

Date of Hearing: March 27, 2008

Committee: House Finance

Department: Education

Person Testifying: Patricia Hamamoto, Superintendent

Title: S.B. 2652, SD 2, HD 1 (HSCR1286-08), Relating to education

Purpose: To provide for periodic wage adjustments for substitute teachers that are comparable to the wage adjustments negotiated for teachers in bargaining unit 5.

Department's Position: The Department of Education (Department) supports S.B. 2652, SD 2, HD 1 (HSCR1286-08) to provide periodic wage adjustments for substitute teachers that are comparable to the wage adjustments negotiated for teachers in bargaining unit 5. For FY 2009, the Department will work to fund any wage increases for substitute teachers from within existing resources. Enactment of S.B. 2652, SD 2, HD 1 (HSCR1286-08) will recognize the vital role of substitute teachers in our public schools.



1200 Ala Kapuna Street λ Honolulu, Hawaii 96819
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Roger K. Takabayashi
President

Wil Okabe
Vice President

Karolyn Mossman
Secretary-Treasurer

Mike McCartney
Executive Director

TESTIMONY BEFORE THE HOUSE COMMITTEE ON
FINANCE

RE: SB 2652 SD2 HD1 – RELATING TO EDUCATION.

March 27, 2008

ROGER TAKABAYASHI, PRESIDENT
HAWAII STATE TEACHERS ASSOCIATION

Chair Oshiro and Members of the Committee:

The Hawaii State Teachers Association supports SB 2652, SD2 HD1.

The Association believes substitute teachers play a vital role in our schools. This legislation adjusts substitute teachers wages to make them comparable to the wage adjustments negotiated for teachers in collective bargaining unit 5 in the most recent contract.

We urge the committee to pass this bill.

Thank you for the opportunity to testify.

**TESTIMONY OF THE
HAWAII CARPENTERS UNION, LOCAL 745**

March 25, 2008

TO: Representative Marcus R. Oshiro, Chair
Representative Marilyn B. Lee, Vice Chair
House Committee on Finance

RE: SB2652, SD2, HD1 RELATING TO EDUCATION
Thursday, March 27, 2008, 3:00 pm
State Capitol Room Room 308

Chair Oshiro and Vice Chair Lee:

The Hawaii Carpenters Union strongly supports SB2652, SD2, HD1. The bill establishes that the compensation of substitute teachers shall be tied to the salary or wage increases provided to bargaining unit 5 teachers of the Department of Education, and appropriates funds for wage adjustments for substitute teachers.

For the past several years, the Hawaii Carpenters Union has supported Hawaii's 5000 substitute teachers during their plight for fair wages. Their long-standing dispute with the DOE is troublesome, and we are pleased that the Legislature has stepped in to provide temporary relief by setting an interim rate pay rate in 2005 and 2006. SB2652, SD2, HD1 provides a reasonable means to determine interim substitute teacher pay on an on-going basis until the lawsuits with the DOE are resolved.

SB2652, SD2, HD1 also provides for retroactive and going-forward wage adjustments for substitute teachers for the 2007-08 school year. While regular teachers received a 4% increase; substitute teachers receive no increases. It's only fair that substitute teachers receive similar pay increases for their service to our students.

Proposed Amendment: We request that clarifying language be inserted that the rates in SB2652, SD2, HD1 are for **interim pay rates** only until the pending lawsuits are resolved.

Thank you for the opportunity to testify on this matter.



Attorneys at Law • A Law Corporation

BEFORE THE

HOUSE COMMITTEE ON FINANCE
Representative Marcus R. Oshiro, Chair
Representative Marilyn B. Lee, Vice Chair

SB2652, SD2, HD1 RELATING TO EDUCATION

TESTIMONY OF
PAUL ALSTON, ESQ.
WILLIAM M. KANEKO, ESQ.

Attorneys for Substitute Teachers in
Garner v. Department of Education and *Klitternick v. Hamamoto*

Thursday, March 27, 2008, 3:00 p.m.
State Capitol Room 308

Chair Oshiro, Vice Chair Lee and Members of the Committee:

We represent Hawaii's substitute teachers in *Garner v. DOE* and *Klitternick v. Hamamoto*. We **STRONGLY SUPPORT (but only with amendments)** SB2652, SD2, HD1 which provides wage adjustments to substitute teachers that are comparable to wage adjustments that are negotiated for teachers in collective bargaining unit 5, as well as an appropriation for wage adjustments for substitute teacher pay.

SB2652, SD2, HD1 provides a fair and reasonable mechanism to determine substitute teacher pay, including providing appropriate benefits. Because substitute teacher pay is set by statute, and not by a collective bargaining agreement, to adjust substitute teacher pay would require potentially annual visits to the Legislature. As a matter of efficiency, tying substitute teacher pay to regular teachers in collective bargaining unit 5 is highly appropriate.

It should be noted, however, that the base rate of \$125 in Haw. Rev. Stat. §302A-624(e) was an interim rate set to provide relief to substitute teachers while pending litigation of *Garner v. DOE* and *Klitternick v. Hamamoto* is being resolved. In 2005, Judge Karen Ahn ruled in favor of the substitute teachers. The matter was appealed by the Attorney General and is pending before the Intermediate Court of Appeals. It is unclear when these cases will be resolved. In 2005, pursuant to Act 70 (SLH 2005), the Legislature provided an interim pay rate for substitute teachers of a minimum \$119.80 per day to provide temporary relief while the class actions lawsuits were being litigated. In 2006, pursuant to Act 263 (SLH 2006), the Legislature

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Kailua-Kona, Hawaii
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Phone: (808) 326-7979
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To: Chair Oshiro, Vice Chair Lee and Members of the House Committee on Finance
From: Paul Alston, Esq. and William M. Kaneko, Esq.
Re: Testimony of SB2652, SD2, HD1 Relating to Education
Hearing: 3/27/08 @ 3:00 p.m., Rm. 308

increased the interim pay rate by 5%, resulting in the existing minimum daily rate of \$125 for a substitute teacher.

In 2007, while class II teachers received a 4% pay increase, the DOE refused to provide substitute teachers with a corresponding percentage increase, despite legislative intent in Act 263 to increase interim pay rate commensurate with regular teachers.

Hence, we strongly support SB2652, SD2, HD1 which would provide clear guidance to the DOE that substitute teacher pay be comparable to teachers in collective bargaining unit 5.

Three Required Amendments

However, in light of the history and background of the current pay rate for substitute teachers and SB2652, SD2, HD1 we also recommend the following amendments:

- 1) **Clarification of Interim rates.** Because the going-forward rates increases are tied to interim rates set by the Legislature, appropriate language in the bill or committee report is needed. It should outline the intent of the Legislature to provide pay rate increases to the interim pay rates set by the Legislature until the courts will finally determine substitute teacher pay. That would be consistent with the Legislature's past measures in Act 70 (SLH 2005) and Act 263 (SLH 2006), which in its Conference Committee Report No. 216-06 stated in relevant part:

The intent of this measure is to provide relief to Hawaii's substitute teachers while the long-standing dispute in *Garner v. DOE* (Civil No. 03-1-000305) and *Klitternick v. Hamamoto* (Civil No. 05-1-0031-01) is being litigated. . . . Similar to Act 70, Session Laws of Hawaii 2005, this measure provides an **interim pay rate** for substitute teachers until *Garner v. DOE* and *Klitternick v. Hamamoto* are resolved. At that time, this Committee urges the Legislature to make appropriate adjustments, including retroactive pay adjustments, to substitute teacher pay in accord with the appellate court's final ruling. (Emphasis added).

