



LATE *Testimony submitted late may not be considered by the Committee for decision making purposes.

STATE OF HAWAII
DEPARTMENT OF EDUCATION
KA 'OIHANA HO'ONA'AUAO
P.O. BOX 2360
HONOLULU, HAWAII 96804

Date: 03/19/2026

Time: 02:00 PM

Location: 309 VIA VIDEOCONFERENCE

Committee: EDN

Department: Education

Person Testifying: Keith T. Hayashi, Superintendent of Education

Title of Bill: SB2391, SD2, RELATING TO EDUCATION.

Purpose of Bill: Provides annual salary step increases for public schools and public charter school teachers who have completed one year's satisfactory service and comply with specified requirements, if negotiated into a collective bargaining agreement pursuant to section 89-9, HRS, and subject to funds appropriated by the Legislature. Effective 1/1/2077. (SD2)

Department's Position:

The Hawaii State Department of Education (Department) respectfully provides comments on SB 2391, SD 2.

The Department appreciates the Legislature's continued efforts to improve the Department's ability to attract and retain quality employees to support Hawaii's K-12 public schools. Providing automatic step increases in teacher salaries for each year of satisfactory service completed has the potential to be a powerful tool to achieve that goal.

The measure explicitly provides automatic step increases for teachers for each year of satisfactory service. Bargaining Unit 5 (BU5) covers more than just teachers; it also includes librarians, counselors, and resource teachers.

If the Legislature proceeds with authorizing this measure, the Department recommends an adjustment to the language to include all members of BU5.

The Department believes that all of its employees serve diverse yet equally important roles to help ensure student achievement. In light of this, the Department encourages the Legislature to consider including all other Bargaining Units in acknowledgment of the tremendous team effort it takes to ensure a successful Department. Therefore, the Department urges the Legislature to consider including step movements for the following Bargaining Units to this measure:

- Bargaining Unit 1 - Blue-Collar Non-Supervisory Employees
- Bargaining Unit 2 - Blue-Collar Supervisory Employees

- Bargaining Unit 3 - White-Collar Non-Supervisory Employees
- Bargaining Unit 4 - White-Collar Supervisory Employees
- Bargaining Unit 6 - Educational Officers
- Bargaining Unit 9 - Registered Professional Nurses
- Bargaining Unit 10 - Institutional, Health, and Correction Officers
- Bargaining Unit 13 - Professional and Scientific Employees

The Department notes that Section 89-9 of the Hawaii Revised Statutes, requires negotiations between the employer and the exclusive representative with respect to wages. While it is the Legislature's prerogative whether to approve or reject requests for appropriation of funds, including those resulting from a tentative agreement for a collective bargaining agreement under Section 89-9, this measure would expand the rejection of the requested fund appropriation beyond the cost item portions of the agreement and render the entire collective bargaining agreement void and unenforceable.

Finally, should the Legislature proceed with authorizing this measure, the Department respectfully requests that the Legislature simultaneously include the funds necessary to implement these step movements into the Department's base budget going forward, and include language that would limit the effects of a legislative rejection of requests for appropriation of funds to only "cost items" as defined under Section 89-2 of the Hawaii Revised Statutes.

Thank you for the opportunity to testify on SB 2391, SD 2.

JOSH GREEN, M. D.
GOVERNOR
KE KIA'ĀINA

SYLVIA LUKE
LT. GOVERNOR
KA HOPE KIA'ĀINA



J.N. MUSTO, PhD
CHIEF NEGOTIATOR
KE PO'O KŪKĀKŪKA

STATE OF HAWAII | KA MOKU'ĀINA O HAWAII
OFFICE OF COLLECTIVE BARGAINING
KE KE'ENA MĀLAMA LIMAHAHA AUPUNI
OFFICE OF THE GOVERNOR
KE KE'ENA O KE KIA'ĀINA
235 S. BERETANIA STREET, SUITE 1201
HONOLULU, HAWAII 96813-2437

Statement of
J.N. Musto, PhD
Chief Negotiator, Office of Collective Bargaining

Before the
HOUSE COMMITTEE EDUCATION
Thursday, March 19, 2026
2:00PM
State Capitol, Conference Room 309

In consideration of
SB2391 SD2, RELATING TO EDUCATION

Chair Woodson, Vice Chair La Chica and the members of the committee:

The Office of Collective Bargaining (OCB) appreciates the intent of SB2391 SD2, which would provide annual salary step increases and longevity increases for public school and public charter school teachers, if those items are negotiated into a collective bargaining agreement under HRS §89-9 and if funding is available. However, OCB must respectfully oppose this measure.

