submitting testimony in support of Senate Bill 2819, SD2.

Passing this bill will ensure that our most experienced teachers are properly compensated for their years of service. I personally know several experienced teachers that have left the state to teach elsewhere. Passing this bill is one very important tool that will help keep our best teachers in Hawaii. As a parent of a child that attends public school, I want to ensure that my daughter has the best education possible and our state can make that happen by passing bills like this.

Mahalo for your time and consideration.

Christine Russo

SB-2819-SD-2

Submitted on: 3/16/2022 9:37:12 AM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Kevin Hoag	Individual	Support	Written Testimony Only

Comments:

It is my belief that by experience matters in teaching and that experience should be compensated appropriately. A teacher gets better at their craft over time with more experience. We are better able to instruct students of all abilities with knowledge that has been gained through years of teaching. We are also better able to connect and build relationships with students with experiences we have had over the years of interacting with students. All this adds to a more effective teacher and a place where students feel connected and safe. This experience should be valued and compensated. By doing this, more teachers are more likely to stay in the profession and not add to the teacher shortage. Teachers will feel more valued. We are a valuable part of the community.

SB-2819-SD-2

Submitted on: 3/16/2022 9:40:40 AM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Cathleen Oyama	Individual	Support	Written Testimony Only

Comments:

Dear Chair Woodson, Vice Chair Kapela, and members of the Committee,

I am submitting testimony in support of Senate Bill 2819, relating to teacher compensation (salary compression).

I have been working as a DOE school counselor for 28 years (with an additional 3.5 years with the DOH) and am currently on salary step 13. I love my job. I love my coworkers and I love our students. Yet, being a career educator is not easy. The long hours require us to give up family time and skimp on “self-care.” The lack of supplies and on-going purchase order issues (restrictions, rules, and long turn-around periods) require us to use personal funds to provide for the needs of our students. The mediocre pay requires us to seek additional sources of income, despite our already limited time. In addition to this, these past two years have been especially taxing on our time and mental and physical energy. This has brought a number of my highly qualified and experienced colleagues to the breaking point and they chose to retire. Many of them retired mid school year, which is not the norm for educators and speaks to the extreme burnout that is occurring.

I, too, am contemplating retirement and on January 3, 2022, I hand delivered my application to the ERS office with the intention of retiring on June 1, 2022. This was not my original plan. My plan changed when I discovered that working part-time while collecting my pension would bring in more income than if I continue to work full-time with the DOE. Isn't that sad? After devoting 28 years to the DOE, I am still not at the top of my pay scale. And after a total of 31.5 years working for the State of Hawaii, I need to retire from the job I love in order to increase my income. My fear is that many of my veteran colleagues have discovered the same and we will see a mass exodus of retirement-eligible educators walk away from the job, taking with them their invaluable and irreplaceable knowledge and experience.

Will the passing of Senate Bill 2819 entice me to postpone my retirement? I honestly do not know. I do know that it will cause me to take a pause and consider my options. I also know, more importantly, that it will make a difference to my colleagues. Fixing the salary compression issue will not only provide educators with much needed income, it will also be a huge morale boost. I cannot express enough how vital that is right now. It will also give new and potential educators hope that being a career educator is financially beneficial and not a financial liability.

Please vote in support of Senate Bill 2819. Thank you for the opportunity to testify.

Sincerely,

Cathy Oyama

March 16, 2022

Aloha,

I have been a teacher for 15 years. My husband has been a teacher for 13 years. I strongly support and urge for your support of SB2819_SD2.

Teaching is difficult with or without COVID "life". Compensating teachers for what they are worth keeps experienced teachers in the classroom, increases student learning, and helps families afford to stay in Hawaii

These last two years have been especially hard since many experienced teachers are leaving and less experienced personnel fill the spot. New teachers and Long Term substitutes definitely do not fill their shoes. I've seen many GREAT teachers leave the profession due to harder and harder conditions. Pay was no longer enough to keep them in the classrooms. Many teachers are also retiring early. It is sad to lose such talent. I am not close to retirement so that is not an option. I'm sad that I am stuck at step 9 along with 2,374 of my fellow teachers. Some of these teachers have been teaching even longer than I have. I also work 2 part time jobs to live comfortably. It would lift a huge burden if I were compensated for my knowledge and time as an experienced teacher. I know it would help me stay longer if my pay was based on years of service.

In addition students with effective teachers learn more than students in classrooms with less effective teachers. I won't make this long but, if we keep losing good teachers then students lose out on their education.

Cost of living in Hawaii continues to soar. Teacher pay has not done the same. Expenses of buying/renting a home, car, gas, food etc adds up and our paychecks do not keep up with these rising costs. When my husband and I first started teaching we only saw our pay go down each year. There are many in similar situations.

It is time teachers got paid according to their years of service and comparable to the cost of living here in the islands.

Me ka ha'aha'a, Lehua Yamagata

15 year teacher

SB-2819-SD-2

Submitted on: 3/16/2022 9:48:54 AM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Beth Fujikawa	Individual	Support	Written Testimony Only

Comments:

Chair Woodson, Vice Chair Kapela, and members of the Committee,

My name is Beth Fujikawa. I am currently a Student Services Coordinator at Webling Elementary School in Central District on Oahu. I am submitting testimony in support of SB 2819, SD2. Please provide enough funds to fix the teacher salary compression issue to show that we as a state value our hardworking teachers.

I have been an educator with the Department of Education since 2000. This is currently my 22nd year teaching. Despite furthering my education with a Master's degree, classes, and professional development I have only been able to advance my salary through step movements. I worked very hard to reach the top of the classes very early in my career, yet have only received pay raises through contract negotiations. Despite my almost 22 years of service, I am currently at step 11, which equates to 12-13 years of service. My salary does not reflect the numerous years of service I have dedicated to the teaching profession.

In the past 10 years, I have seen numerous teachers change careers or move to the mainland, due to frustration regarding pay or promise of better pay elsewhere. I have seen some teachers quit mid-year, choosing not to return following winter break or even as early as fall break. Teachers deserve support and recognition for their hard work. I especially feel that veteran teachers that have stayed in the profession deserve fair compensation. I believe addressing the salary compression issue now will assist in retaining teachers in the profession in the future.

I appreciate your time in reading my story and hope that you will feel compelled to support SB 2819, SD2.

All teachers need your help.

Mahalo,

Beth Fujikawa

SB-2819-SD-2

Submitted on: 3/16/2022 10:02:21 AM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Angela D Tompkins	Individual	Support	Written Testimony Only

Comments:

Chair Woodson, Vice Chair Kapela, and Members of the Committee,

I am submitting testimony in support of Senate Bill SB2819. I am an intervention instructor and new teacher mentor on Maui. I have had the honor of educating students in kindergarten through grade five over the past 27 years. It has been a privilege to teach in the state of Hawai'i, but it has come at a high financial cost to my family over the years. Through strikes and pay freezes I have gone many years without a standard step raise, even though I have consistently worked on my craft and continued to grow professionally.

The isolation of our islands makes it imperative to provide a well-rounded and solid education for our children so that they can be successful and strong contributors whether here at home or on the mainland. If teachers cannot afford to live here then our children suffer. As the cost of living has increased our salaries have not and every year we are finding it more difficult to hire and keep qualified teachers in our classrooms. Over the past five years, I've seen many gifted educators leave for California where teachers are compensated for their years of service, the cost of living is lower and they are able to buy a home. We must make education a priority. We must fairly compensate teachers. Please support our children by voting for SB2819.

Mahalo for your time,

Angela Tompkins

SB-2819-SD-2

Submitted on: 3/16/2022 10:03:32 AM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Laura Hew	Individual	Support	Written Testimony Only

Comments:

Aloha Chair Woodson, Vice Chair Kapela, and members of the Committee,

I am submitting testimony in **support** of Senate Bill 2819, SD2.

My name is Laura Hew and I am a teacher in the Honolulu District. Prior to teaching in the Honolulu District, I taught in the Leeward District for 6 years.

I have been a public school teacher for over 20 years. I was with the many other teachers who struck in 2001. Since then, the pay raises for teachers have been stagnated for many years. I am one of the 8,000 plus educators that fall within the compressed salary range. In order to compensate for this short fall, I have had to find other jobs to earn an income to support my family and my classroom needs. I also know numerous educators who are in the same circumstance as myself by working afterschool and on the weekends just to make ends meet. By passing the SB2819 SD2, veteran teachers like myself would be enticed to remain teaching in Hawai'i and delay early retirement to find higher paying jobs.

Please reward experienced, hard-working and dedicated teachers by making our pay equitable to our years of service, so that we can afford to stay in the teaching profession.

By supporting and passing SB2819 SD2, we will be able to move forward in providing all of Hawai'i's children with valuable and experienced teachers for the years to come.

Mahalo nui for your support and time.

Sincerely,

Laura Hew

SB-2819-SD-2

Submitted on: 3/16/2022 10:19:01 AM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Justin Hughey	Individual	Support	Written Testimony Only

Comments:

Aloha,

My name is Justin Hughey, I am a Special Education Teacher at King Kamehameha III Elementary and I am the father of two children. As a teacher and parent I strongly support SB2819!

King Kamehameha III said, "Chiefs and people, give ear to my remarks! My kingdom shall be a kingdom of learning.". That has yet to be established.

If you read the book Hawaii Pono, we have suffered from a teacher shortage since 1911. The main reason is because our State Constitution didn't fund public education with property taxes. We are the only district in the country that doesn't fund public education with property taxes.

The Governor can't fix teacher compensation with money that isn't in the budget. The legislature is the only entity that can fix this century old problem. Thank you for hearing this bill and please show our keiki you value them by passing this bill which will fill the teacher shortage!

In order to have a healthy economy you need to have a functional public educational system. I know teachers who were a long way from retiring, but are retiring next year because the pay isn't worth the risk.

The biggest problem is this bill was sent to LAT and I'm afraid HGEA will kill it there. HGEA members have kids who go to our public schools. They suffer just as much as everyone else trying to make sure their kids have a quality education without certified teachers.

Please end the century old teacher shortage by finally paying teachers a comparable salary with other districts that have the same cost of living. Please value our keiki by passing this bill.