SEE ATTACHED CONFERENCE COMMITTEE REPORT FOR ACT 263 (SLH 2006).

- 2) **Clarifying language of DOE's recommendation for retroactive pay for 2007-08.** At the DOE's recommendation, a \$2.0 million appropriation for retroactive wages for FY2007-08 and pay rate increases for FY2008-09 was added in SD1. The existing language in SD1 is vague and unclear, however, that the \$2.0 million is to be used for those purposes, only referring to expenditure of funds for "wage adjustments". To be crystal clear about the use of these funds, we suggest that more specific language be used to reflect the Legislature's intent (and the DOE's desire) to remedy the 2007-08 retroactive wage issue, and for pay rate increases for 2008-09.
- 3) **Eliminating the DOE's request to change the work rules for substitutes.** Section 2 provides unfettered discretion to the board to "adjust hours, benefits, and other terms

To: Chair Oshiro, Vice Chair Lee and Members of the House Committee on Finance
Fm: Paul Alston, Esq. and William M. Kaneko, Esq.
Re: Testimony of SB2652, SD2, HD1 Relating to Education
Hearing: 3/27/08 @ 3:00 p.m., Rm. 308

and conditions of employment for substitute teachers, subject to approval.” It is unclear why this provision is needed. What does the DOE intent to do? Reduce hours? Further eliminate what little benefits substitute teachers have – they currently receive no health, retirement or sick leave. Change qualification requirements? There must be some checks and balances between the DOE and substitute teachers. Without knowing the details of this, we cannot support this provision.

Thank you for the opportunity to testify on this matter. We **STRONGLY SUPPORT** (only with amendments) SB2652, SD2, HD1.

ATTACHMENT

CONFERENCE COMMITTEE REP. NO. -0
216-06

Honolulu, Hawaii

, 2006

RE: S.B. No. 3197

S.D. 2

H.D. 1

C.D. 1

ACT 263, SLH 2006

Honorable Robert Bunda

President of the Senate

Twenty-Third State Legislature

Regular Session of 2006

State of Hawaii

Honorable Calvin K.Y. Say

Speaker, House of Representatives

Twenty-Third State Legislature

Regular Session of 2006

State of Hawaii

Sir:

Your Committee on Conference on the disagreeing vote of the Senate to the amendments proposed by the House of Representatives in S.B. No. 3197, S.D. 2, H.D. 1, entitled:

"A BILL FOR AN ACT RELATING TO SUBSTITUTE TEACHERS,"

having met, and after full and free discussion, has agreed to recommend and does recommend to the respective Houses the final passage of this bill in an amended form.

The purpose of this measure is to set and provide moneys for substitute teacher classification and compensation rates that are consistent with those determined

by the legislature in 1996, and with the recommendations of the Department of Education (DOE).

The intent of this measure is to provide relief to Hawaii's substitute teachers while the long-standing dispute in *Garner v. Doe* (Civil No. 03-1-000305) and *Klitternick v. Hamamoto* (Civil No. 05-1-0031-01) is being litigated. These lawsuits were filed in 2000, and have been the source of contentious dispute between substitute teachers and the DOE. On December 16, 2005, Judge Karen Ahn ruled that the DOE failed to pay substitute teachers a per diem salary based upon the 1996 formula enacted by the Legislature. The Attorney General intends to appeal both lawsuits, potentially extending the length of this dispute to nearly a decade.

Your Committee on Conference finds that substitute teachers play an integral role in Hawaii's public education system. On any given day, about 1,000 substitute teachers fill in for approximately 12,000 regular, full-time teachers. Similar to Act 70, Session Laws of Hawaii 2005, this measure provides an interim pay rate for substitute teachers until *Garner v. Doe* and *Klitternick v. Hamamoto* are resolved. At that time, this Committee urges the Legislature to make appropriate adjustments, including retroactive pay adjustments, to substitute teacher pay in accord with the appellate court's final ruling.

Your Committee on Conference has amended this measure to omit all references to the measure as a vehicle to settle the on-going civil litigation between the DOE and plaintiff substitute teachers, and to insert dollar amounts in the pay scale.

As affirmed by the record of votes of the managers of your Committee on Conference that is attached to this report, your Committee on Conference is in accord with the intent and purpose of S.B. No. 3197, S.D. 2, H.D. 1, as amended herein, and recommends that it pass Final Reading in the form attached hereto as S.B. No. 3197, S.D. 2, H.D. 1, C.D. 1.

Respectfully submitted
on behalf of the
managers:

ON THE PART OF THE HOUSE	ON THE PART OF THE SENATE
<p>_____</p> <p>ROY TAKUMI, Co-Chair</p>	<p>_____</p> <p>NORMAN SAKAMOTO, Chair</p>
<p>_____</p> <p>KIRK CALDWELL, Co-Chair</p>	<p>_____</p> <p>BRIAN T. TANIGUCHI, Co-Chair</p>
<p>_____</p> <p>SYLVIA LUKE, Co-Chair</p>	<p>END OF ATTACHMENT</p>
<p>_____</p> <p>DWIGHT TAKAMINE, Co-Chair</p>	

FINTestimony

From: Robert Ellis [ellisr005@hawaii.rr.com]
Sent: Tuesday, March 25, 2008 7:46 AM
To: FINTestimony
Subject: 3/27/2008 SB2652 Agenda

To: Representative Marcus Oshiro
Chair, House committee on Finance

From: Robert K. Ellis
94-220 Kealakaa Place
Mililani, HI 96789-2616
Phone 808-623-7296

Re: SB2652, SD2, HD1 Relating to Education
House Committee on Finance
Hearing Date: March 27, 2008, 3:00 pm
Room 308

Chair Oshiro and Members of the House Finance Committee

My name is Robert Ellis and I am a substitute teacher at Mililani High School in Mililani. I have been a substitute teacher since 2003. I am writing in strong support for SB2652, SD2, HD1 which requires the BOE to provide wage adjustments for substitute teachers comparable to the across-the-board wage adjustments negotiated for teachers in collective bargaining unit 5.

The significant role of public school substitute teachers cannot be underestimated. On any given day about 1,000 substitute teachers are employed by the DOE to carry out the duties of Hawaii's regular teaches. Over the years, substitute teachers have not received the kind of pay increases that regular teachers have received. SB2652,SD2, HD1 would ensure that substitute teachers are treated fairly, and that our pay raises are commensurate with regular teachers in bargaining unit

Please support SB2652, SD2, HD1. Thank you for your consideration.

Sincerely,

Robert K Ellis

I am using the free version of SPAMfighter for private users.
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Paying users do not have this message in their emails.
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FINTestimony

From: hipat [hipat@mailstation.com]
Sent: Monday, March 24, 2008 3:56 PM
To: FINTestimony
Subject: 3/27/2008SB2878Agenda#2

As a substitute teacher for over 20 years, I support SB2652,HD1. Subs perform a needed service to the schools. Why should we be overlooked when teachers get a raise? Please help us get our raise.