Wages, hours, and other terms and conditions of employment are subject to negotiations as provided under HRS §89-9; this includes step movement and longevity steps. The Attorney General also noted that similar statutory language was repealed in 2016 because the legislature agreed that these matters must be negotiated through collective bargaining.

OCB recognizes that SB2391 SD2 provides language clarifying that increases would apply only if negotiated into a collective bargaining agreement; however, it is important to be clear about what that means in practice: step movement and longevity increases are negotiated each time the parties bargain a new contract. They are not automatic from one contract to the next contract, and they are usually part of larger negotiations that include many other pay and working-condition issues.

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

JOSH GREEN, M.D.
GOVERNOR



MAKALAPUA ALENCASTRE, ED. D.
CHAIRPERSON

STATE OF HAWAII
STATE PUBLIC CHARTER SCHOOL COMMISSION
(‘AHA KULA HO‘ĀMANA)

<http://CharterCommission.Hawaii.Gov>
1164 Bishop Street, Suite 1100, Honolulu, Hawaii 96813
Tel: (808) 586-3775 Fax: (808) 586-3776

FOR: SB 2391 SD2 RELATING TO EDUCATION
DATE: March 19, 2026
TIME: 2:00 P.M.
COMMITTEE: Committee on Education
ROOM: Conference Room 309 & Videoconference
FROM: Ed H. Noh, Ed. D., Executive Director
State Public Charter School Commission

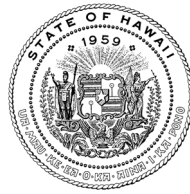
Chair Woodson, Vice Chair La Chica, and members of the Committee:

The State Public Charter School Commission (“Commission”) appreciates the opportunity to submit testimony in **SUPPORT of SB 2391 SD2** which provides automatic step increases in teacher salaries for each year of satisfactory service completed, subject to funds appropriated by the Legislature.

Passage and adoption of this legislation should assist in the recruitment and retention of teachers in all public schools, including public charter schools, by increasing teacher pay.

The Commission appreciates the inclusion of charter schools in this measure and the acknowledgement that employment conditions and compensation are set by the charter school that employs the teacher(s).

Thank you for the opportunity to provide this testimony.



JOSH GREEN, M.D.
GOVERNOR

SYLVIA LUKE
LIEUTENANT GOVERNOR

SETH S. COLBY, Ph.D.
DIRECTOR

SABRINA NASIR
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
Ka 'Oihana Mālama Mo'ohelu a Kālā
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

WRITTEN ONLY

TESTIMONY BY SETH S. COLBY, Ph.D.
DIRECTOR, DEPARTMENT OF BUDGET AND FINANCE
TO THE HOUSE COMMITTEE ON EDUCATION
ON
SENATE BILL NO. 2391, S.D. 2

March 19, 2026
2:00 p.m.
Room 309 and Videoconference

RELATING TO EDUCATION

The Department of Budget and Finance (B&F) opposes this bill.

Senate Bill No. 2391, S.D. 2, provides an annual increment if negotiated into a collective bargaining (CB) agreement (CBA) pursuant to Section 89-9, and subject to sufficient funding by a specific appropriation enacted by the Legislature, for: 1) public school teachers who have completed a year's satisfactory service and complied with the other requirements of Sections 302A-601.5 to 302A-642 and 302A-701, as applicable; and 2) public charter school teachers who have completed a year's satisfactory service and complied with other specific requirements of Chapter 302D. In addition, the bill provides longevity step increases if negotiated into a CBA pursuant to Section 89-9, and subject to sufficient funding by a specific appropriation enacted by the Legislature, for: 1) public school teachers who have served satisfactorily for three years in their maximum increment step or in any longevity step and complied with the other requirements of Sections 302A-601.5 to 302A-642 and 302A-701, as applicable; and 2) public charter school teachers who have served satisfactorily for three years in their

maximum increment step or in any longevity step and complied with other specific requirements of Chapter 302D.

B&F opposes this measure because, while the bill acknowledges that these annual salary increments and longevity step increases would apply if negotiated into a CBA, the bill nevertheless legislates specific wage outcomes that are already subject to mandatory CB under Chapter 89, HRS, and preferentially directs the outcome of CB negotiations for a select BU.

