



LINDA LINGLE
GOVERNOR

MARIE C LADERTA
CHIEF NEGOTIATOR

HAROLD DeCOSTA
DEPUTY CHIEF NEGOTIATOR

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

February 6, 2008

TESTIMONY to be PRESENTED to the
HOUSE COMMITTEE ON LABOR & PUBLIC EMPLOYMENT
For Hearing on Friday, February 8, 2008
8:30 A.M., Conference Room 309

By

MARIE C. LADERTA
CHIEF NEGOTIATOR

or

HAROLD R. DeCOSTA
DEPUTY CHIEF NEGOTIATOR

OFFICE OF COLLECTIVE BARGAINING AND MANAGED COMPETITION

on

House Bill No. 2753
Making An Appropriation for Collective Bargaining Cost Items

CHAIR SONSON AND MEMBERS OF THE HOUSE COMMITTEE ON LABOR & PUBLIC
EMPLOYMENT:

The purpose of H. B. No. 2753 is to provide appropriations for fiscal biennium 2008 to 2009 to fund collective bargaining cost items contained in agreement negotiated with the exclusive bargaining representative for collective bargaining unit 5.

This measure is unnecessary as this issue has already been addressed in HB No.1568, S.D.1, C.D.1, which was passed as Act 132, SLH 2007.

Thank you for the opportunity to testify on this measure.

Respectfully Submitted,


for MARIE C. LADERTA



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

Roger K. Takabayashi
President

Wil Okabe
Vice President

Karolyn Mossman
Secretary-Treasurer

Mike McCartney
Executive Director

TESTIMONY BEFORE THE HOUSE COMMITTEE ON
LABOR & PUBLIC EMPLOYMENT

RE: HB 2753 -- MAKING AN APPROPRIATION FOR COLLECTIVE
BARGAINING COST ITEMS

FEBRUARY 8, 2008

ROGER TAKABAYASHI, PRESIDENT
HAWAII STATE TEACHERS ASSOCIATION

Chair Sonson and Members of the Committee:

The Hawaii State Teachers Association ***supports HB 2753*** to make an appropriation for collective bargaining cost items via our "Agreement between the Hawaii State Teachers Association and the State of Hawaii, Board of Education from July 1, 2007 to June 30, 2009."

I am attaching a copy of our contract language which states on page 55, Section K the following:

*"The parties recognize that annual incremental step movements are a viable recruiting and retention tool. Teachers who are not at the top of the salary schedule and who have satisfactory 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.**"*

SB 2493 will support the funding HSTA needs to give members of Unit 5 (public school teachers) an incremental step movement as stated in our contract above.

Thank you for the opportunity to testify.

Attachment (2 pages)

AGREEMENT

BETWEEN THE



HAWAII STATE
TEACHERS ASSOCIATION

AND THE



STATE OF HAWAII
BOARD OF EDUCATION

JULY 1, 2007 – JUNE 30, 2009

for the duration of the Agreement.

K. The parties recognize that annual incremental step movements are a viable recruiting and retention tool. Teachers who are not at the top of the salary schedule and who have satisfactory 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.

L. Professional Development

1. Department of Education employees on initial appointments shall remain in class for two (2) semesters prior to reclassification.
2. A combination of Professional Development (PD) credits and/or academic credits approved by the Department may be used to change classification.
3. Teachers shall earn fifteen (15) PD and/or academic credits to move from one classification to the next classification. Teachers shall receive no more than one reclassification per semester and may be granted up to two (2) reclassifications per school year. The teacher shall serve one semester time-in-class per reclassification.
4. At least seven (7) of the fifteen (15) PD and/or academic credits applied for reclassification shall be related to the Standards Based Instruction aligned to the school's Strategic Plan.

Note: The following are DOE clarifications:

- These seven (7) credits may be either academic credits or professional development (PD) credits offered by the Professional Development and Educational Research Institute (PDERI).
- Academic credits earned through universities/colleges shall be applicable for reclassification if they are part of coursework requirements for a program of studies leading to an undergraduate or graduate degree, and the course content is in education (excluding education administration) and/or in the teacher's area of preparation and/or in the subject of teaching assignment.

AGREEMENT

BETWEEN THE



HAWAII STATE TEACHERS ASSOCIATION

AND THE



STATE OF HAWAII BOARD OF EDUCATION

JULY 1, 2007 – JUNE 30, 2009

Agreement between the Hawaii State Teachers Association (HSTA) and the State of Hawaii, Board of Education, and Department of Education July 1, 2007 to and including June 30, 2009

IN WITNESS WHEREOF, the parties hereto, by their authorized representatives, have executed this Agreement this 25th day of June, 2007.