Thank you,

Pat Paterson
2825 S. King St. #904
Honolulu, HI 96826
Phone: 946-8687

FINTestimony

From: Marion Kittelson-Villanueva [kumumarion@hawaii.rr.com]
Sent: Tuesday, March 25, 2008 8:48 AM
To: FINTestimony
Subject: 3/27/2008 SB2652 Agenda

As a substitute, I am in favor of this bill. I work in the Kau district, a district that lacks subs daily. With gas prices soaring, I believe many will not choose to make the distant drive with little financial gain. Marion Ortiz Kittelson-Villanueva Retired teacher Retired Librarian

FINTestimony

From: Kathy [kathleenmochizuki@att.net]
Sent: Tuesday, March 25, 2008 4:32 AM
To: FINTestimony
Subject: 3/27/2008 SB2878 Agenda #2

March 25, 2008

To: Representative Marcus Oshiro
Chair, House Committee on Finance

From: Kathleen N. Mochizuki
2039 Kaohu Dstreet
Wailuku, Hawaii 96793

Re: SB2652, HD1 relating to Education
House Committee on Finance
Hearing Date: March 27, 2008, 3:00 pm
Room 308

Chair Oshiro, and members of the House Finance Committee:

My name is Kathleen Mochizuki, and I am a substitute teacher on the island of Maui. I have been substitute teaching for the past twelve years. I am writing in STRONG SUPPORT of Sb2652, HD1 which requires the BOE to provide wage adjustments for substitute teachers comparable to the across-the-board wage adjustments negotiated for teachers in collective bargaining unit 5.

On any given day, about 1,000 substitute teachers are employed by the DOE to carry out the duties of Hawaii's 10,000 regular teachers. The significant role of public school substitute teachers cannot be underestimated. Over the years, however, substitute teachers have not received the kind of pay rate increases that regular teachers have received. SB2652, HD1 would ensure that we are treated fairly, and our pay raises are commensurate with regular teachers in bargaining unit 5.

Please support SB2652, HD1. Thank you for consideration.

FINTestimony

From: GENNY CHANG [mertngen@msn.com]
Sent: Thursday, March 27, 2008 2:48 AM
To: FINTestimony
Subject: TESTIMONY IN SUPPORT OF SB2652 HD1

Please make 20 copies

TESTIMONY IN SUPPORT OF SB2652 HD 1
March 27, 2008 at 3:00 P.M. in Room 308

March 26, 2008

Chairman Oshiro and Members of the House Finance Committee:

Thank you very much for your support of substitute teachers in the past. We certainly appreciate all your efforts and assistance.

At this time, we substitute teachers ask for your support of SB 2652, HD1 which requires the BOE to provide wage adjustments for substitute teachers comparable to the across-the-board wage adjustments negotiated for teachers in Collective Bargaining Unit 5.

Since substitute teachers have no representation and no voice, we were once again forgotten when all other Hawaii teachers got their raises. In fact, in the past, subs received no pay increase for eight years even though it was mandated by law. It's no wonder that classrooms often go without qualified subs in the event of the absence of their regular teachers!

A substitute teacher with a teaching certificate can earn only about half as much as a regular teacher, even if she worked every day of the school year, which she usually does not. Subs also do not enjoy any of the benefits of a full-time teacher. Sometimes, people sub in order to see whether or not they should become full-time teachers. Consequently, a person cannot afford to even try teaching as a career, without decent pay or medical insurance.

Once again, we substitute teachers must call upon you legislators to help us to survive in a world full of escalating costs in food, electricity, gas, rent, clothing, tuition, etc. Everything goes up and up.....except for the substitute teachers' pay. Legislators, you are our only hope! Help us so that we may continue working in the job that we love. Don't let history repeat itself.....again!!

Sincerely yours,

Genny Chang

FINTestimony

From: KAILUA5@aol.com
Sent: Tuesday, March 25, 2008 6:41 PM
To: FINTestimony
Subject: 3/27/2008 SB2878 Agenda #2

Re: SB2652, HD1 relating to Education
House Committee on Finance
Hearing Date: March 27, 2008, 3:00 pm.
Room 308

Chair and Members of the House Finance Committee:

My name is Beth Anderson, and I am a substitute teacher in Kailua, Hawaii. I have been substitute teaching in the Windward District for the past 10 years. I have submitted testimony many times related to the issue of parity in regard to pay for substitute teachers. I am writing in STRONG SUPPORT of Sb2652, HD1 which requires the BOE to provide wage adjustments for substitute teachers comparable to the across-the-board wage adjustments negotiated for teachers in collective bargaining unit 5.

This only seems fair. The significant role of, and the demands made on public school substitute teachers should not be underestimated. Over the years, however, substitute teachers have not received the kind of pay rate increases commensurate with regular teachers. SB2652, HD1 would ensure that we are treated fairly, and that we would receive pay raises similar to those of regular teachers in bargaining unit 5.

Please support SB2652, HD1. Thank you for your consideration.

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(<http://home.aol.com/diy/home-improvement-eric-stromer?video=15?ncid=aolhom00030000000001>)

FINTestimony

From: Shigeru & Carol Saeki [saekis001@hawaii.rr.com]
Sent: Tuesday, March 25, 2008 9:30 PM
To: FINTestimony
Subject: 3/27/2008 SB2878 Agenda

To: Representative Marcus Oshiro
Chair, House Committee on Finance

From: Carol Saeki
752 18th Avenue
Honolulu, HI 96816

Re: SB2652, HD1 relating to Education
House Committee on Finance
Hearing Date: March 27, 2008, 3:00 pm
Room 308

Chair Oshiro, and members of the House Finance Committee:

My name is Carol Saeki, and I am a substitute teacher in Honolulu, Hawaii. I have been substitute teaching for the past eight years. I am writing in STRONG SUPPORT of Sb2652, HD1 which requires the BOE to provide wage adjustments for substitute teachers comparable to the across-the-board wage adjustments negotiated for teachers in collective bargaining unit 5.

On any given day, about 1,000 substitute teachers are employed by the DOE to carry out the duties of Hawaii's 10,000 regular teachers. The significant role of public school substitute teachers cannot be underestimated. Over the years, however, substitute teachers have not received the kind of pay rate increases that regular teachers have received. SB2652, HD1 would ensure that we are treated fairly, and our pay raises are commensurate with regular teachers in bargaining unit 5.

Please support SB2652, HD1. Thank you for consideration.

Sincerely,

Carol Saeki

FINTestimony

From: Meg Barth [antiqueskater@hotmail.com]
Sent: Tuesday, March 25, 2008 11:50 PM
To: FINTestimony
Subject: In Support of SB 2652, HD1

Aloha,

My name is Margaret Barth Gammon, (home phone: 808-236-4230 and address: 44-136-5 Hako St., Kaneohe, HI 96744) and I have been a substitute in the public elementary and high schools in Kailua for the last 16 years.

I support SB 2652, HD 1 because it makes sense to tie our pay raises to those of the public school teachers, since we take their places when they are absent. Currently, there are not enough of us to take care of all the teacher absences. We are asked to pay \$100 every five years for the substitute teacher course (per NCLB) just to BE qualified to be in the classroom. We get no benefits. All we ask is to be treated fairly. This would be a step in the right direction.

Mahalo,

Margaret "Meg" Barth Gammon
Aikahi Elementary and Kalaheo High Schools

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FINTestimony

From: Zensen [zensensan@excite.com]
Sent: Wednesday, March 26, 2008 11:22 AM
To: FINTestimony
Subject: SB2652, HD1 relating to education

March 26, 2008

To: Representative Marcus Oshiro
Chair, House Committee on Finance

From: Steven Kent
480 Puuikena Dr.
Honolulu, Hawaii 96821

Re: SB2652, HD1 relating to Education
House Committee on Finance
Hearing Date: March 27, 2008, 3:00 p.m.
Room 308

Chair Oshiro, and members of the House Finance Committee:

My name is Steven Kent, and I am substitute teacher in Honolulu, Hawaii. I have been substitute teaching for the past 14 years. I am writing in STRONG SUPPORT of SB2652, HD1 which requires the BOE to provide wage adjustments for substitute teachers comparable to the across-the-board wage adjustments negotiated for teachers in collective bargaining unit 5.

