

Date of Hearing: March 28, 2008

Committees: House Education and Labor  
& Public Employment

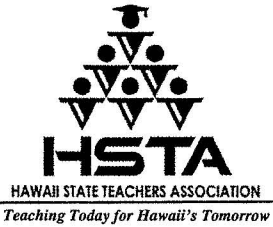
Department: Education

Person Testifying: Patricia Hamamoto, Superintendent

Title: HCR 253 (HR 214), Urging the Department of Education to maintain a teacher's step standing when a teacher transfers back to the doe from a conversion charter school.

Purpose: To urge the Department of Education to maintain a teacher's step standing when a teacher transfers back to the DOE from a conversion charter school.

Department's Position: The Department of Education (DOE) does not support HCR253 (HR214). DOE teachers do not lose their salary step standing when they transfer back to a DOE school from a school that has converted to charter school status or from any public charter school. Salary steps are awarded based on the DOE teacher's years of teaching experience and up to six years of full-time teaching if their teaching experience is not in the DOE. The DOE maintains the DOE teacher's salary step when a DOE teacher transfers from a conversion charter school back to a DOE school. Hence, this resolution is not necessary.



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

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

**RE: HCR 253 – URGING THE DEPARTMENT OF EDUCATION TO MAINTAIN  
A TEACHER’S STEP STANDING WHEN A TEACHER TRANSFERS BACK  
TO THE DOE FROM A CONVERSION CHARTER SCHOOL.**

March 28, 2008

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

Chairs Takumi, Sonson and Members of the Committees:

The Hawaii State Teachers Association supports HCR 253, which urges the Department of Education (DOE) to maintain a teacher’s step standing when the teacher transfers from a conversion charter school to the DOE.

The employment agreement between the HSTA and the DOE has a provision similar to the one called for in this resolution. This agreement applied to DOE tenured teachers who move to charter schools. The agreement allows DOE tenured teachers in a charter school to transfer back to the DOE. Upon transferring, in accordance with the DOE transfer procedure, the teacher would be placed on the same step in the salary schedule the teacher would have reached had the teacher remained in the DOE. In creating the agreement, the department recognized that the experience a teacher had gained during their time at a charter school would be valuable when he or she returned to the DOE. The DOE also did not want to discourage teachers from transferring back during a period of teacher shortage, like the one we are currently experiencing.

The Association is aware that this concurrent resolution may be intended to, among other things, assist teachers at Kamaile Elementary School in Waianae who may be concerned with their status should they return to the DOE. Given the aforementioned information concerning their status, the teachers need not be concerned that they will lose any service years or steps when transferring back to the DOE.

HSTA has confirmed with DOE's human resources department, the previously stated interpretation of the language on the salary placement of teachers who are returning to the department.

We believe that what this resolution calls for is already in policy by the department, which we support.

Thank you for the opportunity to testify.

To: The Honorable Roy Takumi, Chair  
Members of the House Committee on Education  
The Honorable Alex Sonson, Chair  
Members of the Committee on Labor and Public Employment

From: Glen Kila, Chief Education and Executive Officer/Principal, Kamaile School  
Lynn N. Fallin, Executive Director, Ho'okako'o Corporation

Date: March 28, 2008

Time: 2:00 p.m.

Location: State Capitol Room 309

Subject: Testimony on HCR 253/HR 214

Kamaile School was granted conversion to charter status on August 31, 2007 in partnership with the non profit Ho'okako'o Corporation as part of Act 2(Hawaii State Legislature 2002) implementation. Act 2 enables a non profit corporation to operate and manage a DOE school that converts to charter status. The non profit board serves as the local school board of the schools that convert with the non profit corporation. Waimea Middle School on the Big Island, Kualapu'u School and Kamaile School have partnered with Ho'okako'o under Act 2.

HCR 253/HR 213 urges the DOE to maintain a teacher's step standing if a teacher transfers from a conversion charter school back to a DOE school. Kamaile School will lose about 20 to 22 certified teachers and counselors in SY 08-09 as a result of the uncertainties if and when a teacher elects to transfer from a conversion charter back to a DOE school.

Kamaile School and Ho'okako'o support the passage of HCR 253/HR 214 because it is devastating to a school community and its students to lose this many teachers all at one time.

Thank you for the opportunity to testify.