STATE OF HAWAII

By:

Liz Lipes
Its Governor

Mari Kadoh
Its Chief Negotiator

Herald DeLoe
Its Deputy Chief Negotiator

Hongwan K. Koyama
Its Budget & Finance Director

Mari Kadoh
Its Dept. of Human Resources Director

Denia Matos
Its Board of Education Representative

Margaret A. Cox
Its Board of Education Representative

Patricia Werners
Its Dept. of Education Superintendent

HAWAII STATE TEACHERS
ASSOCIATION

By:

Roy Ichibayashi
Its President

James Lee
Its Chief Negotiator

Dimitri K. K. K.
Its Chair, Negotiations Committee

Myra K. Anna
Its Teacher

Cynthia M. M.
Its Teacher

Sarlene Pang
Its Teacher

Barry J. Wurst
Its Teacher

David S. S.
Its Negotiations Specialist

Testimony Before the House Committee on
Labor & Public Employment

-
-

RE: HB 2753

-

February 8, 2008

-
Justin Hughey

Chair Sonson and Members of the Committee:

My name is Justin Hughey and I am a teacher at King Kamehameha III School in Lahaina. I support HB 2753-Making an Appropriation for Collective Bargaining Cost Items. Annual incremental step movements are a viable recruiting and retention tool. The DOE spends over twenty million dollars a year to train and recruit teachers to come to Hawaii. The majority leave within three years.

Thank you for the opportunity to testify.

Mahalo!
Justin Hughey

From: Jo-An [mailto:Jo-An.Goss@members.hsta.org]
Sent: Wednesday, February 06, 2008 9:27 AM
To: testimony@capitol.hawaii.gov
Subject: HB 2753-Making an Appropriation for Collective Bargaining Cost Items

Testimony Before the House Committee on
Labor & Public Employment

RE: HB 2753-Making an Appropriation for Collective Bargaining Cost
Items February 8, 2008 at 8:30 a.m.

Chair Sonson and Members of the Committee:

My name is Jo-An Goss, and I am a State Resource Teacher at OCISS
Annex,
475 22nd
Avenue in Honolulu.

I strongly support HB 2753-Making an Appropriation for Collective
Bargaining Cost Items.
Our contract has already been signed, and now I urgently ask that you
fund the agreement between HSTA and the State of Hawaii Board of
Education (Article XVII, Section K). Hawai'i's teachers are having to
teach under the many demands of No Child Left Behind and Weighted
Student Formula as well as focus on standards based education, highly
qualified teacher concerns, poor working conditions of our run-down
schools, and lack of funding for necessary personnel and resources. The
lack of teacher morale is pervasive, and teachers are looking to other
fields of employment.

Annual increments, which were already bargained for by our members,
would be a boon to our pressured and burned-out teachers across the
State.

I urgently ask that you support HB 2753.

Mahalo nui loa for the opportunity to testify.

Jo-An Goss
Hawaiian Studies and Language Programs
OCISS Annex
475 22nd Avenue
Honolulu, HI 96816
733-9141

Statement of

Rae A. Yamanaka
Teacher
Waiakea High School
94 Kekela St.
Hilo, HI 96720

Before the

House of Representatives Committee on Labor & Public Employment

Friday, February 8, 2008
State Capitol, Conference Room 309
8:30am

In consideration of
HB2753 – Making an Appropriation for Collective Bargaining Cost Items

Chair Sonson and Members of the Committee

I, Rae A. Yamanaka from Waiakea High School, **strongly support HB 2753** and urge your Committee to vote for passage of this measure.

I am a teacher of pregnant and parenting teens at Waiakea High School in Hilo, Hawaii. I urge you to vote for the funding of the agreement between HSTA and the State of Hawaii board of Education for annual increments for teachers.

Annual increments are one way to retain and attract teachers to our state. The very high cost of living in Hawaii makes it increasingly difficult to keep new teachers for more than one or two years. Many of these teachers would love to stay and teach our keiki, but they just can't afford to live here.

Please stop this "revolving door" of new teachers to our teaching profession. Help to keep our teachers teaching!

Vote for HB 2753 and annual increments for teachers.

Thank you for your continual support for students and public education.

Mahalo,

Rae A. Yamanaka
808-959-9719
94 Kekela St.
Hilo, HI 96720
Email: Rae.Yamanaka@members.hsta.org

Statement of

Susan K. Anderson
Teacher
Keaau High School
16-725 Keaau Paho Road
Keaau, Hawaii 96749

Before the
House of Representatives Committee on Labor and Public Employment

Friday, February 8, 2008
State Capitol, Conference Room 309
8:30 a.m.

In consideration of:

HB2753—Making an Appropriation for Collective Bargaining Cost Items

Chair Sonson and Members of the Committee:

I, Susan K. Anderson, from Keaau High School, **strongly support HB 2753** and urge your Committee to vote for passage of this measure.

