

## LATE TESTIMONY

Date of Hearing: February 15, 2008

Committee: House Labor & Public  
Employment

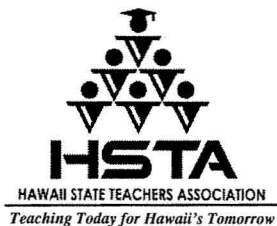
Department: Education

Person Testifying: Patricia Hamamoto, Superintendent

Title: H.B. 2367, H.D. 1 (HSCR 258-08), Relating to education.

Purpose: To make subject to a collective bargaining agreement: the determination of the minimum period of time that teachers, principals, and vice-principals shall serve as probationary employees of the department; crediting toward fulfillment of the probationary period of any full-time intern teaching period served in the state; renewing any annual contract with any teacher, principal, or vice-principal during the probationary period; and discharge or demoting a teacher, principal, or vice-principal during the probationary period.

Department's Position: The Department of Education (Department) supports H.B. 2367, HD 1 (HSCR 258-08), which makes, among other things, the determination of the minimum period of time that teachers, principals, and vice-principals shall serve as probationary employees of the Department subject to collective bargaining agreements.



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TESTIMONY BEFORE THE HOUSE COMMITTEE ON  
LABOR & PUBLIC EMPLOYMENT

RE: HB 2367, HD1 – RELATING TO EDUCATION.

February 15, 2008

ROGER TAKABAYASHI, PRESIDENT  
HAWAII STATE TEACHERS ASSOCIATION

Chair Sonson and Members of the Committee:

The Hawaii State Teachers Association strongly supports HB 2367, HD1.

The collective bargaining agreement between the Hawaii State Teachers Association and the Department of Education for 2007-2009 reduced the probationary period from two years to one year. The reduction of the probationary period was agreed to by the signatories of the agreement – the Governor, the Board of Education and the Department of Education.

This measure codifies the terms to which the signatories have already agreed. HB 2367, HD1, allows the probationary period to be determined through collective bargaining. The employer's position on the negotiability of probationary periods is already on record by their agreeing in the contract to Article VI, sec **JJ. Probationary Credit**: *"Once licensed, a teacher shall serve two (2) satisfactory semesters and will earn tenure upon reemployment."*

The Association believes this bill will help to clarify the issue and allow the items collectively bargained to go into effect immediately.

We strongly urge the committee to pass this bill.

Thank you for the opportunity to testify.