<https://www.staradvertiser.com/2021/09/23/editorial/island-voices/column-parents-desperate-for-bare-necessities-in-public-schools/>

Stay Safe,

Justin Hughey

SB-2819-SD-2

Submitted on: 3/16/2022 10:20:47 AM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Kristin Evans Lindquist	Individual	Support	Written Testimony Only

Comments:

Dear Chair Woodson, Vice Chair Kapel and members of the committee,

I am submitting testimony in support of Senate Bill 2819.

I am a special education teacher at Waianae High School in the Leeward District of Oahu. Previously I taught on Molokai. Over the past 20 years that I have been teaching in Hawaii I have seen the struggles that arise out of the lose of qualified teachers. It is heartbreaking to see the excruciating turn over that I see on a yearly basis.

One insentive that would support teacher retension is to have the salary of teachers be equitable to the salaries of teachers on the mainland that live in communities where there is a high cost of living. I have worked extra jobs in order to be able to pay my rent and feed myself. I have family on the mainland, a 92 year old mother is one of them. I need to travel several times a year to support my family. Those trips are costly.

Please support this bill that would improve the salaries of teacher who are committed to their practice and would like to continue to support our students. Thank you for the opportunity to share my views.

Sincerely,

Kristin Lindquist

SB-2819-SD-2

Submitted on: 3/16/2022 10:24:21 AM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
VIOLET DEPOE	Individual	Support	Written Testimony Only

Comments:

My name is Violet DePoe and I am submitting testimony in support of SB2819 SD2. I am a first grade teacher at Kapa'a elementary school, and have worked there for 9 years. In my time here, I have seen a great deal of talented educators whom have left Hawai'i due to the low wages and high cost of living. I myself can not afford to buy a house and will have to consider leaving Hawai'i as prices of fuel, food and utilities rise, with no pay raises. Teachers work tirelessly without proper compensation for their time and dedication. We all want the best for our children, we want them to have the best education. In order to have those things happen, we must pay our teachers.

Again, I am writing in support of SB 2819.

Thank you,

Violet DePoe

SB-2819-SD-2

Submitted on: 3/16/2022 10:28:26 AM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Darci L Singlehurst	Individual	Support	Written Testimony Only

Comments:

Chair Woodsonj, Vice Chair Kapela and members of the Committee:

I am submitting testimony in support of SB2819, teacher salary compression.

I have been a teacher in the DOE for over 20 years, nearly all of them in the Windward District of Oahu. I quickly completed the Professional Development courses to get to Class VII early on. I continue to, very slowly, creep up the Step scale of the salary schedule, currently at Step 11 after 20 years of service.

I don't need to reiterate all the reasons why a pay increase is so despartely needed; teacher shortage, cost of living, equitable to mainland counterparts, etc. It is the right thing to do. I'm a single parent of adult children, and I don't have the luxury of a second household income. Our pay contracts have always fluctuated with the constraints of the State's economy. Please provide us with this fair wage correction given this opportunity to do so.

Please vote in support of SB2819.

Thank you,

Darci Singlehurst, NBCT, Windward District

SB-2819-SD-2

Submitted on: 3/16/2022 10:33:35 AM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Ann Keeler	Individual	Support	Written Testimony Only

Comments:

Aloha Esteemed Representatives,

As you know **Senate Bill 2819, SD2** would guarantee that teachers in Hawaii, like their counterparts around the United States, have their salaries adjusted based on their years of experience, meaning more than 8,000 of your employees would see corrections in their salaries to help keep them in the profession longer.

So many teachers, like me, have been “compressed” on the salary schedule, especially on steps 9, 11, 12, and 13, and that years of service fall out of alignment with salary steps with more years of service. When I moved to Kaua'i so that my son could grow up with his ohana, his tutu, aunties, uncles, cousins along with my aunties, uncles, and cousins I took an \$12,000 pay cut. At that it didn't matter to me then as I was married and my son would grow up in a clamer, saner place with family. Fast forward twenty years, the amount I have been working in the DOE, and you will see my salary now is not all that far above my salary when I left in California. I have been a single parent for twenty years also. It has been a struggle. As teachers we give our heart and soul to our students and see the return as these hamana grow up and let us know how much we meant to them. I have thought countless times if I can find something to do that I love that makes the same amount of money, I am out of here. The pressure these last three years has been greater than I have ever known in my 34 years of teaching. I love what I do and I need to be able to **thrive**, not just survive. I behoove you to be Pono and finally end this craziness. There are teachers that have been working half the time that are making almost as much as I am. Please be Pono and let justice win the day.

Aloha e A Hui Hou,

Ann

SB-2819-SD-2

Submitted on: 3/16/2022 10:36:59 AM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Tammy Holt	Individual	Support	Written Testimony Only

Comments:

Dear Chair Woodsen, Vice Chair Kapela and members of the Committee,

My name is Tammy Holt and I am writing in support of SB 2819 SD2.

Salary compression affects our veteran teachers. These are teachers who have a deep knowledge of their school communities, have generational relationships with families and organizations within their communities, and have worked tirelessly for the keiki of these communities. Veteran teachers have years of invaluable experience and innate knowledge that is unreplicated and immeasurable in value.

I am respectfully asking that the Senate Committee acknowledge the fact that salary compression in the teaching field does exist and that it must be fixed before we lose our experienced and veteran teachers.

Through testimony at the Board of Education, Town Hall Meetings and neighborhood board meetings I have heard the frustration of countless veteran teachers proclaiming that they are done with the teaching profession if the issues of salary compensation and compression are not fixed.

If we lose those valuable veteran teachers, we lose invaluable innate knowledge of curriculum. We lose historians of our community, we lose trusted teachers who know and understand the families they serve, and most importantly, our children lose a trusted adult outside of the family nucleus.

Thank you for the opportunity to submit testimony in support of SB 2819 SD2

SB-2819-SD-2

Submitted on: 3/16/2022 10:37:03 AM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Ryan Link	Individual	Support	Written Testimony Only

Comments:

I, Ryan Link am a teacher at Kualapu‘u School. I write in support of Bill SB 2819, Salary Compression and hope for it to be rectified to save the fidelity of Hawaii’s teachers.

Retaining our current Hawaii teachers is top priority. We don’t want them to either leave the profession or move to the mainland in search of a higher pay.

I have been an educator for 19 years. I originally moved here out of college from Washington State. I was in my mid 20’s then and on a “three year plan.” I figured I was going to move to Hawai‘i for a few years and move back. Well, that plan didn’t stick and living in Hawai‘i turned into my life. I love it here. I have amazing friends who mostly are coworkers. I’m now 43, married, and have a ten year old son. I barely make more than my co teacher who has only been here for four years. I live in a small condo that is crowded with the three of us. I’m priced out of the houses I’d like to live in.

I’m at the point in my life where I need to make a decision. I have hopes and dreams just like anybody. I’d like to have a house that I can be proud of. In all reality, yes, I want to make more money. Who doesn’t?

This is where compression comes in. We, as teachers in Hawai‘i, are so underpaid it’s ridiculous. For our cost of living we make pennies. Add the fact that we weren’t getting raises for many years in the early 2000’s. We should be paid like counterparts in other states.

For example, I got my Masters Degree in the spring of 2003. That summer I moved here. Classmates of mine that stayed in Washington, with the same amount of experience, are making \$114,605! That is almost double what I make! This is also in an area that has a way lower cost of living than here.

Yes, I’m at the point in my life where even though I love working at Kualapu‘u School on Molokai, I am considering moving. Why? Pay. It truly is pathetic what we are paid here. A friend of mine teaching on Kauai has a side job working at a grocery store because he isn’t making enough. We are teachers. We have college degrees and take professional development classes. We deserve to be paid like other teachers in other states. Especially with our cost of living.

Again, as of now, my family is very much considering moving away in two years and the reason is pay. My wife is a teacher as well at the same school.

I've taught on Molokai since 2003. Led seven field trips to the east coast of the United States. Been loyal to my school and love it here. If the state wants to keep people like me and / or retain new teachers, the state needs to pay us a fair, competitive wage.

Fixing compression will boost the salaries of most teachers, and hopefully retain us. I'm tired of working with new teachers that leave after a year or two and cite pay as one of the reasons. The students deserve better as well.

Please vote in support of Senate Bill 2819.

Sincerely,

Ryan C. Link

Kualapu'u School

Molokai, HI

SB-2819-SD-2

Submitted on: 3/16/2022 10:39:56 AM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Maile K Wikum	Individual	Support	Written Testimony Only

Comments:

Aloha,

I have been teaching in Hawai`i for 8 years now and am struggling financially. I just got a second job and will need to teach summer school along with my other second job just to make ends meet. If I find I make more in my second job I may not continue with teaching. I will be at Class 7 next semester and it is still not enough. Please support this bill so we can continue to increase our pay since we work so hard and deserve it. I hope this helps so that I do not need to keep my second job. Thank you for listening.

SB-2819-SD-2

Submitted on: 3/16/2022 10:41:38 AM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Ashley Olson	Individual	Support	Written Testimony Only

Comments:

Chair Woodson, Vice Chair Kapela 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. I am submitting testimony in support of SB 2819, proposed SD2.

Please ensure that the teacher salary compression issue, which is so financially ruinous to thousands of teachers, is rectified. Please show that we as a state value our hardworking teachers. It is past time to fairly compensate 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.

We need your help. Our students need you to support us so that we may better support them.

Mahalo.

Ashley Olson

Lahaina, Maui

SB-2819-SD-2

Submitted on: 3/16/2022 10:53:59 AM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Andrea Quinn	Individual	Support	Written Testimony Only

Comments:

Dear Honorable Committee Members:

Please support SB2819.

Thank you for the opportunity to present my testimony.

Andrea Quinn

Kihei, Maui

SB-2819-SD-2

Submitted on: 3/16/2022 10:55:30 AM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Hope McKeen	Individual	Support	Written Testimony Only

Comments:

Aloha nui e nā luna kōmike Ho‘ona‘auao

We have had a teacher shortage crisis in Hawai‘i for a number of years. This has been exacerbated by COVID. I have colleagues that have put in their years of service and they are very close to retirement and still not at step 14B. I implore you to honor all of these Kumu who have educated Hawai‘i Keiki and continue with their rightful step before they retire.

This will also help to keep many that are mid-career in the profession. We have seen a huge amount of teachers leaving the profession because they just can not afford to be a teacher. I struggle to balance my budget monthly. Living paycheck to paycheck and just barely making it. This compensation would help so many and keep the best educating our future.