I am a teacher of special education students at Keaau High School. I urge you to vote for the funding of the agreement between HSTA and the State of Hawaii Board of Education for annual increments for teachers.

Annual increments are one way to retain and attract teachers to our state. The very high cost of living in Hawaii makes it increasingly difficult to keep new teachers for more than one or two years. Many of these teachers would love to stay and teach but they just can't afford to live here.

Please stop this "revolving door" of new teachers to our teaching profession. Help keep our teachers teaching!

Vote for HB 2753 and annual increments for teachers.

Thank you for your continual support for students and public education.

Sincerely,

Susan K. Anderson
(808) 965-7212
P.O. Box 1055
Keaau, HI 96749
Email: lonpoethelloyou@hotmail.com

Testimony Before the House Committee on
Labor & Public Employment

RE: HB 2753-Making an Appropriation for Collective
Bargaining Cost Items

February 8, 2008

Testimony Submitted by Amy Downard

Dear Honorable Chair Sonson and Members of the
Committee:

My name is Amy Downard and I am a teacher for the
Visually Impaired based at Honolulu District Office. I support
HB 2753-Making an Appropriation for Collective Bargaining
Cost Items

In a recent survey to Hawaii Public School teachers, funding
annual increments was the number one legislative priority.
The teacher salary schedule and contract state that
increments are a “viable recruiting and retention tool”, but
are “subject to funding”.

Teachers must earn a satisfactory evaluation before
receiving the increment, it is not automatic. Please support
this bill to fund our annual increments.

Thank you for the opportunity to testify.

Amy Downard
Visual Impairment Teacher, Honolulu District Office
1655 Makaloa St. #2508, Honolulu, HI 96814
adownard@gmail.com

TESTIMONY BY GEORGINA K. KAWAMURA
DIRECTOR, DEPARTMENT OF BUDGET AND FINANCE
STATE OF HAWAII
TO THE HOUSE COMMITTEE ON LABOR AND PUBLIC EMPLOYMENT
ON
HOUSE BILL NO. 2753

February 8, 2008

MAKING AN APPROPRIATION FOR COLLECTIVE BARGAINING COST ITEMS

The purpose of House Bill No. 2753 is to provide appropriations for FY 09 to fund collective bargaining cost items contained in the agreement negotiated with the exclusive bargaining representative for collective bargaining unit (5).

This measure is unnecessary as \$43.9 million for FY 08 and \$75.5 million for FY 09 has already been appropriated by House Bill No. 1568, S.D. 1, C.D. 1, which was passed as Act 132, SLH 2007.

Statement of
Heanu Weller
Teacher

Ka  Umeke K  eo, PCS
96 Hoaka Road
Hilo, HI 96720

Before the

House of Representatives Committee on Labor & Public Employment

Friday, February 8, 2008

State Capitol, Conference Room 309

8:30am

In consideration of

HB2753 – Making an Appropriation for Collective Bargaining Cost Items

Chair Sonson and Members of the Committee

I, Heanu Weller from Ka  Umeke K  eo, PCS, **strongly support HB 2753** and encourage your Committee to vote for passage of this measure.

I am a teacher in the Hawaiian Language Immersion Program at Ka  Umeke K  eo Public Charter School in Hilo, Hawaii. I humbly ask that you to vote for the funding of the agreement between HSTA and the State of Hawaii board of Education for annual increments for teachers.

Annual increments are a way to retain and attract teachers to our profession. The very high cost of living in Hawaii makes it increasingly difficult to keep new teachers for more than one or two years. We also have many teachers who work at part-time jobs to supplement their income so that they are able to afford paying a house mortgage at today's rates.

Please stop this "revolving door" of new teachers to our teaching profession. Help to keep our teachers teaching!

Vote for HB 2753 and annual increments for teachers.

Thank you for your continual support for students and public education.

Mahalo,

Heanu Weller

808-959-3039

96 Hoaka Road

Hilo, Hawai i 96720

e-mail: heanu@kaumeke.org

me ke aloha,

Heanu

Date of Hearing: February 8, 2008

Committee: House Labor and Public
Employment

Department: Education

Person Testifying: Patricia Hamamoto, Superintendent

Title: H.B. 2753, Making an appropriation for collective bargaining cost
items.

Purpose: To provide fund authorizations and appropriations for salary
increases for unit 5 employees for fiscal year 2008-2009.

Department's Position: The Department of Education opposes H.B. 2753, which
appropriates unidentified sums in fiscal year 2009 to fund
collective bargaining cost items contained in the agreement
negotiated with the exclusive bargaining representative for
collective bargaining unit (5).

This measure is unnecessary as \$43.9 million for fiscal year 2008
and \$75.5 million for fiscal year 2009 have already been
appropriated by Act 132, SLH 2007, to cover unit 5 collective
bargaining costs.