While the Legislature has the authority to establish the overall scope of CB, it has already exercised that authority by creating the statutory framework in Chapter 89, HRS. Directly legislating outcomes that fall within mandatory subjects of bargaining, such as wages or step movements, circumvents the very structure the Legislature established, disrupts the CB process, and represents a partial return to pre-Chapter 89 practices of legislated wages and working conditions for public employees.

Thank you for your consideration of our comments.



1200 Ala Kapuna Street • Honolulu, Hawai'i 96819
Tel: (808) 833-2711 • Fax: (808) 839-7106 • Web: www.hsta.org

Osa Tui, Jr.
President

Logan Okita
Vice President

Cheney Kaku
Secretary-Treasurer

Andrea Eshelman
Executive Director

TESTIMONY TO THE HAWAI'I HOUSE COMMITTEE ON EDUCATION

Item: SB 2391, SD2 – Relating to Education

Position: Support

Hearing: Thursday, March 19, 2026, 2:00 pm, Room 309

Submitter: Osa Tui, Jr., President - Hawai'i State Teachers Association

Dear Chair Woodson, Vice Chair La Chica and members of the committee,

The Hawai'i State Teachers Association (HSTA) **strongly supports** S.B. 2391, SD2, which establishes annual salary step increases for public school teachers. This measure is essential to addressing the crisis in teacher recruitment and retention.

Teachers in Hawai'i are financially struggling under the weight of the state's high cost of living. Once adjusted for these expenses, our educators are the lowest-paid in the nation.

This financial strain contributes directly to a staggering turnover rate. Nearly half of our teachers leave the profession or the state altogether within five years of starting. This high attrition poses a significant problem for our students and the stability of our schools.

Establishing automatic step increases is a priority for our educators and aligns with our current Unit 5 collective bargaining agreement. The collective bargaining agreement explicitly states that "the parties recognize that annual incremental step movements are a viable recruiting and retention tool."

The negotiated language further specifies: "Teachers who are not at the top of the salary schedule and who have effective evaluations shall move to the next highest step of the corresponding class at the beginning of each school year. Annual incremental step movements are subject to funding."

S.B. 2391, SD2 establishes the annual step increases that mirror this negotiated agreement. It provides the stability and predictability educators need to remain in the classroom by ensuring salary progression is a consistent part of their professional career.

The importance of this stability is also echoed in the *2025 HIDOE Teacher Compensation Report*. This study states: "Automatic annual step progression is the norm across most states and is strongly linked to teacher expectations of fairness...A shift to automatic steps would reinforce trust and potentially improve attrition."

By providing these increases, the State is sending a clear message that it values the experience of its educators. We respectfully urge the committee to pass this measure.

Mahalo.



SENATE BILL 2391 SD2, RELATING TO EDUCATION

MARCH 19, 2026 · EDN HEARING

POSITION: Support.

RATIONALE: The Democratic Party of Hawai'i Education Caucus **supports** SB 2391 SD2, relating to education, which provides annual salary step increases for public schools and public charter school teachers who have completed one year's satisfactory service and comply with specified requirements, if negotiated into a collective bargaining agreement pursuant to section 89-9, HRS, and subject to the availability of funds.

Teachers are the most important professionals in increasing student achievement. According to numerous studies, however, Hawai'i'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 Hawai'i Department of Education found that when compared with other high-cost geographic locations, Hawai'i 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.

