



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 3, 2008

TESTIMONY to be PRESENTED to the  
SENATE COMMITTEE ON JUDICIARY AND LABOR  
For Hearing on Tuesday, February 5, 2008  
9:00 A.M., Conference Room 016

By

MARIE C. LADERTA  
CHIEF NEGOTIATOR

OR

HAROLD R. DeCOSTA  
DEPUTY CHIEF NEGOTIATOR

OFFICE OF COLLECTIVE BARGAINING AND MANAGED COMPETITION

on

**Senate Bill No. 2493**  
**Making An Appropriation for Collective Bargaining Cost Items**

CHAIR TANIGUCHI AND MEMBERS OF THE SENATE COMMITTEE ON JUDICIARY  
AND LABOR:

The purpose of S. B. No. 2493 is to provide appropriations for fiscal biennium 2008 to 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 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,

  
MARIE C. LADERTA

TESTIMONY BEFORE THE SENATE COMMITTEE ON  
JUDICIARY & LABOR

SB 2493-MAKING AN APPROPRIATION FOR COLLECTIVE BARGAINING COST  
ITEMS

FEBRUARY 5, 2008

ROGER TAKABAYASHI, PRESIDENT  
HAWAII STATE TEACHERS ASSOCIATION

Chair Taniguchi, and Members of the Committee:

The Hawaii State Teachers Association supports SB 2493 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.

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.

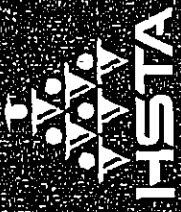
**L. Professional Development**

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.

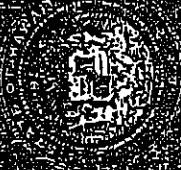
**Note:** The following are DOE clarifications:

- 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: [Signature]  
 HIS GOVERNOR

[Signature]  
 HIS DEPUTY GOVERNOR

[Signature]  
 HIS DEPUTY CHIEF NEGOTIATOR

[Signature]  
 HIS DIRECTOR OF FINANCE DIRECTOR

[Signature]  
 HIS DEPT. OF HUMAN RESOURCES DIRECTOR

[Signature]  
 HIS BOARD OF EDUCATION REPRESENTATIVE

[Signature]  
 HIS BOARD OF EDUCATION REPRESENTATIVE

[Signature]  
 HIS DEPT. OF EDUCATION SUPERINTENDENT

HAWAII STATE TEACHERS ASSOCIATION

By: [Signature]  
 HIS PRESIDENT

[Signature]  
 HIS CHIEF NEGOTIATOR

[Signature]  
 HIS CHAIR, NEGOTIATIONS COMMITTEE

[Signature]  
 HIS TEACHER

[Signature]  
 HIS TEACHER

[Signature]  
 HIS TEACHER

[Signature]  
 HIS TEACHER

[Signature]  
 HIS NEGOTIATIONS-SPECIALIST

# AGREEMENT

BETWEEN THE



# HAWAII STATE TEACHERS ASSOCIATION

AND THE



# STATE OF HAWAII BOARD OF EDUCATION

JULY 1, 2007 - JUNE 30, 2009