From January 15, 2008, to March 14, 2008, I was the full-time substitute for a 5th grade class at Royal Elementary School. I was responsible for all the regular duties of a full-time teacher including lesson planning, evaluation, and completion of report cards. Ann Sugibayashi, the principal of Royal Elementary, thanked me for "saving" them, as they were struggling with this class before finding a substitute who would work the entire 3rd quarter.

On any given day about 1,000 substitute teachers are employed by the DOE to carry out the duties of Hawaii's 10,000 regular teachers. The significant role of public school substitute teachers cannot be underestimated. Over the years, however, substitute teachers have not received the kind of pay rate increases that regular teachers have received. SB2652, HD1 would ensure that we are treated fairly, and our pay raises are commensurate with regular teachers in bargaining unit 5.

The State of Hawaii has consistently denied substitute teachers their due required by law. By law, any employee who works over 20 hours per week is to be provided health insurance by their employer. I consistently work over 20 hours per week and yet have no medical insurance. The State Supreme Court ruled that the State owes substitute teachers for past years of service at below the wage they should have received, and yet, we have not been paid for our service. How long can the State of Hawaii go on denying, mistreating, and taking advantage of this invaluable resource to Hawaii's public schools?

It is time that the State of Hawaii recognize and begin to take care of this vital part of the public education system. Please support SB2652, HD1. Thank you for your consideration.

3/26/2008

Steven Kent
480 Puuikena Drive
Honolulu, Hawaii 96821
zensensan@excite.com
(808) 341-4975

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FINTestimony

From: Moshe Rapaport [rapaport@hawaii.edu]
Sent: Tuesday, March 25, 2008 4:18 PM
To: FINTestimony
Subject: SB2652, HD1 relating to Education

House Committee on Finance
Hearing Date: March 27, 2008, 3:00 pm
Room 308
X-Accept-Language: en
Priority: normal
Content-Type: text/plain; charset=windows-1252
Content-Disposition: inline
Content-Transfer-Encoding: quoted-printable

To Representative Marcus Oshiro
Chair=2C House Committee on Finance

Chair Oshiro=2C and members of the House Finance Committee=3A

I am writing in STRONG SUPPORT of Sb2652=2C HD1 which requires the BOE t= o provide wage adjustments for =

substitute teachers comparable to the across-the-board wage adjustments = negotiated for teachers in =

collective bargaining unit 5=2E I live in a community where substitute t= eachers are in high demand=2C and have =

several neighbors who do this as their main line of work=2E

The role of public school substitute teachers is especially important in= rural areas=2C such as South Kona=2C where =

I live=2E Over the years=2C however=2C substitute teachers have not rece= ived the kind of pay rate increases that =

regular teachers have received=2E SB2652=2C HD1 would ensure that substi= tute teachers are treated fairly=2C and =

their pay raises are commensurate with regular teachers in bargaining un= it 5=2E

Sincerely=2C

Moshe Rapaport
University of Hawaii-West Hawaii Center
81-964 Haleki=92i Street =

Kealakekua=2C HI 96750

FINTestimony

From: hcooley93@bellsouth.net
Sent: Tuesday, March 25, 2008 6:27 AM
To: FINTestimony
Subject: 3/27/2008 SB2652 Agenda

I am writing in regards to Substitute Teachers pay raises to support of SB2652, HD1.

After leaving KCC post 9/11. I was a full time substitute teacher in the Leeward District fro 2001 through 2006. During this time it was my primary source of income and I had no benefits although I often taught long term, went to meetings and prepared lesson plans as any teacher would. Without Subs the school system would be in a bigger mess than it is. There is already a shortage and often office staff and security are left to babay sit when onbe is not available. Substitutes should be qualified and I am one who is. Maybe if they were treated better and paid accordingly there would be more qualified individuals willing to step up.

Hey Linda! I for one am still wondering what happened to our back pay from the last class action suite?

Sincerely,

Laura L Barry
903 Oranewood Rd
St Johns Fl, 32259
& Haleiwa, HA 96712
llbarry01@msn.com
808-551-5613

FINTestimony

From: Sharon [sharond@pixi.com]
Sent: Tuesday, March 25, 2008 7:38 AM
To: FINTestimony
Subject: 3/27/2008 SB2878 Agenda

Honorable legislators:

I am in support of bill SB2652, HD1. I am a retired teacher and am now a substitute teacher. The school manuals state that we are considered part of the school staff and that we are to be available for the staff and students. We are often asked to do the same things that a regular teacher does especially during a long term assignment. Duties include but are not excluded to yard duty, student parent conferences, taking care of discipline including fights on campus, preparation and execution of lesson plans (especially in last minute emergencies), grading papers and calculating grades. Since we function much as a regular teacher and occasionally even take work home, I feel that we deserve to be compensated on a scale comparable to that of a full time regular teacher. Thank you for your attention to this matter.

Sharon Dumas 2552 Saul Place, Honolulu, HI 96816. Phone 808-734-7801 or 808-277-7801.

Aloha ke Akua!

Que Dios te bendiga!

God bless you!

FINTestimony

From: Penny Pereboom [pennypereboom@yahoo.com]
Sent: Tuesday, March 25, 2008 7:36 AM
To: FINTestimony
Subject: 3/27/2008 SB2652 Agenda #2

March 27, 2008

To: Representative Marcus Oshiro
Chair, House Committee on Finance
From: Penny Pereboom
530 Yarnell
Kailua, HI 96734
Re: SB2652, HD1 relating to Education
House Committee on Finance
Hearing Date: March 27, 2008, 3:00 pm
Room 308

Chair Oshiro, and members of the House Finance Committee:

My name is Penny Pereboom, and I am a substitute teacher in Kailua, Hawaii. I have been substitute teaching for the past five years. I am writing in STRONG SUPPORT of Sb2652, HD1 which requires the BOE to provide wage adjustments for substitute teachers comparable to the across-the-board wage adjustments negotiated for teachers in collective bargaining unit 5.

On any given day, about 1,000 substitute teachers are employed by the DOE to carry out the duties of Hawaii's 10,000 regular teachers. The significant role of public school substitute teachers cannot be underestimated. Over the years, however, substitute teachers have not received the kind of pay rate increases that regular teachers have received. SB2652, HD1 would ensure that we are treated fairly, and our pay raises are commensurate with regular teachers in bargaining unit 5. Please support SB2652, HD1. Thank you for consideration.

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FINTestimony

From: Stephen Heinecke [heinecke@hawaiiantel.net]
Sent: Tuesday, March 25, 2008 3:54 PM
To: FINTestimony
Subject: 3/27/2008 SB2652 Agenda

March 25, 2008

To: Representative Marcus Oshiro
Chair, House Committee on Finance

From: Stephen Heinecke
PO Box 1024
Captain Cook, Hi 96704

Re: SB2652, HD1 relating to Education
House Committee on Finance
Hearing Date: March 27, 2008, 3:00 pm
Room 308

Chair Oshiro, and members of the House Finance Committee:

My name is Stephen Heinecke, and I am a substitute teacher at Konawaena High School, Kealahou, Hawaii. I have been substitute teaching for the past nine years. I am writing in STRONG SUPPORT of SB2652, HD1 which requires the BOE to provide wage adjustments for substitute teachers comparable to the across-the-board wage adjustments negotiated for teachers in collective bargaining unit 5.