Na‘u nō

Hope Pualani McKeen

SB-2819-SD-2

Submitted on: 3/16/2022 10:58:07 AM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Troy Freitas	Individual	Support	Written Testimony Only

Comments:

I have been teaching for 23 years and still not making the appropriate amount of money as expected for somebody who has been working for so long. Ever since the furlough back when we got a huge cut in pay and then a raise after that barely got us back to our original pay. Continued set backs have really cut my income quite a bit. I don't work for the money, but it would be nice to not worry about my future for my family and retirement.

Sincerely,

Troy Freitas

SB-2819-SD-2

Submitted on: 3/16/2022 11:07:03 AM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Laurie Dela Cruz	Individual	Support	Written Testimony Only

Comments:

HOUSE COMMITTEE ON EDUCATION

RE: In Support of SB2819 SD2

Wednesday, March 16, 2022

Dear Chair Woodson and Vice Chair Kapela, and members of the House Committee on Education,

I am Laurie Dela Cruz, a public school teacher. I am testifying in favor of SB2819 SD2. I have been teaching for over 20 years. Teachers spend countless hours during the week and weekends preparing, assessing, and creating relevant lessons for our students. We also spend a lot of our own money on classroom supplies and materials needed to teach our lessons. Living expenses have risen dramatically and it is often hard to make ends meet. It is important that this committee passes SB2819 SD2 to gurantee that teachers' salaries are adjusted based on years of experience like counterparts around the United States. When SB19 SD2 is passed, another step toward minimizing teacher shortage would be taken. Passing this bill would benefit all citizens of Hawaii and help retain and attract qualified and experienced teachers.

Mahalo,

Laurie Dela Cruz

SB-2819-SD-2

Submitted on: 3/16/2022 11:13:44 AM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Amy Baum	Individual	Support	Written Testimony Only

Comments:

Being a teacher today is still full of love and excitement but it is also very demoralizing due to lack of qualified administration (this is really bad) and lack of resources and respect for teachers (mainly from our employer!). Please pass this bill. I could retire early (soon) but I was hoping to teach another 10 years. The respect and the financial incentive that would come with the passing of SB2819 would keep me in the profession longer. I also know a lot of younger teachers who are looking for career changes due to the current teaching environment. Aloha, Amy

SB-2819-SD-2

Submitted on: 3/16/2022 11:41:21 AM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Keokapukoa Kaohelaulii	Individual	Support	Written Testimony Only

Comments:

He lehulehu a manomano ka puu hana a na kumu, e kakoo aku!

SB-2819-SD-2

Submitted on: 3/16/2022 11:41:28 AM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Chad Dela Cruz	Individual	Support	Written Testimony Only

Comments:

Dear Chair Woodson and Vice Chair Kapela, and members of the House Committee on Education,

My name is Chad Dela Cruz, a public school teacher. I am testifying in favor of SB2819 SD2. I have been teaching for over 25 years. Teachers spend a lot of their own money to buy classroom supplies, and online programs we need to help our students succeed in the classroom. Teachers also spend countless hours during the week and weekends preparing, assessing, and creating relevant lessons for our students. With the rise of prices in just about everything, it has become more challenging to try to provide the students with the education they deserve. It is important that this committee passes SB2819 SD2 to guarantee that teachers' salaries are adjusted based on years of experience like counterparts around the United States. SB2819 SD2 will help to keep teachers in the class and continue to help students with their needs. This will also help to keep veteran effective teachers in the classrooms that will in turn help to minimize the teacher shortage. Passing this bill would benefit all citizens of Hawaii and help retain and attract qualified and experienced teachers. Please pass SB2819 SD2.

Mahalo,

Chad Dela Cruz

SB-2819-SD-2

Submitted on: 3/16/2022 11:42:20 AM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Max Won Kil Kaneshiro	Individual	Support	Written Testimony Only

Comments:

Chair Woodson, Vice Chair Kapela, and members of the Committee,

I am submitting testimony in support of Senate Bill SB2819

Thursday, March 17th, 2022

Aloha,

Thank you for giving me an opportunity to submit my testimony in support of bill SB2819 regarding salary compression. My name is Max Kaneshiro and I have been an educator in the Honolulu District for 11 years. Paying educators based on years of experience will have a positive effect on my personal situation as well as the Hawaii's ability to retain teachers. With the passing of SB2819, we will be able to retain more teachers, provide continuity within our educational institutions, and compensate educators accordingly so that we can afford to live in arguably the most expensive state in the country.

Every year, the DOE experiences a teacher shortage. The solution up until now has been to educate our keiki with non-qualified educators to fill the gaps. Year after year, the DOE expects a different outcome following the same strategy, and it is time for change. I truly believe that being an educator is the most rewarding job one can have. It is time to implement a system to retain educators. Teaching is a transient profession because of the lack of pay and difficulty of getting a raise through our current system proves to be overwhelming and not affordable. The ONLY way to keep quality educators, is to pass SB2819 and pay based on years of experience. Let's work together to provide quality instruction to better the future of our keiki.

Providing continuity for our keiki will allow them to flourish within a system designed to support them. Having the same educators in place, year after year, will allow educational institutions to establish a routine, and build a solid foundation. Currently, we are having to train new/unqualified educators year after year due to the shortage. Children do not thrive in an environment of constant change. The only way to provide stability and to create a successful school environment is to pass bill SB2819.

Living in Hawaii is my dream and I never want to leave. Born and raised in Honolulu, I consider myself extremely lucky to call Hawaii my home. It is becoming nearly impossible to support my family, pay for my bills, and save for retirement. I am living pay check to pay check

while trying my hardest to spend time with my two sons. Earning PD credits to climb the pay scale is difficult because I have two jobs and do not have the extra time/money to pay for PD credits. Yes, some are free, but a lot are not affordable for people who live pay check to pay check. Finding time is also a challenge because teaching is a very demanding, time-consuming, but a worthwhile occupation. Passing bill SB2819, and being able to earn a salary based on years of experience, would be a life-changing event for my family and I.

Both my wife and I are educators because we feel it is of utmost importance that we give back to the community and the State of Hawaii, the place we love, and the place that has given so much to our family. Retaining educators would be a lot easier if SB2819 we passed. Providing continuity to allow our keiki to thrive in a consistent environment is only possible through retaining teachers. Passing SB2819 will allow my family and I to continue to live in Hawaii, live our dream as proud local educators, and not have to worry every two weeks if we have enough money to live here. Thank you very much for allowing me to submit my testimony, as this means the world to me. I humbly ask, regardless of the number of testimonies that come through, that you pass SB2819.

Respectfully,

Max Kaneshiro

Educator/Honolulu District

SB-2819-SD-2

Submitted on: 3/16/2022 11:46:34 AM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Brenna Usher	Individual	Support	Written Testimony Only

Comments:

Please pass bill SB 2819 to give the teachers, students, and overall education system of Hawaii what they deserve. Teachers need to be properly compensated for their years of service. Fair compensation will encourage teachers to continue working in our beautiful, but expensive state. This will in turn lead to more experienced teachers in the classroom and less of a teacher shortage, both of which are vital for our keiki to receive the education they need. Finally, this will overall make the education system of Hawaii stronger. If you support a quality education system for our keiki, it is vital that you pass bill SB 2819.

SB-2819-SD-2

Submitted on: 3/16/2022 12:00:08 PM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Thomas Graham	Hawaii DOE	Support	Written Testimony Only

Comments:

Aloha! I am submitting testimony in support of Senate Bill SB2819 SD1.

My name is Thomas Graham. I am a High School Social Studies Teacher at the Hawaii School for the Deaf and the Blind (HSDB), where I have served for over 25 years of my 28 years for Hawaii's DOE. At HSDB, I've served as an Elementary Teacher, a Middle School Teacher, a High School Teacher, a Special Needs Teacher, a Technology Coordinator, a School Registrar and even for year as a TA Vice Principal.

I grew up in Hawaii (having grad from Kalani High School) and am a 3rd generation kamaaina resident. I went to UH Manoa, to BYU-Hawaii, and then to Utah State University to get a masters in Deaf Education. My college education has served me well and allowed me to climb through the DOE Salary Classes quickly. Within 10 years of teaching, I proudly arrived at Class 7 of the salary scale.

Unfortunately, once I was there, there was no further movement or pay increases unless a new contract gave us an increase or step up. So, for at least 15 years, I've sadly been stuck in the same salary step. Even if I returned to college for a 2nd Masters degree or a PhD, I would still be in the same Salary Class and the same Step. Obviously, there's something wrong with this "picture."

My wife also serves at HSDB, but as an Educational Assistant (and for nearly 25 years). She too is a 3rd generation kamaaina resident. More importantly, we have 2 generations in front of us.

Yet, between our two salaries, we have never been able to afford to purchase a decent home and we are now looking at retiring on the mainland - with 5 generations that have called Hawai'i home and after we will have served our keiki for a combined 60 years.

Decompressing the teacher salaries will definitely help and encourage us to stay in Hawai'i a few years longer. But more importantly, it will help the current and next generation of teachers for Hawai'i's keiki. It will attract our highly qualified teachers to stay - or for those that left, to return to islands we call home and to the keiki we love to serve and teach.

Please vote in support of Senate Bill SB2819 SD1.

Thank you for the opportunity to share my testimony and listening. Mahalo for your kokua in serving our citizens and keiki.

Mahalo, Thomas Graham - HSDB Teacher

SB-2819-SD-2

Submitted on: 3/16/2022 12:02:59 PM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Susan Russo	Individual	Support	Written Testimony Only

Comments:

Honorable Chair Woodson, Vice Chair Kapela and member of the Committee,

I am submitting testimony IN SUPPORT of Senate Bill 2819 SD 2. My name is Susan Russo. This measure is long overdue to address teacher compensation and so I ask that you please vote in support of Senate Bill 2819 SD 2.

Thank you for the opportunity to provide feedback to you.

Respectfully, Susan Russo

SB-2819-SD-2

Submitted on: 3/16/2022 12:05:02 PM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Gordon Wong	Hawaii State Teachers Association	Support	Written Testimony Only

Comments:

Testimony for SB 2819, SD2

By: Gordon Wong

Hawaii’s public school teachers earn a very low teacher salary when compared to other teachers in the other states in the U.S. mainland. The high costs of living in Hawaii such as the costs of housing, food prices, gasoline, raising a family can be very burdensome because the price of a home and food prices keep rising. But the salaries for teachers remain the same year after year and do not keep up with rising inflation and the price of goods and services in Hawaii.