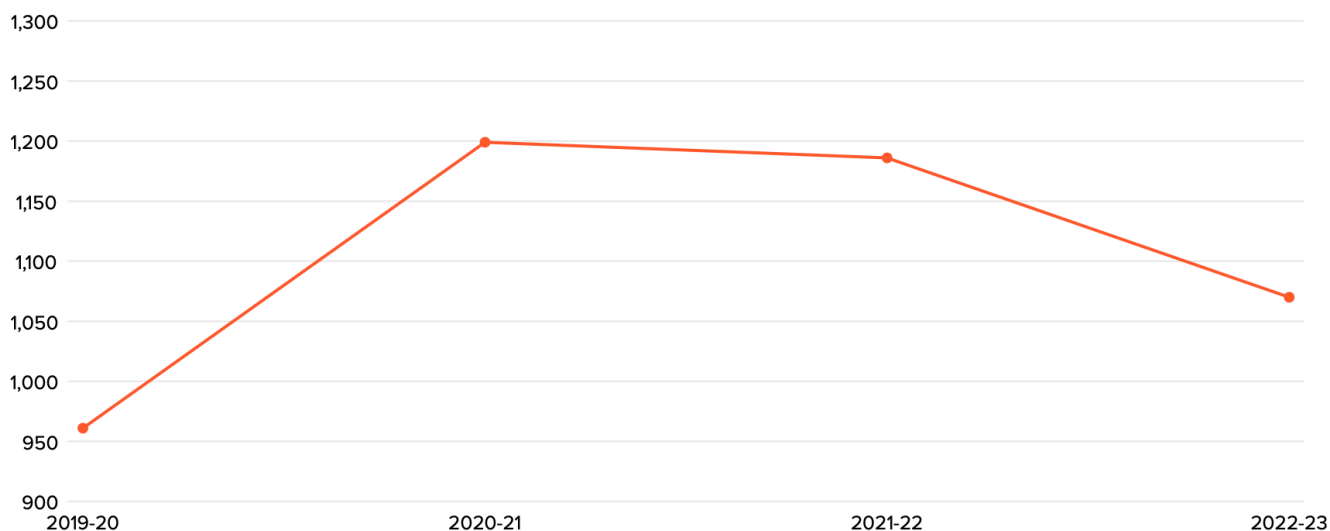
While that pay gap is decreasing because of the legislature's effort to fund differential pay increases and resolve salary compression in recent years, teachers are still underpaid compared to other professions that require a similar level of education. **Restoring guaranteed annual increments, more commonly known as "step increases," would significantly help to alleviate that gap.**

**Kris Coffield, Chairperson • Camron Hurt, Vice Chairperson •
Amy Perruso and Justin Hughey, SCC Members**

A 2022 survey by the Annenberg Institute at Brown University placed Hawai'i among the 10 states with the lowest teacher-to-population ratio. Moreover, as *Honolulu Civil Beat* reported in August of 2024, voluntary teacher separations remain high, at over 1,000 per year (see chart below).

Voluntary teacher separations, 2019 to 2023

The number of teachers annually leaving the DOE remains high but has started to decline following the pandemic.



DOE has not released data for the 2023-24 school year.

Chart: Megan Tagami/Civil Beat • Source: [Hawaii DOE](#)

These trends are further exacerbated by the aging teacher workforce. The Hawai'i State Teachers Association has repeatedly cautioned against being overly optimistic about positive teacher retention data, with a wave of experienced educators expected to retire in the next few years.

Moreover, the state is over reliant on unlicensed teachers to fill vacant positions. A December report found that 48 percent of new teachers in classrooms statewide are not fully licensed. As the Honolulu Star-Advertiser's editorial board recently wrote, "That is completely unacceptable." Strengthening teacher pay improves workforce retention. A Stanford University analysis found that raising wages by 10 percent reduces high school dropout rates by 3 to 4 percent. Similarly, a Florida study showed that pay raises reduced teacher attrition by up to 25 percent for hard-to-fill subject areas.

Contact: educationcaucusdph@gmail.com · 808-679-7454



UNITED PUBLIC WORKERS

AFSCME Local 646, AFL-CIO

**HOUSE OF REPRESENTATIVES
THE THIRTY-THIRD LEGISLATURE
REGULAR SESSION OF 2026**

COMMITTEE ON EDUCATION
Rep. Justin H. Woodson, Chair
Rep. Trish La Chica, Vice Chair

Thursday, March 19, 2026, 2:00 PM
Conference Room 309 & Videoconference

Re: Testimony on SB2391, SD2 – RELATING TO EDUCATION

Chair Woodson, Vice Chair La Chica, 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.

UPW provides comments on SB2391, SD2, which provides annual salary step increases for public school and public charter school teachers who have completed one year's satisfactory service and comply with specified requirements, if negotiated into a collective bargaining agreement pursuant to section 89-9, HRS, and subject to funds appropriated by the Legislature.

UPW recognizes the issues that this bill is trying to address and strongly supports better compensation for public and charter school teachers. However, we are gravely concerned by any legislation that could potentially circumvent, or even undermine, the collective bargaining provisions in Chapter 89, Hawaii Revised Statutes. Despite a provision that states the proposed step increases would be subject to collect bargaining and the availability of funds, we remain concerned.

Statutorily codifying annual wage increases could create a precedent where exclusive representatives feel compelled to seek better contract provisions through legislation rather than negotiating with employers.

Mahalo for the opportunity to testify on this measure.