On any given day, about 1,000 substitute teachers are employed by the DOE to carry out the duties of Hawaii's 10,000 regular teachers. The significant role of public school substitute teachers cannot be underestimated. Over the years, however, substitute teachers have not received the kind of pay rate increases that regular teachers have received. SB2652, HD1 would ensure that we are treated fairly, and our pay raises are commensurate with regular teachers in bargaining unit 5.

With the dramatic increases in transportation costs and costs of living we are now experiencing it is important that we receive timely rate adjustments in order to continue to provide this important function.

Please support SB2652, HD1. Thank you for consideration.

Stephen Heinecke
NovaNet Coordinator
West Hawaii Complex
heinecke@hawaiiantel.net
808-756-1167

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3/25/2008

FINTestimony

From: Len Scaduto [LenScaduto@hawaii.rr.com]
Sent: Monday, March 24, 2008 11:16 PM
To: FINTestimony
Subject: 3/27/2008 SB2878 Agenda#2

March 26, 2008

To: Representative Marcus Oshiro
Chair, House Committee on Finance

From: Leonard J. Scaduto
500 Lunalilo Home Road, #23-F
Honolulu, HI 968245

Re: SB2652, HD1 relating to Education
House Committee on Finance
Hearing Date: March 27, 2008, 3:00 pm
Room 308

Chair Oshiro and members of the House Finance Committee:

My name is Leonard Scaduto, and I am a substitute teacher in Honolulu, Hawaii. I have been substitute teaching for the past five years. I am writing in STRONG SUPPORT of Sb2652, HD1 which requires the BOE to provide wage adjustments for substitute teachers comparable to the across-the-board wage adjustments negotiated for teachers in collective bargaining unit 5.

I had taught in a high school for 35 years before I began substitute teaching in Hawaii. In each of those 35 years I received at least a cost of living raise to remain as a teacher. I believe that substitute teachers should receive a minimum of some sort of cost of living raise each year. We are a professional group of working people who receive no health insurance, no retirement, no paid vacation and no guarantee of a job on any given day. SB2652, HD1 would ensure that we are treated fairly, and our pay raises are commensurate with regular teachers in bargaining unit 5.

Please support SB2652, HD1. Thank you for consideration.

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FINTestimony

From: William H. Smith [smithwm@hawaii.rr.com]
Sent: Monday, March 24, 2008 9:16 PM
To: FINTestimony
Subject: 3/27/2008 SB2652 Agenda

March 27, 2008

To: Representative Marcus Oshiro
Chair, House Committee on Finance

From: William H. Smith, Ph.D.
POB 203
Kaaawa, HI 96730

Re: SB2652, HD1 relating to Education
House Committee on Finance
Hearing Date: March 27, 2008, 3:00 pm
Room 308

Chair Oshiro, and members of the House Finance Committee:

I am writing in SUPPORT of SB 2652, HD1, which requires the BOE to provide wage adjustments for substitute teachers comparable to the across-the-board wage adjustments negotiated for teachers in collective bargaining unit 5. My name is William Smith. I am a substitute teacher in the Intermediate level schools of the Windward District, Hawaii, where I have been substitute teaching for the past five years.

The Substitute's responsibilities are comparable to those of the regular Teacher. On any given day, about 1,000 substitute teachers are employed by the DOE to carry out the duties of Hawaii's 10,000 regular teachers. All Substitute Teachers must attend and pass the Substitute Teacher Course in addition to meeting other education, health and experience requirements stipulated by the DOE. Substitute Teachers must teach a lesson plan with which they will be unfamiliar and, in addition, attempt to maintain a safe classroom environment for all students that will be conducive to learning. These tasks are a tall order for a Substitute, with whom students are unfamiliar. The Substitute is also expected to attend all meetings that the absent teacher would have attended and to leave a written report for the absent teacher. Over the years, however, substitute teachers have not received the kind of pay rate increases that regular teachers have received. SB2652, HD1 would ensure that we are treated fairly, and our pay raises are commensurate with regular teachers in bargaining unit 5.

I respectfully ask that you support SB2652, HD1 in order to encourage retention of qualified Substitute Teachers.

3/25/2008

FINTestimony

From: bruce keppers [asalark@hawaii.rr.com]
Sent: Monday, March 24, 2008 8:34 PM
To: FINTestimony
Subject: 3/27/2008 SB2652 Agenda

Aloha Representatives---My name is Bruce Keppers. I live in Honolulu, also I am a substitute teacher(for five years). I work almost everyday in different places and subjects. When I heard the news about SB2652 I jumped for joy, someone still cares about substitute teachers. My morale soared! I looked forward to subbing more than ever. Please pass SB2652. Mahalo!...Bruce Keppers

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FINTestimony

From: Matt Binder [mattbinder@earthlink.net]
Sent: Monday, March 24, 2008 7:39 PM
To: FINTestimony
Subject: 3/27/2008 SB2878 Agenda #2

March 27, 2008
To: Representative Marcus Oshiro
Chair, House Committee on Finance

From: Matthew Binder
81-901 Nape St.
Kealahou, HI 96750

Re: SB2652, HD1 relating to Education
House Committee on Finance
Hearing Date: March 27, 2008, 3:00 pm
Room 308

Chair Oshiro, and members of the House Finance Committee:

My name is Matthew Binder, and I am a substitute teacher in Kona. I have been substitute teaching for the past five years. I am writing in STRONG SUPPORT of SB2652, HD1 which requires the BOE to provide wage adjustments for substitute teachers comparable to the across-the-board wage adjustments negotiated for teachers in collective bargaining unit 5.

Over the years, substitute teachers have not received the kind of pay rate increases that regular teachers have received. SB2652, HD1 would ensure that we are treated fairly, and our pay raises are commensurate with regular teachers in bargaining unit 5.
Please support SB2652, HD1. Thank you for consideration.

FINTestimony

From: Joeatbopa@aol.com
Sent: Tuesday, March 25, 2008 9:10 AM
To: FINTestimony
Subject: SB2652, HD1

March 25, 2008

To: Representative Marcus Oshiro
Chair, House Committee on Finance

From: Joseph Baker
P. O. Box 1015
Kurtistown, HI 96760

Re: SB2652, HD1 relating to Education House Committee on Finance
Hearing Date: March 27, 2008, 3:00 PM
Room 308

Chair Oshiro, and members of the House Finance Committee:

My name is Joseph Baker and I am a substitute teacher at Kea'au High and Pahoia High and Intermediate School, in the Puna District of Hawaii. I have been substitute teaching for the past five years. I am writing in *strong support* of SB2652, HD1 which requires the BOE to provide wage adjustments for substitute teachers comparable to the across-the-board wage adjustments negotiated for teachers in collective bargaining unit 5.

On any given day, about 1,000 substitute teachers are employed by the DOE to carry out the duties of Hawaii's 10,000 regular teachers. The significant role of public school substitute teachers cannot be underestimated. The Department of Education cannot function without substitute teachers.

On the average, I substitute over 60% of the school days. I was hired as a full-time teacher in an emergency situation second semester last school year. Over the years, however, substitute teachers have not received the kind of pay rate increases that regular teachers have received. SB2652, HD1 would ensure that we are treated fairly, and our pay raises are commensurate with regular teachers in bargaining unit 5. Substitute teachers have no bargaining unit and receive no benefits, yet many of us work more than 50% of the time. In effect, **you**, the legislature, are our bargaining unit.