Teachers who have stayed in Hawaii to teach Hawaii’s keiki over the decades even through periods of economic recession should be rewarded for their hard work and dedication. Due to what is called salary compression, a teacher who may have worked 20 years for the Hawaii DOE only makes a little more than a teacher who has just started in the profession. This is not the way to support teachers who have been there for our keiki.

In my case, I would not want to work for decades in a profession that doesn’t allow for much growth and does not reward me for the hard work I accomplish. If teachers can’t afford to live here in Hawaii then they will move elsewhere that they are compensated correctly for the work that they do.

I highly support SB 2819, SD2 because I believe teachers should be paid for the hard work that they do and not have to suffer through hard economic times.

TESTIMONY BEFORE THE HOUSE EDUCATION COMMITTEE ON EDUCATION

RE: SB 2819, SD2, PROPOSED HD1 – RELATING TO TEACHER COMPENSATION

THURSDAY, MARCH 17, 2022

LAVERNE MOORE, SPECIAL EDUCATION TEACHER

Chair Woodson, and Members of the Committee:

I, Laverne Moore, special education teacher at McKinley High School, speaking on behalf of the McKinley High School Special Education Department, we strongly support SB 2819, SD2, Proposed HD1, relating to teacher compensation.

We are in agreement with the Hawaii State Teachers Association suggested revisions as stated in its written testimony.

This bill is needed to address compensation equity issues and to make the necessary discretionary salary adjustments for approximately 8,700 experienced teachers by recognizing their professional service to the department of education and our public charter schools through discretionary salary adjustments, as negotiated between the superintendent of education and the exclusive representative of collective bargaining nit (5) Hawaii State Teachers Association.

Teachers have saved the State of Hawaii money by giving teacher's furlough Fridays and previous to this, under Governor Cayetano's Administration, teachers also saved the State of Hawaii money by delaying our pay date by 5 days. This was supposed to be temporary to assist the State with raising its bond rate. Till today, the State is still profiting from this move.

We support this bill that requests our state legislator to approve funding for a one-time salary adjustment to be negotiated as part of an Experimental Modernization Project for eligible teachers to address pay compression.

It's time to replace years of experience and respect the thousands of veteran teachers who made a financial sacrifice and adjust their pay to reflect their service and hard work through a recession and pandemic.

We ask for your support for this bill.

SB-2819-SD-2

Submitted on: 3/16/2022 12:31:37 PM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Jerene Cluney	DOE	Support	Written Testimony Only

Comments:

Aloha,

I am very happy that SB 2819 has made it this far. DOE Employees such as myself have been patiently waiting for this and I am hopeful that it will come to fruition.

I am in full support of SB 2819. The passing of this bill will have a huge impact on the future of the Department of Education and that impact will; in turn, provide for positive changes within the Department and our schools. Our students deserve a learning environment with stability and that can only happen when employees choose not to leave for other employment.

It is pertinent that schools maintain stable staffing. School Improvement documents such as the Academic Plan, WASC Self-Study, Comprehensive Needs Assessments, etc. are created with a plan for anywhere from one to six years. It is impossible to see a plan through with staffing changing so drastically every year or so. With the passing of SB 2819, more teachers will stay in their current positions and will be a part of making a plan, seeing a plan through, and witnessing the results of that plan. This is so so so important for school improvement.

Mahalo!

SB-2819-SD-2

Submitted on: 3/16/2022 12:34:33 PM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Sheri Preston	Individual	Support	Written Testimony Only

Comments:

Aloha!

My name is Sheri Preston, I am a 10-year Special Education teacher at Kohala Middle, and am in full support of SB 2819 S2. We are a small isolated community that relies on each other and our limited resources on a daily basis. Our schools and teachers are essential supports in keeping our community and keiki strong and successful. The dedication our teachers have for continuing to live and teach here is apparent. Our veteran educators are committed to educating our keiki and have taught generations of families. They are also so crucial with sharing their experience and mana'o with not only our haumana, but also teaching our newer and younger teachers. It is appalling to know they are not being paid much more than teachers who have taught half as long as themselves. We truly need to compensate our veteran teachers in a fair and equitable manner. They deserve our highest esteem and respect for their powerful and significant contributions to our people and community.

In conclusion, I am in full support of SB2819 S2 and duly compensating our important veteran teachers.

Mahalo for your time,

Sheri Preston

Kohala Middle School

Shari T.S. Jumalon

P.O. Box 394

Kealahou, HI 96750

(808) 640-5940

sharijuma@gmail.com

March 16, 2022

To Whom It May Concern,

My testimony is in support of SM2819 SD2. I am an English Language Arts and Project-based educator at Kua o ka Lā New Century Public Charter School teaching a Hawaiian-focused hybrid curriculum that I have developed and currently implementing with a team of teachers. Besides being a Certified Secondary English Language Arts teacher I am also certified in the following: Literary Specialist, Environmental Science, Teacher Leader, and Nationally Board Certified. This is my 27th year of teaching in the State of Hawai'i and I am still at step 12. My anticipated date of retirement is November 01, 2025 and based on the current system, I will not be reaching step 14B before that retirement date.

When I started teaching in 1995, there was a teacher shortage due to the early retirement of many veteran teachers and our contract was frozen. In other words, we no longer had step movements and I was unable to get a raise within the first few years of employment as a new teacher. As a young adult getting married, starting a family and trying to purchase a home, I realized I needed to move to Hawai'i Island from Oahu in order for me to afford living and supporting a family in Hawai'i on a \$36,000 salary in 2001.

In March of 2001, after moving to Hawai'i Island from Oahu we went on strike for almost a month. During this season in my life I had a baby in January, raised my 2 year old daughter, purchased a home in December of 2000, and my husband started his business in January 2001 so funds were tight. With the advice of my veteran colleagues to mitigate these income impacts, I took as many professional development classes to boost myself to Class VII from 1995 to 2002 all while raising two kids, moving and assisting with starting a business with my husband to earn a raise.

Fast forward to 2008. Newly divorced, raising two kids, purchasing my own home and navigating single life on a teacher's salary. I wasn't sure if teaching was the profession for me anymore since I was barely able to cover my bills. I applied for a sabbatical to give myself time to make the life changing decision of changing careers or continuing to teach. During this time I worked on a few avenues of exploration: taking courses at UH Hilo in Environmental Science; taking course from UH Mānoa in Ethnomathematics, designing curriculum for Hokule'a's Worldwide Voyage, starting my National Board Certification, starting my driver's education certification, doing contractual work as a items writer for the State Assessment and developing curriculum to assist teachers to administer the interim State Assessment just to earn extra part-time funds to make ends meet.

Based on my extensive experience in various sectors of education, I have been seriously considering leaving the field of education within the last few years to pursue curriculum development or contractual work since I might never be able to earn a decent living as an educator. As a single mom who is paying for my son's college education, will I be able to retire and live off of my 12 step teacher's salary? I definitely did not choose to be a teacher based on

the pay scale, I did it for the love of kids and my love for this place, Hawai'i. As a veteran teacher who loves being in the classroom and excited about navigating and implementing the ever changing world of educational change I'll be disappointed if SB2819 SD2 does not pass. I would like to continue as a teacher but if this bill does not pass I will definitely consider other options before I am able to retire.

Sincerely,

Shari T. S. Jumalon

SB-2819-SD-2

Submitted on: 3/16/2022 12:41:03 PM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Kori Oros	Individual	Support	Written Testimony Only

Comments:

Aloha, Chair Woodson, Vice Chair Kapela, and members of the Committee,

I am submitting testimony in support of Senate Bill SB2819 SD2

I am a 3rd grade teacher in the Central District. I was raised in Makakilo,I teach at a Title I School. I have been teaching for 13 years.

Before Covid, for years, I would take my 3rd grade Lego Robotics Team to the Lego Expo at the Blaisedell which happens on a Saturday. I'm taking them again this year to the Stan Sherrif Center, again on a Saturday. I've walked to a student's house during Covid to deliver learning materials, I've communicated with parents at 8pm to assist them with tech problems as well as meet with their children to catch them up on learning that they missed in class...I helped organize a staff beach clean up so that we could, with our students, use the plastic we found to create a 4 x 8 mural made of plastic.

I have taught long enough that some of my students have now graduated high school and have found me on social media to tell me how much it meant to them to have me as a teacher ... I love my students and what I do.

When I started teaching I was 27 and I didn't pay attention to my financial future - I was happy to have a job doing something I love! I had roommates and I paid \$600 in rent for my room. Fast forward, now I have a husband and a daughter, and we are quickly getting priced out of Hawaii. My parents told me that I will not be inheriting their house because they plan on selling it to pay for my dad's long term care, as he has no hands or feet.

Please fix our pay scale, give us hope to be able to stay in Public Education and hope to be able to work towards having a home.

Please vote in support of SB2819 SD2

Thank you for the opportunity to testify,

Kori

SB-2819-SD-2

Submitted on: 3/16/2022 12:43:33 PM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Kristopher Oros	Individual	Support	Written Testimony Only

Comments:

Aloha Chair Woodson, Vice Chair Kapela, and members of the Committee,

I am submitting testimony in support of Senate Bill SB2819 SD2.

I am Special Education teacher within the Windward District on the beautiful island of Oahu. This will be my 15th year teaching on the island of Oahu for the Hawaii Department of Education. It is a wonderful opportunity to be a teacher in the field of Special Education on this island.

We need to pay teachers for years of service, otherwise we lose the most seasoned teachers as they grow older. Experience is one of the most valuable aspects of a highly qualified Special Education teacher. This bill will improve teacher retention and provide all teachers with the compensation they deserve for their years and years of dedication to educating and empowering the keiki of this beautiful state. This bill will support our teachers and increase the likelihood that our keiki will be learning from experienced teachers, as teacher retention will be highly supported via this bill. For these reasons and so many more I kindly ask that you please vote in support of Senate Bill SB2819 SD2.

Mahalo, thank you to the committee for the opportunity to testify.