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 96766-1803
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

SB-2391-SD-2

Submitted on: 3/17/2026 3:01:23 PM

Testimony for EDN on 3/19/2026 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
David Reid	Individual	Support	Remotely Via Zoom

Comments:

Honored Members of the Education committee.

I am in support of this bill. Our state is losing hundreds of experienced teachers each year. A great many of us simply can not afford to live here. You can not control the cost of living, but you do directly control the salaries we get paid. The state recently made an attempt to fix salary compression. This bill can ensure that it never happens again.

My primary concern is all the language in the bill that relates to "subject to available funding". This should not be subject to available funding. This should be mandatory. There is already language in the CBA that is identical to this bill. I do not see the point of this bill with the same conditional language as the CBA. It should be required step increases. This is the standard practice across the nation. It should be standard practice here. Please remove the language that will allow the state to decline to give steps because of a vague "lack of funding" part of the statute. Who gets to decide when there is a lack of funds? If the language must stay in the bill, specify what that means. Vague language will result in nothing changing. The DOE already abuses that language in the CBA.

Mahalo,

David Reid

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

My name is **John Fitzpatrick**, and I am a science teacher at **Kūlanihākoʻi High School**. I stand in **strong support of SB 2391** (and its companion HB 1890), which would finally provide automatic annual step increases to our educators. If passed, this would mark the first time this century that Hawaiʻi educators receive the annual step increases we have rightfully earned.

The "24-Year Climb" vs. The 12-Step Scale

Our current salary schedule is designed with 12 steps to reach the top. In any logical professional system, a career teacher should reach the top of the pay scale in 12 years. However, because step increases are currently negotiated and "subject to funding" rather than a standard, we only receive them every other year—if we are lucky. This effectively turns a 12-year career path into a **24-to-30-year climb**.

By the end of our current contract, many teachers like myself will have faced three years out of five years without any step movement. In 2022 we fought really hard to fix this through repricing and now we are on the path to more of the same. This wage compression is not just demoralizing; it makes a lifelong career in Hawaiʻi classrooms financially unsustainable.

Fiscal Reality: Priorities, Not Scarcity

We are frequently told there is "no money" for teachers. However, the fiscal landscape tells a different story:

- **The Rainy Day Fund:** The state currently holds over **\$1.6 billion** in the Emergency Budget Reserve Fund.
- **Tax Cuts:** In 2024, the legislature passed historic income tax cuts for people making above \$250,000 per year.

How can we justify hoarding nearly \$2 billion in reserves or prioritizing massive tax cuts while telling the professionals who educate our future workforce that the state cannot afford the estimated **\$25 million** needed for annual step increases? **We are not asking for a handout; we are asking for a recruitment and retention tool that is standard in almost every other competitive school district in the nation.**

The Cost of the "Broken Pipeline"

In my time as a head faculty representative at Maui Waena, I saw the "exodus" firsthand. I mentored two talented recruits from Chicago who were stunned to find that annual movement wasn't guaranteed here. They have since moved back to the mainland. We are competing in a national market, and **when we cannot promise consistent salary growth, we lose.**

Real Impact on our Haumāna

The lack of retention is a direct blow to student achievement.

- **The Math Gap:** Recently, while teaching 9th-grade science, I realized many of my students lacked basic elementary-level math skills required for our labs. This gap exists because they lacked consistent, qualified teachers in their formative years.
- **The "Abandonment" Cycle:** Last year, a student told me, *"Mister, you are the best science teacher I have ever had. All my science teachers in middle school dipped out on us."*
- **The Crisis at Kūlanihāko'i:** Just this year, a fellow science colleague left two weeks into the term for a position at a private school with better pay and smaller classes. I scrambled to cover his AP Biology classes so those students wouldn't be left with a long term substitute that had no science background for the year. The look of despair on my 9th graders' faces when they thought they were being "abandoned" again is something I will never forget.
- **Emergency Hires, cultural exchange teachers, and long-term subs** make up 50% of our core classes (English, Math, Social Studies, and Science) at Kūlanihāko'i. Our cultural exchange teachers are forced to leave after 3 or 5 years which is unsustainable having such a large percentage of teachers having to be replaced so frequently.