Please support SB2652, HD1. It is only fair. If you were in my position, you would ask for support of this important legislation. Thank you for consideration.

Aloha and mahalo, Joe Baker

From the Hula Capital of the world, Hilo, Hawaii, home of the largest hula competition in the world, the Merrie Monarch Festival, March 30 to April 5, 2008.

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FINTestimony

From: Ginroyal1@aol.com
Sent: Tuesday, March 25, 2008 7:31 AM
To: FINTestimony
Subject: 3/27/2008 SB2652 Agenda #2

March 25, 2008

To: Representative Marcus Oshiro
Chair, House Committee on Finance

From: Richard S. Morgan
123 Substitute Teacher Lane
Kapaa, Hawaii 96820

Re: SB2652, HD1 relating to Education
House Committee on Finance
Hearing Date: March 27, 2008, 3:00 pm
Room 308

Chair Oshiro, and members of the House Finance Committee:

My name is Ginger Royal, and I have been a substitute teacher on the Windward Side of Oahu intermittently for the past six years. I am writing in STRONG SUPPORT of Sb2652, HD1 which requires the BOE to provide wage adjustments for substitute teachers comparable to the across-the-board wage adjustments negotiated for teachers in collective bargaining unit 5.

On any given day, about 1,000 substitute teachers are employed by the DOE to carry out the duties of Hawaii's 10,000 regular teachers. The significant role of public school substitute teachers cannot be underestimated. Over the years, however, substitute teachers have not received the kind of pay rate increases that regular teachers have received though they are available to step in, take over and teach, maintaining the necessary workload and environment for 'our' kids to learn. SB2652, HD1 would ensure that we are treated fairly, and our pay raises are commensurate with regular teachers in bargaining unit 5.

I look to you in supporting SB2652, HD1. Thank you for consideration.

Ginger Royal
1110 Lauloa Street
Kailua, HI 96734

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FINTestimony

From: OHU1@aol.com
Sent: Tuesday, March 25, 2008 7:56 AM
To: FINTestimony
Subject: 3/27/2008 SB2878 Agenda#2

March 27, 2008

To: Representative Marcus Oshiro
Chair, House Committee on Finance

From: **Ka'ohu Talmadge-Cazinha**

Re: SB2652, HD1 relating to Education

House Committee on Finance

Hearing Date: March 27, 2008, 3:00 pm

Room 308

Chair Oshiro, and members of the House Finance Committee:

My name is Ka'ohu Talmadge-Cazinha and I am a substitute teacher in Kane'ohe, Hawaii. I have been substitute teaching for the past nine years. I am writing in STRONG SUPPORT of Sb2652, HD1 which requires the BOE to provide wage adjustments for substitute teachers comparable to the across-the-board wage adjustments negotiated for teachers in collective bargaining unit 5.

On any given day, about 1,000 substitute teachers are employed by the DOE to carry out the duties of Hawaii's 10,000 regular teachers. The significant role of public school substitute teachers cannot be underestimated. Over the years, however, substitute teachers have not received the kind of pay rate increases that regular teachers have received. SB2652, HD1 would ensure that we are treated fairly, and our pay raises are commensurate with regular teachers in bargaining unit 5.

Please support SB2652, HD1. Thank you for consideration.

3/25/2008

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FINTestimony

From: Norman Manzon [yeshuastouch@hawaii.rr.com]
Sent: Tuesday, March 25, 2008 7:57 AM
To: FINTestimony
Subject: 3/27/2008 SB2878 Agenda#2

Re: SB2652, HD1

Aloha Members of the House Finance Committee:

I am presently employed as a substitute teacher in Hawaii, and have been so employed for over twenty years.

Please note that **I am in support of SB2652, HD1.**

A significant number of substitute teachers are leaving the system for better paying work, and/or work that provides basic employee benefits, the latter of which are not provided substitute teachers. If substitute teachers continue to leave at the same rate they have been leaving in the last several years, there will certainly not be enough qualified personnel to replace absent teachers in the classroom.

Substitute teachers are educated and trained, and most have had plenty of experience in the classroom. Many have been full time teachers for many years. In all fairness, we certainly do deserve a pay raise for exactly the same reasons that regular teachers do.

Please support and vote in favor of SB2652, HD1.

Please feel free to contact me at:
Norman Manzon
P.O. Box 4463
Kailua-Kona, HI 96745-4463
1-808-325-6288

Mahalo,
Norman Manzon

Norman Manzon
www.BibleStudyProject.org
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FINTestimony

From: betty spencer [betty_a_spencer@hotmail.com]
Sent: Tuesday, March 25, 2008 11:12 AM
To: FINTestimony
Subject: 3/27/2008 SB2652 Agenda

March 25, 2008

To: Representative Marcus Oshiro
Chair, House Committee on Finance

From: Betty A Spencer
353 Aina Uka Pl.
Kapaa, Hawaii 96746

Re: SB2652, HD1 relating to Education
House Committee on Finance
Hearing Date: March 27, 2008, 3:00 pm
Room 308

Chair Oshiro, and members of the House Finance Committee:

My name is Betty Spencer, and I am a substitute teacher on Kauai. I have been substitute teaching for the past eleven years. I am writing in STRONG SUPPORT of Sb2652, HD1 that requires the BOE to provide wage adjustments for substitute teachers comparable to the across-the-board wage adjustments negotiated for teachers in collective bargaining unit 5.

On any given day, about 1,000 substitute teachers are employed by the DOE to carry out the duties of Hawaii's 10,000 regular teachers. The significant role of public school substitute teachers cannot be underestimated. Over the years, however, substitute teachers have not received the kind of pay rate increases that regular teachers have received. On the average a public school teacher now earns approximately \$450.00 a day whereas a substitute teacher earns approximately \$140.00 a day, a difference of \$310.00 a day. A substitute teacher needs to read, understand and employment the lesson plans while effectively managing the classroom students. SB2652, HD1 would ensure that we are treated fairly, and our pay raises are commensurate with regular teachers in bargaining unit 5.

Please support SB2652, HD1. Thank you for your consideration.

Thank You
Betty Spencer
betty_a_spencer@hotmail.com

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http://im.live.com/Messenger/IM/MTV/?source=text_watchcause

FINTestimony

From: Suzanne Manzon [SuManzon@hawaii.rr.com]
Sent: Tuesday, March 25, 2008 10:54 AM
To: FINTestimony
Subject: SB2652 Agenda

March 25, 2008

To: Representative Marcus Oshiro
Chair, House Committee on Finance

From: Suzanne Manzon
P.O. Box 4463
Kailua Kona Hawaii 96745

Re: SB2652 , HD1 relating to Education
House Committee on Finance

Hearing Date : March 27, 2008. 3:00pm Chair Oshiro, and members of the House Finance Committee My name is Suzanne Manzon and I am a substitute teacher in Kona, Hawaii. I have been in the sub pool since 1984. I am in STRONG SUPPORT of SB 2652, HD1 which requires the BOE to provide wage adjustments for subs.

On any day, about 1000 subs are employed across the state. Unless we are paid fairly more and more subs will leave for other jobs.

Please support SB2652,HD1. Thank you very much.