SB-2819-SD-2

Submitted on: 3/16/2022 12:48:59 PM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Kaleolani Hanohano	Individual	Support	Written Testimony Only

Comments:

TESTIMONY BEFORE THE HOUSE COMMITTEE ON EDUCATION

RE: SB 2819 Proposed SD2, RELATING TO TEACHER COMPENSATION

(SALARY COMPRESSION)

Wednesday, March 16, 2022

Aloha e Chair and members of the Education Committee:

My name is Josette Kaleolani Akim Hanohao. I am a teacher at Kahuku High & Intermediate School in Windward District in the moku of Ko`olauloa on the island of O`ahu o Kakuhihewa. 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 30 year veteran in the department who currently lives paycheck to paycheck. As a result of salary compression and oppressive salary schedules I have had to forgo ideas of earning my masters degree in my 20's, erase dreams of owning my own home in my 30's, and dissolve any dreams of becoming a principal or vice principal of a DOE school (because training and school requires financial stability). The most debilitating choice however, is to look back in my 50's and see that I was destitute as a teacher, barely able to care for myself and my daughter. With 30 years of experience, I still hang by my "fingertips" below the top of the salary schedule. It is debilitating, demoralizing and heartbreaking to know that colleagues 20 years younger make more than I do, and are talking about purchasing their first home, planning vacations and organizing gender reveals for another baby on the way. I am not dislocated. These lived experiences were denied as I faced the financial dilemma of being priced out of paradise in the rising cost of

living in Hawai'i. However, the true process of my pain is this term "compression." This realization brings a level of trauma and grief similar to economic and financial abuse of a family member. In a state where `ohana means family, I am unsure how Hawaiian values drop short when payroll compression is discussed in the corners, elevators and koa table meetings in the state capitol.

With that said, all legislators have a moral obligation to reward and recognize dedication, commitment, and hard work. Educators "championed" and "pivoted" during COVID. We endured "lazy" decision making that put our lives and the lives of our vulnerable kupuna and keiki in jeopardy. Educators put forth robust online efforts to roll out quality programs at lightning speed during COVID, and we prioritize the educational needs of our children while awaiting "lazy" budgeting and "lazy" support systems tied to bureaucracy. I believe that teachers have demonstrated that we are resilient, steadfast, loyal and have the perseverance to provide the services our employer demands. Therefore, we are deserving!

In closing, I request that as we move in and out of this COVID pandemic, legislators are eager to make decisions to end compression with compassion and aloha. I further request that the state compensate teachers "locked in compression" with pay differentials for all the unlive and missed goals and possibilities. We earned this gift with our time of service. It is in the work that knowledge is attained and right now we need you to work at pushing this critical piece of legislation through. Please do the job your ancestors put you in the capitol to do, make great things happen for even the smallest of us.

I ke hana ka `ike!

The learning and knowledge is in the work!

Josette K. Akim Hanohano

Windward District, Moku o Ko`olauloa i O`ahu o Kakuhihewa

SB-2819-SD-2

Submitted on: 3/16/2022 12:51:59 PM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
SHIRLEY YAMAUCHI	Individual	Support	Written Testimony Only

Comments:

Aloha Chair Woodson, Vice-Chair Kapela, and members of the Committee,

I am submitting testimony in strong support of Senate Bill 2819.

The current salary compression has greatly impacted you. I am currently in the middle of the salary schedule after 22 years. I was hired at Kapolei Middle School back on August 11, 2000, with a starting pay of \$30,000. Back then, I had three additional roommates, no children, still unmarried, and very optimistic about my future. Here I am now, 22 yrs. later, with my almost seven-year-old son, two college-aged stepsons, living in the same townhouse for the last 17 years. My former 6th-grade student is now a grown woman, teaching at Waianae High School and her starting pay was \$49,000! Though I was very happy for her, I did not receive any compensation for the years since I was hired until the time my former student entered the Hawaii public school teaching profession. My teaching partner last year was a Navy wife from the East Coast. One day, during her second year at Kapolei Middle, asked me where was the annual pay raise, as that is what she had experienced as a US mainland teacher. I told her that, sadly, here in Hawaii there was no such thing. She was shocked, surprised, and eventually ended up leaving during this current school year, due to her husband's US Navy orders. This is very embarrassing. How is it that Hawaii is pretty much the only place in the nation that does not recognize years of service? How is it that I am at Step 11, although I've taught for 22 years with the HIDOE?! I feel as though I should be at 14B, NOT STEP 11.

Paying me a fair wage for my experience MAY convince me to stay teaching a few more years, which may prevent the teacher shortage crisis from getting worse. Otherwise, I am looking at retiring in 8.5 school years. I've already informed my Principal, school SASA, coworkers, and my retirement guy at Chinen and Arinaga of my plans. I am limited in part-time work and shifts since I have no child care provider anymore, due to the Covid pandemic. My son's former babysitter cannot risk having a first grader come to her home, where there are four little children, all under the age of Covid vaccinations. Being fully vaccinated does not mean that my son is immune from catching Covid. I am also the breadwinner of my immediate family of three. Though my community college dropout husband does work a full-time job, I make twice the amount that he does. I have participated in neighborhood food giveaways held at UHWO or the original Kapolei movie theatre parking lot, receiving much-needed groceries for my family. When my son was born in 2015, I was told that I "make too much as a teacher" to qualify for WIC. I resorted to buying tins of unopened baby formula from random strangers in parking lots, who would advertise on social media outlets. WHY should I be reduced to this

level of lifestyle, after all of my advanced degrees? I recently shared on Facebook that I have a total of \$0.50 left in my bank account, to last me until the March 18th teacher payday. A Nanakuli HS teacher responded back that I should consider leaving Hawaii, for somewhere more affordable. But why should I? I am a Big Island native and a lifelong Hawaii resident. Hawaii is my home. I should be paid as much as US mainland teachers. Hawaii is part of the US and we are the 50th state.

Please vote in support of Senate Bill SB2819 SD2. Thank you, committee members, for the opportunity to testify today, through this written statement.

SB-2819-SD-2

Submitted on: 3/16/2022 12:55:46 PM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Sandy Domion	Individual	Support	Written Testimony Only

Comments:

Chair Woodson, Vice Chair Kapela, and members of the Committee,

I am submitting testimony in support of SB2819 SD2.

My name is Sandy Domion and I am the librarian at McKinley High School. I have been teaching in the DOE since 1997. I will have been with the DOE for 25 years, yet I am not on the top of the pay scale. I have a Master's Degree in Library and Information Sciences and am licensed to teach English and Language Arts. I am in the highest Class VII on the salary schedule but only Step 12. The difference between Step 12 and Step 14b, which is where I should be at, is \$12,565. I make up for this difference by working two additional jobs. I teach as a part-time teacher through DOE's E-School and work as a cashier nights and weekends at Whole Foods 5 days out of 7. It is disheartening to know that I can only hope that I will be at the top of the pay scale when I reach retirement age.

Please vote in support of this bill SB2819 SD2 so we can be compensated fairly according to the years of service that we have put into the DOE.

Thank you for your time,

Sandy Domion

SB-2819-SD-2

Submitted on: 3/16/2022 12:58:22 PM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Nanna Lindberg	Individual	Support	Written Testimony Only

Comments:

Chair Woodson, Vice Chair Kapela, and members of the Committee.

I am submitting testimony in support of Senate Bill SB2819 SD2.

My name is Nanna Lindberg and I am a science teacher at Maui High School. I'm strongly urging you to pass this bill. For too long, teachers have been under compensated for their hard work. They are leaving the profession for better paying opportunities and to be able to support their families. my husband is also a teacher, and together we have two kids. The education we want for them is one that is sufficiently funded and led by the best teachers. We are losing those teachers. Through the pandemic, despite federal aid proposed to be used for teacher compensation, we have suffered a pay cut, and a new contract with no increases in pay. Many teachers ratified our new contract believing that the one time bonus passed by legislature was coming so that we wouldn't be suffering a pay cut. That did not happen as it was vetoed by the Governor and legislature did nothing to override that decision. This bill would be one, although not enough, step towards stabilizing the teacher workforce for our future generation. Although I am not directly affected by salary compression, my husband and most of the teachers I know are.

Please vote in support of Senate Bill SB2819 SD2. Thank you for the opportunity to testify.

Nanna Lindberg MSc, PhD

SB-2819-SD-2

Submitted on: 3/16/2022 1:04:39 PM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
jane filipi	Individual	Support	Written Testimony Only

Comments:

Members of the Committee, I am submitting testimony in support of Senate Bill 2819, SD2 to fix salary compression. I have been a school counselor on Maui for 22 years. Even with all of my experience I am still on step 11 of the salary scale. I have been at class 7 for years and have no way of increasing my salary unless a raise is negotiated. Even as I continue to better myself professionally by taking professional development classes, I am not financially compensated for all of my efforts. I love working and living on Maui but with the rising costs and additional challenges brought on by the pandemic my family is seriously considering moving to the mainland where I can make more money. Being paid a fair wage for my experience would help convince me to stay in the Hawaii DOE a few more years, preventing the teacher shortage crisis from getting worse. Please vote in support of Senate Bill SB2819SD2.

Thank you,

Jane Filipi

SB-2819-SD-2

Submitted on: 3/16/2022 1:06:15 PM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Dana Shishido Kobayashi	Individual	Support	Written Testimony Only

Comments:

Honorable Chair Woodson, Vice Chair Kapela and members of the Committee:

My name is Dana Shishido Kobayashi. I am a third grade teacher at Major Sheldon Wheeler Elementary School in Central District on Oahu. I am submitting testimony in support of SB 2819, SD2.

I gave testimony two years ago in support of SB2488, SD2. I stated that I believed the salary compression would move teachers to the proper step in line to their years of service.

I shared my financial struggles of being a single mom as a public school educator. The furloughs had depleted my savings and I had to live paycheck to paycheck. I put my child first in the area of physical health care, setting aside my health concerns. Although I did have medical insurance, I couldn't afford the copays for both of us.

Fortunately, I am now married; however, I am still paying for my daughter's college tuition.

The pandemic has placed different struggles on public educators. The students academic capabilities and social behaviors are not at the appropriate levels. My third graders' last full year of school was in kindergarten. I am desperately attempting to get them "up to speed," frankly though, it is mentally draining. I am constantly adjusting my plans and now, I have to create so many motivators to keep the students engaged. I have had to spend much of my personal funds to purchase items for my "treasure chest" and school supplies for the students. These are issues that educators, at all levels, are now challenged with.