Solidarity Across the Campus

I also want to voice support for our **principals, vice principals, and school staff**. Our principals are currently managing "impossible puzzles"—trying to run schools with 20 classroom positions but only 15 teachers. They, too, deserve predictable, annual increases for managing these daily crises. They cross their fingers hoping the "cultural exchange teacher" that will be filling this void is a solid teacher. Just this year we had one of these teachers start in PE at the beginning of quarter 2 and she decided it was not her cup of tea by December.

Conclusion: A Legislative Solution is Required

We are stuck in a cycle where the employer claims "no funding" during collective bargaining. We need the Legislature to break this cycle. By passing this measure and earmarking funds specifically for annual steps, you ensure that teacher pay is predictable, competitive, and sufficient to keep local teachers in local classrooms.

Please pass SB 2391. Help us stop the exodus of talent and give our haumāna the consistent, qualified educators they deserve.

Mahalo for your time and your support of Hawai'i's teachers and students,
Mista Fitz

John Fitzpatrick

Science Educator, Kūlanihāko'i High School

SB-2391-SD-2

Submitted on: 3/18/2026 9:02:42 AM

Testimony for EDN on 3/19/2026 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Piikea Kalakau-Baarde	Teach for America Hawai'i	Support	Written Testimony Only

Comments:

Aloha Representative Woodson, Chair, Representative La Chica, Vice Chair, and members of the Education Committee,

My name is Pi'ikea Kalakau-Baarde, and I work at Teach for America Hawai'i. I'm a former public school teacher and now support TFA Hawai'i's local initiatives, including our corps member programming, early literacy, alumni leadership development, external affairs, and more.

I am in support of SB2391, which relates to annual salary step increases for public school teachers. This bill is essential to improving teacher recruitment and retention in Hawai'i.

As a State Approved Teacher Educator Program (SATEP), one of the biggest barriers to recruitment that we face year over year is teacher pay, especially when coupled with the high cost of living in Hawai'i. Like the recently enacted and continued hard-to-staff differentials, automatic step increases in teacher salaries would help to attract high-quality professionals into open teaching positions, as well as retain them in years to come.

We appreciate your continued support of public education in Hawai'i and look forward to seeing the progress made at the legislature this year.

Mahalo,

Pi'ikea Kalakau-Baarde, EdD

SB-2391-SD-2

Submitted on: 3/18/2026 12:32:22 PM

Testimony for EDN on 3/19/2026 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Meilan Akaka Manfre	Teach For America Hawai'i	Support	Written Testimony Only

Comments:

Aloha Representative Woodson, Chair, Representative La Chica, Vice Chair, and members of the Education Committee,

My name is Meilan Akaka Manfre, and I serve as the executive director of Teach for America Hawai'i. I'm a former public school teacher and public school parent.

I'm reaching out in support of SB2391, which relates to annual salary step increases for public school teachers. This bill is essential to improving teacher recruitment and retention in Hawai'i.

As a State Approved Teacher Educator Program (SATEP), one of the most persistent barriers to recruiting and retaining educators in Hawai'i is inadequate compensation, particularly given the state's high cost of living. Establishing automatic annual salary step increases would affirm teaching as a valued profession by providing educators with predictable and transparent salary growth.

Clear and reliable compensation pathways help aspiring and early-career teachers commit to the profession for the long term and support retention during the years when educators are most likely to leave the classroom. Automatic step increases would also help honor the state's investment in teacher preparation and contribute to stable, high-quality learning environments for Hawai'i's students.

We appreciate your continued support of public education in Hawai'i and look forward to seeing the progress made at the legislature this year.

Mahalo,

Meilan Akaka Manfre

SB-2391-SD-2

Submitted on: 3/17/2026 4:49:40 PM

Testimony for EDN on 3/19/2026 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
M. Leilani DeMello	Individual	Support	Written Testimony Only

Comments:

Aloha,

I KAKO‘O this bill and hope that our charter school teachers will be given what they deserve.

Mahalo,

M. Leilani DeMello

‘Ōla‘a, Puna, Hawai‘i

SB-2391-SD-2

Submitted on: 3/17/2026 7:41:19 PM

Testimony for EDN on 3/19/2026 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Michael Press	Individual	Support	Written Testimony Only

Comments:

Chair Woodson, Vice Chair La Chica, and Members of the Committee,

I support S.B. 2391, S.D.2. Fair and reliable compensation is essential to sustaining a strong educator workforce. Too many teachers are leaving the profession or the state due to cost-of-living pressures, and policies like this help honor the work educators do every day. Supporting teachers in this way strengthens our public education system and the communities it serves.

Mahalo for your consideration.