Sincerely

Suzanne Manzon

FINTestimony

From: JR [pearldropsofaloha@yahoo.com]
Sent: Tuesday, March 25, 2008 10:10 AM
To: FINTestimony
Cc: NFO@ahfi.com; reposhiro@capitol.hawaii.gov
Subject: 3/27/2008 SB2878 Agenda

please forward copies to specific Finance Committee Chair and members.

Thank you very much

March 27, 2008

To: Representative Marcus Oshiro
Chair, House Committee on Finance

From: John-Robert Coleman
1909 Ala Wai Blvd. Hawaii 96815

Re: SB2652, HD1 relating to Education
House Committee on Finance
Hearing Date: March 27, 2008, 3:00 pm
Room 308

Chairman Oshiro, and members of the House Finance
Committee:

My name is John-Robert Coleman, and I am a substitute teacher in Honolulu, Hawaii.

I have been substitute teaching for the past nine years. I am writing in STRONG SUPPORT of SB2652, HD1 which requires the BOE to provide wage adjustments for substitute teachers comparable to the across-the-board wage adjustments negotiated for teachers in collective bargaining unit 5.

On any given day, about 1,000 substitute teachers are employed by the DOE to carry out the duties of Hawaii's for 10,000 regular teachers. The significant role of public school substitute teachers cannot be underestimated.

Over the years, however, substitute teachers have not received the kind of pay rate increases that regular teachers have received. SB2652, HD1 would ensure that we are treated fairly, and our pay raises are commensurate with regular teachers in bargaining unit 5.

Please support SB2652, HD1. Thank you for consideration.

Respectfully submitted,

John-Robert (JR) Coleman
www.pearldropsofaloha.com
808 383-8123

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FINTestimony

From: dale scott [dalescottusa@yahoo.com]
Sent: Tuesday, March 25, 2008 9:46 AM
To: FINTestimony
Subject: 3/27/2008 SB2652, HD1 Agenda

March 25, 2008

To: Representative Marcus Oshiro
Chair, House Committee on Finance
From: Dale J. Scott
44-350-2 Olina Street
Kaneohe, Hawaii 96744
Re: SB2652, HD1 relating to Education
House Committee on Finance
Hearing Date: March 27, 2008, 3:00 pm
Room 308

Chair Oshiro, and members of the House Finance Committee:

My name is Dale Scott, and I am a substitute teacher in the Windward Oahu District. I have been substitute teaching for the past eleven years. I am writing in STRONG SUPPORT of Sb2652, HD1 which requires the BOE to provide wage adjustments for substitute teachers comparable to the across-the-board wage adjustments negotiated for teachers in collective bargaining unit 5.

On any given day, about 900 to a 1,000 substitute teachers are employed by the DOE to carry out the duties of Hawaii's 10,000 regular teachers. The significant role of public school substitute teachers cannot be underestimated. Over the years, however, substitute teachers have not received the kind of pay rate increases that regular teachers have received.

SB2652, HD1 would ensure that we are treated fairly and ensure that our pay raises are commensurate with regular teachers in bargaining unit 5.

Please support SB2652, HD1. Thank you for consideration.

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FINTestimony

From: dash kamikawa [k9dashk@yahoo.com]
Sent: Tuesday, March 25, 2008 12:24 PM
To: FINTestimony
Cc: k9dashk@yahoo.com
Subject: 3/27/2008

March 25, 2008

To: Representative Marcus Oshiro
Chair, House Committee on Finance

From: Andrew E. Kamikawa
1425 G. Middle St.
Honolulu, Hawaii 96819

Re: SB2652, HD1 relating to Education
House Committee on Finance
Hearing Date: March 27, 2008, 3:00 pm
Room 308

Chair Oshiro, and members of the House Finance Committee:

Aloha,

My name is Andrew E. Kamikawa, and I am a substitute teacher for the Honolulu district, Honolulu, Hawaii. For over fifteen years, I have been substitute teaching. I have been well acquainted with the pay rate increases that regular teachers have received and have even gone to the strike lines to aid in their quest over the years. Substitute teachers are employed by the DOE, yet the DOE fails to recognize the title "teacher" of the substitute teacher employment. Through the past decade, you can notice that the substitute teacher do not received any benefits, medical or for retirement. The substitute teacher also does NOT receive the pay rate increases that regular teachers have received. We "the substitute teachers" are linked to the regular teachers in bargaining unit 5. SB2652, HD1 would ensure that we are treated fairly. The substitute teachers pay rate should commensurate with regular teacher in bargaining unit 5.

I am writing in STRONG SUPPORT of SB2652, HD1 and humbly request

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3/25/2008

FINTestimony

From: Llewellyn Kumalae [puni_hele@yahoo.com]
Sent: Tuesday, March 25, 2008 11:27 AM
To: FINTestimony
Subject: SB2652, HD1 Relating to Education

Honorable Marcus Oshiro, Chair and Honorable Members of the House Committee on Finance:

My name is Llewellyn Kumalae and my address is P. O. Box 922, Kamuela, Hawaii 96743 and my Phone number is 808-885-7070.

I am writing in strong support of SB2652, HD1 as it relates to pay for substitute teachers.

I have been a substitute teacher for the past 8 years and have seen the need for substitute teachers grow especially under the No Child Left Behind Law which mandates that teachers become highly qualified. This means that regular teachers must be absent from the classroom to attend meetings, seminars and/or workshops during the school day.

I ask that you support this bill so that the students may benefit.

Thank you for your support and consideration.

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<http://www.yahoo.com/r/hs>

March 27, 2008

To: Representative Marcus Oshiro
Chair, House Committee on Finance

From: Richard S. Morgan
123 Substitute Teacher Lane
Kapaa, Hawaii 96820

Re: SB2652, HD1 relating to Education
House Committee on Finance
Hearing Date: March 27, 2008, 3:00 pm
Room 308

Chair Oshiro, and members of the House Finance Committee:

My name is Faye Wallace, and I am a substitute teacher in Molokai, Hawaii. I have been substitute teaching for the past fifteen years. I am writing in STRONG SUPPORT of Sb2652, HD1 which requires the BOE to provide wage adjustments for substitute teachers comparable to the across-the-board wage adjustments negotiated for teachers in collective bargaining unit 5.

On any given day, about 1,000 substitute teachers are employed by the DOE to carry out the duties of Hawaii's 10,000 regular teachers. The significant role of public school substitute teachers cannot be underestimated. Over the years, however, substitute teachers have not received the kind of pay rate increases that regular teachers have received. SB2652, HD1 would ensure that we are treated fairly, and our pay raises are commensurate with regular teachers in bargaining unit 5.

Please support SB2652, HD1. Thank you for consideration.

FINTestimony

From: pohaikalani@aol.com
Sent: Tuesday, March 25, 2008 12:19 PM
To: FINTestimony
Subject: SB2652, HD1

March 25, 2008

To: Representative Marcus Oshiro
Chair, House Committee on Finance

From: Merleene P. Kirkland
P.O. Box 384954
Waikoloa, Hawai`i 96738

Re: SB2652, HD1 relating to Education
House Committee on Finance
Hearing Date: March 27, 2008, 3:00 pm
Room 308

Chair Oshiro, and members of the House Finance Committee:

My name is Merleene P. Kirkland, and I am a substitute teacher in Waikoloa, Hawai`i. I have been substitute teaching for the past 13 years. I am writing in STRONG SUPPORT of SB2652, HD1 which requires the BOE to provide wage adjustments for substitute teachers comparable to the across-the-board wage adjustments negotiated for teachers in collective bargaining unit 5.