I will be able to retire this coming July, after 32 years of service. I do enjoy working with the keiki, however, after over three decades of service, I still have not met the highest salary step. Honestly, I feel disrespected. I continue to pursue professional development even if I am not compensated for it. I do this to better myself, for my students. The passage of SB2819 would be compensation for this very issue.

Recently, we faced a shortage of over a thousand teachers. Again, the pandemic placed a strain on the teaching field. I am seeing many mainland transplanted teachers moving back to their home states. As well as many veteran teachers contemplating early retirement. Something must be done to retain them and encourage more to pursue the field of teaching. I believe this can be achieved with the passage of SB2819.

I feel there are parallels to legislators and educators. I chose to become a teacher because of my love for children and the desire to make positive impacts upon our community and the future generation. Perhaps this was your objective in choosing to be elected as a legislator? In any case, we are all public servants and deserve to be respected and fairly compensated.

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. Please vote in support of SB2819.

Thank you, for your time and your service,

Dana Shishido Kobayashi, Central District, Oahu

SB-2819-SD-2

Submitted on: 3/16/2022 1:07:16 PM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Karl Higa	Individual	Support	Written Testimony Only

Comments:

Aloha Chair Woodson, Vice Chair Kapela, and members of the Committee,

My name is Karl Higa, and I am a 5th grade teacher here at Noelani Elementary School. I hope you and your ohana are doing well. I just wanted to email you asking for your support for the Teacher Pay Proposal regarding compression, now being looked at in the legislature.

This is my 23rd year teaching in the public schools and my 17th year at Noelani. I was previously at Pearl City Highlands to start off my career as a 6th grade teacher.

Back in 1999, when I first started teaching, I was making \$29,204 for the first few years of teaching, That number has been burned into my memory because that is what I made until the HSTA strike of 2001. After the strike, I made \$10,000 more per year!! Awesome!

However, these last 10-15 years of pay raises have been pretty bleak. Don't get me wrong, I am extremely happy that we received these raises, but for every raise we received, there also was a medical insurance premium increase, effectively cancelling our raises. I believe our net raise came out to be about \$10 a paycheck. Again, Im not being ungrateful, but I always hope for a bigger raise.

I think this pay proposal that HSTA has introduced/supported would address the pay issues that many teachers, especially teachers with 20 plus years, the backbone of the DOE, would find fair and appreciated.

These COVID years have been brutal to teachers' stress levels and well being, and this pay structure would alleviate some of the angst we are feeling.

Please support SB 2819.

Thank you for your time and thank you for your support of Hawaii Pubic Schools!!

Take care and Aloha!

Karl Higa

SB-2819-SD-2

Submitted on: 3/16/2022 1:13:01 PM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Logan Okita	Individual	Support	Written Testimony Only

Comments:

Aloha Chair Woodson, Vice Chair Kapela, and members of the Committee,

I am submitting testimony in support of Senate Bill SB2819, SD2.

My name is Logan Okita and I am a National Board Certified Teacher at Nimitz Elementary in Central District and Vice President of the Hawaii State Teachers Association. This is my sixteenth year as a teacher in Hawaii.

I am in the middle of our salary schedule at step 11 along with 2,568 of my colleagues, many of whom have more experience than I do. I have missed step increases during my career and will hopefully reach the top of the salary schedule after my twenty-fifth year of teaching. This has not been the case for my colleagues who missed stepped increases during negotiations and are only on step 12 in their twenty-fifth year. Colleagues who I respect and have mentored me have said that they will retire or leave the profession if compression is not addressed soon. These educators have so much more to give to our students, but will not continue if they can never make it to the top of the salary schedule before they qualify for retirement.

Please vote in support of Senate Bill SB2819, SD2. Thank you for the opportunity to testify!

Sincerely,

Logan Okita, MEd, NBCT

SB-2819-SD-2

Submitted on: 3/16/2022 1:13:25 PM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Wendy Machida	Individual	Support	Written Testimony Only

Comments:

Aloha Chair Woodson, Vice Char Kapela and members of the Committee,

I am submitting testimony in support of Senate Bill SB2819. I humbly ask for your support as this bill will greatly affect the livelihood of teachers and sustainability of public education in Hawai`i. I am currently in my 25th year with the DOE. I have participated in the teacher strike in 2001 and the furloughs in 2011, and the pandemic in 2020. As a result, making ends meet has always been a struggle, but as a teacher, we always do what needs to be done for the sake of the children. Both of my children attend public schools and I firmly believe that the education they receive has standards more rigorous than those of private schools and with highly educated professionals whose mindset is to live a life of public service.

Unfortunately, with the higher costs of living here in Hawai`i and with having to support my children in higher education in the mainland, thoughts of leaving the profession for higher wages have entered my mind as well as many of my colleagues who are in the same season of their life. We do not feel supported by receiving the same wages as those who have worked many years less than we. As lifelong educators, we mentor and support those who are entering the profession. I do fear that if we (experienced) teachers decided to take our retirement after our 30 years of service, will the culture of our public education system still remain intact. We strive to do what's best for our future generation, always. I kindly ask for you to do the same. Please support Senate Bill 2819. Mahalo for your time and considering my testimony.

SB-2819-SD-2

Submitted on: 3/16/2022 1:20:27 PM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
John Fitzpatrick	Individual	Support	Written Testimony Only

Comments:

Aloha Honorable House of Representatives,

I strongly support Sb2819 because it is time to get our experienced teachers to the step they have earned. It should not take 33 years to get to the top of the pay scale. As a relatively new teacher, I would benefit from this because the Governor prevented us from getting our step increase this past year. The estimated \$2000 increase while teaching during a pandemic would have told me I was respected and appreciated. Instead the Governor not only cut this but also cut my pay by roughly \$900 by getting rid of the 21 hours professional development. This could have been used for professional development, social emotional purposes and well being for our staff at our school.

I am also in strong support of annual step increases so we never face this problem again. I understand certain representatives are so use to balancing the budget on teachers backs that we should not get what is in our contract, but we must break this tradition in order to begin lowering the teacher shortage crisis which looks to get exponentially higher next year. Please do this for our HGEA principals so they might be able to recruit and retain amazing teachers and focus on leading our schools rather than putting out fires with long term subs that do not even exist.

Mahalo,

Fitz

Maui Waena Intermediate Science Teacher

SB-2819-SD-2

Submitted on: 3/16/2022 1:24:44 PM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Andrew Stever	Individual	Support	Written Testimony Only

Comments:

Aloha Chair Woodson, Vice Chair Kapela, and members of the Committee,

I am submitting testimony in support of SB2819 SD2. Hawai'i's teachers are the key to Hawai'i's future. Hawai'i's keiki deserve good teachers. Paying teachers a fair wage would convince good teachers to stay a few more years, thereby preventing the teacher shortage crisis from getting worse and keeping classrooms well outfitted with experienced and erudite teachers. Please pass SB2819 SD2.

Mahalo nui.

SB-2819-SD-2

Submitted on: 3/16/2022 1:36:42 PM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Chris	Individual	Support	Written Testimony Only

Comments:

Aloha Chair Kidani, Vice Chair Kim, and members of the Committee,

I am submitting testimony in support of Senate Bill 2819. My name is Chris Nepl, and I have been a part of Honolulu District, Kaimuki-McKinley-Roosevelt Complex Area for 20 years to this month. I currently teach 4th grade at Jefferson Elementary School.

The impact this legislation will have for me personally will be life changing. If the bill is passed, I will be able to say with certainty that I can continue and finish my teaching career here in Hawaii. I started my career in January 2002, the school year directly after the teachers' strike. I was here for the pay cut in 2009, where we had furlough Fridays that forced me to work a second job on those Fridays in an effort to make up for the decrease in salary. I had a friend who started their teaching career alongside me 20 years ago, yet disappointingly had to leave after about ten years because of the pay cuts during those furlough Friday years. I don't want to have to do the same. I chose to stick it out here in Hawaii, hoping for improvements in pay. I've been around for the tiny pay increases that have only been limiting, not prospering. I've been stuck in the middle of the salary schedule, which has restricted me from being able to keep up with the cost of living, to meet basic living needs like a place of my own and properly save money for my family's future. Two years ago I submitted my testimony for this bill and covid killed it, resulting in another decrease in salary, and a new contract cementing me again in a pay that isn't even keeping up with the cost of living from years ago. I've committed to teaching here in Hawaii 20 years ago, and would very much like to continue teaching here, and finish my career here, and retire. I can't continue this career path that has me stuck on the same step of the salary schedule, only to have to wait for negotiations to decide if and how many step movements I will get for each contract, when my years of service should be the deciding factor securing me at the top of the salary schedule. This bill will resolve these issues. This bill will allow me to continue teaching here and finish my career here.

This bill will allow me to be able to afford my own place to rent, and provide the chance to buy my own home in the near future. This bill will secure my life here in Hawaii where I can put roots down and say with confidence that I can raise a family here, and have my kids attend a school within a system I've worked in for so long. Salary compression has restricted me from buying a home, or even renting a place of my own, forcing me to bounce around for the past 20 years to over 10 different shared rental properties, a live in boat situation, and even homelessness, all in attempts at surviving here, not prospering. The passing of this bill will allow me to afford a living situation where I don't have to rent a room in someone else's house,

but instead provide me the opportunity to rent my own place and in the near future purchase my own property that either way, would give me a place I can call my home.

This bill will allow me to focus on what is most important, my students, and their learning, by using the necessary time outside of the classroom to grade papers and plan, rather than a second job. Salary compression has forced me to consider and take on additional jobs and non educational training to provide a second income in attempts at making up for the shortage in my teaching salary. I've worked as a cook in kitchens, taught yoga classes, tutored, acted, worked for my friends' businesses including Hawaii International Conferences, attended broker's opens for Revoluson, and worked as an educational consultant, all in so many attempts at just keeping up with the cost of living that my salary does not provide. This legislation will provide the opportunity for me to have a choice, and not a required second job so that I can focus solely on my job as a teacher and the needs of my students.

Personally, this bill will make what has been wrong for too long, right. Hawaii is the only state in the country that does not pay teachers based on years of service. I have felt disrespected, restricted, and demoralized. Over the years I've spoken with people in public who have said to me the following: "I have so much respect for what you do." "I love teachers, I wish they paid you guys more." It's bittersweet to hear such words from strangers. After hearing these words it's just disheartening and upsetting. We all know veteran teachers like myself are more effective in the classroom having a greater impact on students' lives and their education because of the years of education and experience they've put in. This bill will make what has been disrespectful, just and right. What has been restrictive, prosperous. What has been demoralizing, uplifting.

