

Date of Hearing: February 6, 2008

Committees: House Education and Labor  
& Public Employment

Department: Education

Person Testifying: Patricia Hamamoto, Superintendent

Title: H.B. 2480, Relating to teachers

Purpose: To provide teachers receiving satisfactory service performance evaluations with annual step increases for five years. Denies public school teachers with marginal service performance evaluations from receiving annual step increases. Excludes teachers at the top salary levels from receiving annual step increases.

Department's Position: The Department of Education (Department) acknowledges H.B. 2480 which provides annual step increases for teachers as a means of providing compensation for teachers. Currently, the Department negotiates with the Hawaii State Teachers Association (HSTA) for salary increases. The Department supports the concept with the addition of language to H.B. 2480 which would tie any annual step increases to:

- Student achievement and classroom results
- Performance contracts for teachers
- Extracurricular work completed with/for students
- Satisfactory ratings on the Department's Professional Evaluation Program for Teachers.

Moreover, the standards for a "satisfactory performance evaluation" as set forth in the proposed language of H.B. 2480 should be in line with the standards and procedures set forth in the Hawaii State Teachers Association and the State of Hawaii Board of Education Collective Bargaining Agreement July 1, 2007 – June 30, 2009, Section VIII. Teacher Performance.

In addition, annual step increases should be given only to those teachers who are fully licensed and have met the provisions of the No Child Left Behind Act. This would be an incentive to teachers to pursue their license prior to the four years currently allowed by the Hawaii Teacher Standards Board and meet the necessary requirements of NCLB.

Should the Legislature approve this measure, additional and adequate funding must be appropriated to support such a comprehensive salary increase.

However, funding priority must be given to the Board of Education's supplemental operating budget requests before this measure.

LINDA LINGLE  
GOVERNOR OF HAWAII



MARIE C. LADERTA  
CHIEF NEGOTIATOR  
HAROLD DeCOSTA  
DEPUTY CHIEF NEGOTIATOR

**STATE OF HAWAII  
OFFICE OF COLLECTIVE BARGAINING  
EXECUTIVE OFFICE OF THE GOVERNOR**  
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February 5, 2008

TESTIMONY TO THE  
HOUSE COMMITTEE ON EDUCATION  
And  
HOUSE COMMITTEE ON LABOR & PUBLIC EMPLOYMENT  
For Hearing on  
2:00 p.m., Wednesday, February 6, 2008  
Conference Room 309

BY  
MARIE C. LADERTA, CHIEF NEGOTIATOR

**House Bill No. 2480  
Relating to Teachers**

TO CHAIRPERSONS TAKUMI AND SONSON AND MEMBERS OF THE COMMITTEES:

Chairpersons Takumi and Sonson, thank you for the opportunity to testify on House Bill No. 2480.

The Office of Collective Bargaining supports the intent of this bill which is to tie the concept of annual step movements to encourage performance. It is a good tool for recruiting and maintaining high quality teachers and will serve as an incentive.

However, while we support the bill's intent, we are taking the official position of opposing this specific measure as written because the issue of pay increases and step movement is a matter to be determined via negotiations in collective bargaining, not through legislation. For these reasons, we object to the passing of this measure.

Thank you for the opportunity to provide testimony.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "Marie C. Laderta", written over a horizontal line.

MARIE C. LADERTA  
Director



TESTIMONY BY GEORGINA K. KAWAMURA  
DIRECTOR, DEPARTMENT OF BUDGET AND FINANCE  
STATE OF HAWAII  
TO THE HOUSE COMMITTEES ON EDUCATION AND  
LABOR AND PUBLIC EMPLOYMENT  
ON  
HOUSE BILL NO. 2480

February 6, 2008

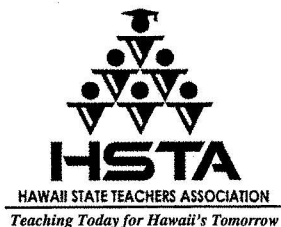
RELATING TO TEACHERS

House Bill No. 2480 requires annual step increases for teachers who have received satisfactory performance evaluations, except for teachers at the highest step within their classifications, for the five-year period from July 1, 2008 to June 30, 2013. Teachers who receive marginal performance evaluations shall not be entitled to step increases.

We oppose this bill because:

1. It obviates the statutorily established collective bargaining process. Prior to enactment of public sector collective bargaining, public employees were entitled to annual step movements upon satisfactory performance evaluations, and periodically the statutorily established salary schedules were updated to reflect inflation and overall wage conditions. This bill would, in effect, re-instate much of this past practice and calls to question the need for collective bargaining.
2. It mandates automatic annual pay increases for teachers without due consideration of the State's ability to finance those increases. The estimated cost of the step increase is \$24.2 million in FY 09, \$50.4 million in FY 10, and the costs of the step movements will continue to compound as a new step increase is awarded each year.

3. It severely weakens the Executive's ability to negotiate salary increases as part of the normal collective bargaining process. A large part of the wage negotiation process is compromising, as it may provide for step movements or across the board increases, while staying within the overall cost parameters that the State can afford. Statutorily providing automatic step movements for over 12,000 teachers, takes this element out of the negotiation equation and places the focus solely on across the board increases and other cost items.
4. It would set a precedent that would be sought by the 12 other bargaining units.



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**Mike McCartney**  
Executive Director

## TESTIMONY BEFORE THE HOUSE COMMITTEES ON EDUCATION AND LABOR & PUBLIC EMPLOYMENT

RE: HB 2480 – RELATING TO TEACHERS.

February 6, 2008

**ROGER TAKABAYASHI, PRESIDENT  
HAWAII STATE TEACHERS ASSOCIATION**

Chairs Takumi, Sonson and Members of the Committees:

The Hawaii State Teachers Association supports HB 2480, which provides those teachers receiving satisfactory service performance evaluations with annual step increases for five years.

HSTA has always supported the concept of annual step increases as a mechanism for recruiting and retaining teachers. HB 2480 allows for an automatic annual step increase for at least the next 5 years determined by each teacher's performance evaluation.

HSTA has reservations with regard to the evaluation concept and how the annual step increases will be determined as stated in this bill. Probationary teachers are evaluated on an annual basis. However, tenured teachers are not formally evaluated on an annual basis; instead a formal evaluation for tenured teachers takes place in a 5-year cycle. Tenured teachers found to be satisfactory during the formal evaluation are deemed to be satisfactory during the remainder of the 5 year cycle.

HSTA would suggest an amendment to Section 1, sub letter (c), to read as follows:  
“~~[Upon receipt of a satisfactory performance evaluation, t]~~ The teacher shall be entitled to a one-step increase to the next highest step in the teacher's classification for the following fiscal year, as long as the teacher is deemed satisfactory. We believe this amendment may clear up any confusion regarding how a teacher will receive the step increase without a formal evaluation.

We urge the committee to pass this bill with suggested amendments.

Thank you for the opportunity to testify.