Salary compression has impacted my personal health and well being. Twenty years of teaching, working nights and weekends, and still unable to provide the basic needs of a decent home and savings are a heavy burden on one's self worth. The choice of a teaching career is one of great sacrifice with little reward. The knowledge that we are so underpaid in comparison with the rest of the nation is very disheartening. It is not right. I go to work everyday, focusing on taking care of my students to the best of my ability, but who is taking care of me? Salary compression certainly has not. I've been teaching for 20 years, yet remain stuck in the middle of the salary schedule at step 11. I've earned my masters degree in education. I've taken all the professional development classes and earned my way to the highest class on the pay scale (class 7). It's time for our state to catch up with the rest of the country and pay us based on our years of service because that is the right thing to do for our teachers, our students, and the future of public education in the state of Hawaii.

Passing this legislation will be life changing for so many reasons. One, I will be able to do what I had planned to do without question, stay in Hawaii to continue to teach and retire. Two, I will be able to afford my own place to rent, and provide the chance to buy my own home in the near future. Three, I can focus on what is most important, my students, and their learning, by using the necessary time outside of the classroom to grade papers and plan, rather than a second job. Four, I will feel respected knowing that I am receiving a salary that is equitable to my peers in other states because I am getting paid for my years of service.

Please vote in support of Senate Bill 2819. Thank you so much for the opportunity to testify.

SB-2819-SD-2

Submitted on: 3/16/2022 1:37:12 PM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Kim Link	Individual	Support	Written Testimony Only

Comments:

Dear Chair Woodson, Vice Chair Kapela, and members of the Committee,

I, Kim Link, am a 5th grade teacher at Kualapuu Public Conversion Charter School. I write in support of SB 2819 SD 2, Salary Compression and hope for it to be rectified to save Hawaii's teachers. Please!!!

Retaining our current Hawaii teachers is top priority. The current pay for Hawaii teachers is incredibly low and we are losing teachers because of it.

I have been a classroom teacher for almost twenty-three years. I began my teaching career in the Mukilteo School District (Seattle area), which was also the school district I grew up in. I taught there for five years. Life changes, people get married and I found myself on Molokai. One year led to another and I am currently in the middle of my 18th year at Kualapuu School teaching 5th and 6th grade. My husband teaches two doors down and we keep coming back year after year for the kids, community and the families we work with. Relationships have been established, nurtured and we're to the point where we are having the children of former students in our classrooms. We are now teaching the next generation.

We "tolerate" the lower pay because we come to work for the kids. 10 years ago, a one bedroom condo worked great for us. Now we are a family of three, living in the same condo and are priced out of buying a home here on-island. We are at that point in our lives when we need to make a big decision in the next 2-3 years. We are no longer living the simple life in our 20's. We are getting closer to our 50's and need to think even more long-term. We are considering moving back to Washington in order to buy a home and make more money to save for retirement.

Here is one example of compression. I have been teaching 23 years and a coworker has been teaching 5 years. We make almost the same amount of money. I came to Hawaii 18 years ago with a Masters Degree and my coworker just finished her Masters Degree after teaching 4 full years.

In Hawaii, I currently make \$69,911. If I had stayed in Washington, I would currently be making \$115,678. That is a significant difference, especially knowing the high cost of living here in Hawaii and specifically on Molokai.

Fixing compression will boost the salaries of most teachers, helping and hoping to persuade many of our teachers to remain on the job and stay in Hawaii. Our children need consistent teachers who feel valued, so they will come back year after year.

Please vote in support of Senate Bill 2819 SD 2.

Thank you for giving me the opportunity to testify on this bill.

Mahalo for your time,

Kim Link

Kualapuu Teacher

Molokai, HI

SB-2819-SD-2

Submitted on: 3/16/2022 1:44:14 PM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Brad Kusunoki	Individual	Support	Written Testimony Only

Comments:

Chair Woodson, Vice Chair Kapela and members of the committee,

My name is Brad Kusunoki and I'm a school counselor at Alvah Scott Elementary in Aiea. I am writing to beg you to vote in support of Senate Bill 2819 SD2.

I have been a school counselor in a Hawaii public school for the last 15 years. Hawaii's children are wonderful, but at the same time, they need a lot of love from the teachers, counselors and other school personnel. The amount of love and care from these adults has been on a steady but noticeable decline. Many educators have left Hawaii or the education profession altogether due to the high cost of living in Hawaii and the inability to afford to live here with the rising costs and low salaries.

I may become one of those educators real soon. I have two young boys whom I want to provide everything in the world to, in order for them to have a happy childhood. I will not be able to do that at my current pay without needing to take out significant loans, which would be challenging to do since I am only able to afford to rent a place to live. I don't know how I will pay for their needs and future and I am terrified of that.

Please support this bill so that I may have a chance to give my children what they need. Thank you for the opportunity to testify.

Brad Kusunoki

SB-2819-SD-2

Submitted on: 3/16/2022 1:50:03 PM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Brian Flatt	Individual	Support	Written Testimony Only

Comments:

Aloha,

Please support SB2819. I have been a teacher since 2009 and have had more pay cuts than I have pay increases. One of the ways teachers can increase their salary is to pay for professional development classes. Most classes cost around \$250 and we need to take 5! Who has ever heard of a profession where people need to pay for a raise? Please support teachers by passing this bill that will temporarily pay us for years of service.

Mahalo Nui Loa!

Brian Flatt

SB-2819-SD-2

Submitted on: 3/16/2022 1:57:33 PM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Laura Burton	Individual	Support	Written Testimony Only

Comments:

Aloha,

My name is Laura Burton. I am a resident of Kauai for the past 18 years, and an elementary school teacher on Kauai for 12 years. I am writing in support of SB2819 to express the need for fair (and increased) compensation for all Hawaii educators.

Living in Hawaii is incredibly expensive and covering basic housing, and other living expenses, has been very difficult on a teacher's salary. While we do love our students and the contribution we make to their lives, we deserve a fair, living wage. It has been increasingly difficult to maintain my home, provide for my sons, and take care of additional expenses.

My sister-in-law in California, with the same number of years teaching, earns \$40,000 more per year in an similarly expensive location. It is time Hawaii too, provides annual pay raises to their teachers, providing them a living wage. For those teachers with decades of experience, they deserve to be boosted to a level that matches their years of experience, and honors their invaluable contributions to our keiki. Thank you for hearing my testimony.

Mahalo, Laura Burton

SB 2819, SD2

Aloha Chair Woodson, Vice Chair Kapela, and members of the Committee:

I am submitting testimony in support of Senate Bill 2819, SD2 relating to teacher compensation (salary compression).

My name is Michael Shumate and I teach at Paauilo Elementary and Intermediate School. I am a recently renewed, national board certified mathematics teacher. My wife and I are self-made, hardworking teachers and we love the field of education. We also know that it can be difficult to make ends meet as an educator in this state, and that's why I've always taken every opportunity afforded to me by the DOE to advance my salary. I completed professional development courses, did my masters degree, and completed the national board certification process for early adolescent mathematics teachers. I've appreciated every effort our state has made to honor teachers with additional compensation, and I've suffered through all of the low moments as well, such as "furlough Fridays" and "The Last, Best and Final Offer," received in place of a union negotiated contract.

I support this bill because improved compensation will most certainly improve the outcomes in the area of our state's greatest need; consistently opening classroom doors to students filled with the presence and work product of great teachers, in schools that exude a striking sense of warmth, aspiration, security and stability.

Addressing the salary compression issue will encourage teachers like me to stay here and teach. As my children leave the nest in the next few years, my wife and I have to look very seriously at our financial situation. Improved compensation would be extremely effective in getting my mind off where I might go to where we'd be better off financially, and instead focus my mind on where my heart is; remaining a teacher in Hawaii another 15-20 years until I retire. Compensating this issue that affects mostly the veteran teachers will give a vote of confidence to younger teachers as well. It will say that Hawaii is a place of promise when it comes to education.

A teacher shortage becomes a compound problem when the shortage repeats year after year and this can unintentionally join hands with other factors that breed hopelessness. The classroom teacher should be one of the primary sources of hope for a bright future in a community. Therefore, teachers themselves must experience the realization of this ideal. A team can be last place for some time, but there has to be an occasional bright light that helps all know a change for the better is still to come. For too long, our teachers have been the lowest paid in the nation when factoring cost of living.

Teachers encourage students to work hard in order to have success. The teaching profession should embody this ideal by being a profession where due compensation comes with hard work and commitment to the profession. This gives teachers and their profession credibility and inspires others to become teachers. I've heard far too many individuals make statements recommending that one not become a teacher or that they would never want to be a teacher. This bill is the kind of

bill that sends a message from our state that people shouldn't feel that way and that a change is needed where we put our students first by elevating teachers and making an interview for a teaching position in this state a highly competitive endeavor.

I've been teaching in the Hawaii public school system since 2005. I've committed myself to this career for better or worse in how it has impacted my family. I lived in teacher housing for three years to make ends meet and purchased a home in 2014, further investing in my faith that Hawaii is a state that puts a high premium on education. We've refinanced our home three times since then and have recently applied for a home equity line of credit, just trying to weather all the expenses of life with the hopes that our salaries will grow over time adequate enough to pay back the debt and have something left over to get us through retirement.

My two children are reaching college age with my wife and I realizing we've saved nothing to support them. Ending salary compression could allow me to support my children without accumulating more debt. Between my wife and I, we already currently owe \$46,000 of our own student loan debt remaining to be paid. My wife was a Hawaii public school teacher from 2012 to 2017, and then took an offer at a private school for several reasons including the existence of compensation limitation issues like step movement. My wife loved being a public school teacher and would certainly one day consider returning, however, our current salary system in the DOE doesn't even account for inflation.

Again, I strongly support this bill and I ask that you please vote in support of Senate Bill 2819, SD2. Much mahalo to the committee and for the opportunity to testify.

Sincerely,

Michael H. Shumate

SB-2819-SD-2

Submitted on: 3/16/2022 1:59:55 PM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Cathlyn Momohara-Ho	Individual	Support	Written Testimony Only

Comments:

To whom it may concern,

I am writing in support of SB2819 SD2. My husband and I are both in our 7th year of teaching, and hope to continue or work in this field for many years to come. We love our jobs and the children we work with. However, we are well aware that there are other career paths that could provide us with more financial security and flexibility. Many of our peers who graduated to become teachers have now left the field for this reason.

Please support teachers so we can stay in the classrooms for your children.

Sincerely,

Cathlyn Momohara-Ho

SB-2819-SD-2

Submitted on: 3/16/2022 2:14:39 PM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Jo Ann Yap	Individual	Support	Written Testimony Only

Comments:

Chair Woodson, Vice Chair Kapela, and members of the committee.

I support SB2819

My name is Jo Ann Yap. I have been a teacher for the State of Hawaii Department of Education for 38 years. I teach at Iao School on Maui. My subject areas are Career Education/Food and Nutrition Teacher. I teach approximately 300 - 8th graders. I also have to teach after school program called Uplinks. I also teach Summer Enrichment. As it is clearly stated I have to work part time to get the very basic necessities in life.

I have walked the picket lines twice in my career. Receiving no pay for 14 days - twice. I have been affected by Linda Lingle's furloughs for almost 2 years. And we, the teachers voted her in. We were told back then that the State could not afford pay increases. Our salary scale has been compressed for years. Even when we got raises, it was 1.8%. We are still in this same scenario. I am stuck at 14B (when did numbers stop at 14 and alphabets stop at B). I continue to work because I have to. 38 years in a career and my own daughter makes three times that in the Bay Area. Embarrassed to tell you what I earn.

I love my career and love the students and community that I serve. Please have our pay keep up with Hawaii's standard of living. By the way we teachers did receive a pay cut of 1.5% and no stimulus checks were received and we worked through the entire Covid.

Many of my colleagues have retired, moved out of state because of the above. and we continue to have a teacher shortages with substitutes taking over teaching lines.

Please vote in support of SB2819

Thank you for the opportunity to testify.

SB-2819-SD-2

Submitted on: 3/16/2022 3:37:38 PM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Karen Kohagura	Individual	Support	Written Testimony Only

Comments:

Dear Chair Woodson, Vice Chair Kapela, and members of the Education Committee,

My name is Karen Kohagura. I am a second-grade teacher at Pahoa Elementary School on the Big Island of Hawaii, and a 33-year veteran teacher of the State of Hawaii Department of Education.

I am submitting testimony in support of SB 2819, SD2 relating to teacher compensation (salary compression). I am one of the veteran teachers affected by the salary compression, and still teaching. I have been at Step 14A since August 2019. Since I am already at Class VII, there is no way for me to increase my salary except through step movement. I have been collecting Social Security since my 66th birthday to supplement our income. My husband is retired and also collecting Social Security. A step movement to 14B would greatly improve our financial situation. Please honor my 33 years of service as a teacher in the State of Hawaii Department of Education.

Please vote in support of SB 2819, SD2 relating to teacher compensation (salary compression).

Thank you for this opportunity to testify.

SB-2819-SD-2

Submitted on: 3/16/2022 4:56:32 PM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
LORELEI L KUHEANA	Individual	Support	Written Testimony Only

Comments:

Dear Sirs,

I am a 24 year veteran middle school Social Studies teacher at Highlands Intermediate School in Pearl City. I kindly ask that you **SUPPORT bill SB 2819 SD2**.As a single parent trying to make ends meet during this unprecedented economic downturn, the passing of this bill will allow for me to provide for my child and not have to look for part-time work. Or worse yet, leave the profession in search of higher pay.

Please pass this bill and adjust our teacher salary like our teacher counterparts across the nation.

Aloha and Mahalo,

Lorelei Kuheana

SB-2819-SD-2

Submitted on: 3/16/2022 5:04:53 PM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Una Burns	Individual	Support	Written Testimony Only

Comments:

Dear Chair Woodson, Vice Chair Kapela, and members of the Committee:

I am submitting testimony in support of Senate Bill 2819 SD.

My name is Una Burns and I have been a teacher in Hawai'i for nearly 18 years. I love my job and feel very blessed to work in this amazing state and want to continue to work for as long as I can!

As you probably all know but *definitely worth always repeating* an estimated 8,700 teachers in Hawaii are underpaid based on years of experience, with a gap ranging from \$7,700 to \$26,000, per the proposed bill. This negatively impacts recruitment and retention, with Hawaii reporting 886 teacher vacancies, 230 in special education alone. A teacher with decades of experience could conceivably make little to no more than a new teacher. This is extremely unfair and I'm sure if this "system" was used in your profession you too would be submitting testimony!

I do my best every day (and many nights) to be a good educator, I certainly did not take on this job thinking about how much money I could make but at best this system is incredibly inequitable and totally undervalues many of us who have put their hearts and souls into teaching in Hawai'i. We need to retain teachers, not keep losing them and then continually have to recruit and train new teachers- which is not an easy task.

Please vote in support of Senate Bill 2819 not just for me but all of us who have been underpaid for a very long time and also help us to retain many more teachers.

Thank you very much for the opportunity to testify and I look forward to continuing teaching your children, grandchildren and younger relatives for years to come but hopefully with a better fair wage.

Una Burns

SB-2819-SD-2

Submitted on: 3/16/2022 11:16:59 PM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Laura Ginoza	Individual	Support	Written Testimony Only

Comments:

Chair Woodson, Vice Chair Kapela and Members of the Committee,

I am writing to you regarding SB 2819 SD2. I am in support of this Bill. As a veteran teacher I have over 25+ years of teaching experience. Over the years there have been ups and downs but nothing could have prepared me for COVID-19. Like everyone else, the teachers were afraid. Despite our fears we did our best to adapt and be present for our students. We worked really hard to make sure our students still received the type of education they deserved. We also worked really hard to show our students how much we cared -- despite all the turmoil going on in the world, school was one place where they could come and be nurtured. Please show your understanding and appreciation of what teachers do. Please support SB 2819 SD2 so that we can retain veteran teachers -- teachers who have worked many years without equal pay. There is now an opportunity to make a change. Please help make that change. Thank you.

The past two years have I have demonstrated my commitment to educating Hawaii's children. I did not enter education for the money and at times it has been a struggle financially. Our children are important however and I am proud to be a part of that. I am asking you to support SB 2819 SD2

SB-2819-SD-2

Submitted on: 3/17/2022 7:13:40 AM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Heather Ramiro	Individual	Support	Written Testimony Only

Comments:

SENATE COMMITTEE

3/17/22 Video Conference

SB2819 SD1 - Relating to Teacher Compensation

IN SUPPORT

My name is Heather Ramiro, I am a teacher for the Central district. This is my 15th year teaching in a DOE school in the state of Hawaii.

I am testifying in favor of SB2819 relating to teacher compensation to fix salary compression. I believe that the passing of this bill will help many teachers to better survive and thrive living in Hawai'i. I was born and raised on O'ahu and would love to retire as a teacher in my home state. I have struggled to pay rent and have had to move my family back home to live with my parents. If I did not do this my children would not be able to play sports or music because we would not be able to afford anything extra other than food and rent. I have had many friends, who are teachers, move out of state and they have been able to afford a home, extra curricular activities for their children and basic necessities without having to worry about not having enough money to cover it all. I have worked tirelessly over my teaching career to increase my pay by taking professional development classes on the weekends and during the summer. I have paid out of pocket to take these courses to increase my pay. These courses have been beneficial and have helped me to be a better teacher, but I am already at the highest level of the payscale and cannot do anything else to increase my pay level, besides getting a second job.

This is why I encourage you to vote YES on bill SB2819 to help teachers like me to be able to stay in Hawai'i and provide the best we can for our families.

Thank you for your time and support,

Heather Ramiro

Central District Teacher

SB-2819-SD-2

Submitted on: 3/17/2022 8:59:43 AM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Karen Veriato	Individual	Support	Written Testimony Only

Comments:

Aloha Chair Woodson, Vice-Chair Kapela, and Committee Members,

I strongly support the passage of SB-2819, SD2. I work at Na'alehu Elementary School, a hard-to-fill, rural school in the Ka'u District of Hawai'i Island. It is about time that the teacher salary compression is fixed. I have over ten years of teaching experience and currently stuck on Step 9 along with over 2,000 fellow teachers. Other districts on the mainland take into account years of service in their salary schedules. Please fully fund SB-2819 SD2.

Thank you for this opportunity to testify.

Karen

SB-2819-SD-2

Submitted on: 3/17/2022 10:23:25 AM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Shelly Badua	Individual	Support	Written Testimony Only

Comments:

March 17, 2022

From: Shelly Badua, Preschool Teacher from Na'alehu Elementary School

MEASURE: SB2819_

BILL DESCRIPTION: SB2819 RELATING TO TEACHER COMPENSATION.

Purpose of Bill: Makes an appropriation to fund an experimental modernization project pursuant to section 78-3.5, Hawaii Revised Statutes, to make necessary discretionary salary adjustments. Repeals section 302A-624, subsection (c), Hawaii Revised Statutes. (SD1)

Comments:

Aloha! I am Shelly Badua, a preschool teacher from Na'alehu Elementary School. As a teacher who is pursuing graduate studies to meet the standard of a quality school and staff, I support making an appropriate fund in an experimental modernization project to make necessary discretionary salary adjustments to teacher compensation.

Thank you for the opportunity to provide testimony on this bill.

SB-2819-SD-2

Submitted on: 3/17/2022 10:49:08 AM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Myles Ibara	Individual	Support	Written Testimony Only

Comments:

Dear Chair Woodson, Vice Chair Kapela, and members of the Committee,

I am submitting testimony in support of Senate Bill SB2819 SD2.

My name is Myles Ibara. I am a Student Services Coordinator in the Honolulu District. Salary compression has unfairly impacted teachers for many years--teachers who have dedicated their lives to educating the children of Hawai'i. What is that worth? Step into our shoes for a year, a month, a week, or just a day and tell us that we don't deserve to be paid for our experience. Tell us that years of service should not be rewarded because staying power in the teaching profession is not valued. My first day in the classroom was the hardest thing I'd ever done...and also the most rewarding. Yes, teaching offers many intrinsic rewards. But the satisfaction of teaching our students is not enough for our survival in one of the highest COL cities in the US.

Please vote in favor of SB2819 SD2

Thank you for the opportunity to testify.