On any given day, about 1,000 substitute teachers are employed by the DOE to carry out the duties of Hawai'i's 10,000 regular teachers. The significant role of public school substitute teachers cannot be underestimated. Over the years, however, substitute teachers have not received the kind of pay rate increases that regular teachers have received. SB2652, HD1 would ensure that we are treated fairly, and our pay raises are commensurate with regular teachers in bargaining unit 5.

Please support SB2652, HD1. Thank you for consideration.

Merleene P. Kirkland
P.O. Box 384954
Waikoloa, Hawai`i 96738

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FINTestimony

From: Paul McRorie [erbine@netscape.com]

Sent: Tuesday, March 25, 2008 2:59 PM

To: FINTestimony

Subject: 3/27/2008 SB2933 Agenda #2

March 27, 2008

To: Representative Marcus Oshiro

Chair, House Committee on Finance

From: Mali Be-Le

2117 Date Street #402

Honolulu, HI 96826

Re: SB2652, HD1 relating to Education

House Committee on Finance

Hearing Date: March 27, 2008, 3:00 pm

Room 308

Chair Oshiro, and members of the House Finance Committee:

My name is Mali Be-Le, and I am a substitute teacher at McKinley, Roosevelt, and Kaimuki High Schools on Oahu, Hawaii. I have been substitute teaching for over three years. I am writing in STRONG SUPPORT of Sb2652, HD1 which requires the BOE to provide wage adjustments for substitute teachers comparable to the across-the-board wage adjustments negotiated for teachers in collective bargaining unit 5.

On any given day, about 1,000 substitute teachers are employed by the DOE to carry out the duties of Hawaii's 10,000 regular teachers. The significant role of public school substitute teachers cannot be underestimated. The future leaders of tomorrow are in our hands today. Over the years, however, substitute teachers have not received the kind of pay rate increases that regular teachers have received. SB2652, HD1 would ensure that we are treated fairly, and our pay raises are commensurate with regular teachers in bargaining unit 5.

Please support SB2652, HD1. Thank you for consideration.

3/25/2008

FINTestimony

From: vernon lincoln [lincolnv@hawaii.rr.com]
Sent: Wednesday, March 26, 2008 10:19 AM
To: FINTestimony
Subject: 3/27/2008 SB2652 Agenda #2

My name is Vernon Lincoln. I've a substitute teacher for approximately 9 yrs. on the Big Island. This bill (SB2652) is extremely important to us. We work without receiving medical benefits. Many of us choose to take on full time positions, same hours as a regular teacher. I want/ask you to support us and give us the raise that we deserve. I hope that you please consider the importance of this bill.

Thank you for listening, Vernon Lincoln

FINTestimony

From: Minnie M. Brazell [brazellm002@hawaii.rr.com]
Sent: Wednesday, March 26, 2008 2:13 PM
To: FINTestimony
Subject: 3/27/2008 SB2652 Agenda

Honorable Marcus Oshiro, Chair
Honorable Marilyn Lee, Vice Chair

I am writing in regards to the inequity of the pay scales toward Substitute Teachers. My name is Minnie M. Brazell and I have been a substitute teacher for over five years in the Central District of Honolulu. In the beginning I was subbing just to have a little extra funds available for family activities, but now, I am subbing due to necessity in order to provide more food on my growing family table.

I am strongly wish you and your committee would support SB2652 for all of the substitute teachers because it would make a different in our life style.

Minnie M. Brazell

Aloha And Enjoy Your Day

FINTestimony

From: David Hudson [hudsond010@hawaii.rr.com]
Sent: Wednesday, March 26, 2008 1:27 PM
To: FINTestimony
Subject: SB2652 SD2 HD1

Chairman Oshiro and members of the committee:

I have been a substitute teacher in Hilo since 1990, and am writing in support of the captioned bill, which would grant us a 4% pay raise, retroactive to July 28, 2007 and a further 4% raise for the 2008-09 school year. The legislature had previously authorized such a raise, but the Department of Education declined to implement it, and this matter is now subject to pending litigation.

I and my 4,000 substitute teacher colleagues had thought that we would get a 4% raise at the beginning of the current school year, matching the 4% raise the teachers we substitute for received. Sadly we did not. I respectfully suggest that this bill, if passed and funded, would represent basic fairness for Hawaii's dedicated substitute teachers.

Mahalo for your consideration of this testimony.

David Hudson
549 Kukuau Street
Hilo, HI 96720

FINTestimony

From: hisub [hisub@hotmail.com]
Sent: Wednesday, March 26, 2008 1:22 PM
To: FINTestimony
Subject: SB2652, HD1 Substitute Teacher Bill, 3/27 Hearing

Dear House Finance Committee,

Please support SB2652, HD1 to authorize reasonable, regular pay raises for substitute teachers.

I will continue substitute teaching as long as regular teachers and school secretaries directly request me to work for them. I also often complete job assignments from T-SEAS, the Internet Automated System that other teachers would never consider doing - Kindergarten through 12th grade (Art, ESL, Health, Japanese, Library, Math, PE, Special ED MR/LD, Special Motivation). It's employment that is stimulating and keeps me useful.

I need and am already earning the pay raises for substitute teachers commensurate with regular teachers in bargaining unit 5. There are fewer of us willing to continue since I came home and started substituting in DOE classrooms in 2001. The work doesn't get any easier, my cost of living goes up and every day I'm asked to work for a regular teacher means they continue to believe me trustworthy and valuable to do the work of the regular teacher.

Helping regular teachers and being with public school students is challenging work for me. Some days I accept requests to teach in private school to balance the negatives of public school teaching even though T-SEAS constantly offers work.

For example, I may choose not to work for the DOE today, but forget to switch my DOE availability to "unavailable" for that one day. Therefore, T-SEAS presumes I am available and it phones me anywhere from 8:15 am to 9:30 am offering jobs kindergarten through high school for the 8am-3pm workday TODAY.

Of course, this means that class of children was probably being supervised by a non-teaching staff member who had to put their own work aside and the children have a disruptive, demoralizing start to their day, too. Actually, I have accepted such assignments, cancelled personal business for that day, put on a friendly face, arrived at 10 am and done "damage control" (assured the children that the adults really do care, it was a mistake that they didn't have a teacher when they entered their classroom and that their teacher hadn't abandoned them).

Thank you for your consideration.

Aloha,

Sandra Malandra, DOE & Private School Substitute Teacher
1920 Ala Moana Blvd #2113
Honolulu HI 96815
808.277.7639
hisub@hotmail.com

3/26/2008

FINTestimony

From: Yang Aldenderfer [yang88@hawaii.rr.com]
Sent: Wednesday, March 26, 2008 4:30 PM
To: FINTestimony
Subject: 3/27/2008 SB2878 Agenda #2

Dear Sirs/Madams,

My name is Yang Aldenderfer from Kailua (tel no. 2302238) and I am in support SB2652, HD1. As substitute teachers, we play a valuable part of the education of children here in Hawaii. When teachers are in conference, meetings or sick, we are valuable in the classroom to continue the child's education by following what the teachers have left in lesson plans, and executing the lesson plan and teaching the children.

Just like regular teachers that deserve a pay raise to meet the spiralling cost of basics in life, part time substitute teachers are just as needful to pay for rising cost of gas, food, health in the economy.

We as substitute teachers appreciate your support.

Aloha,
Yang Aldenderfer.

FINTestimony

From: Linda [lshigemura@hawaii.rr.com]
Sent: Wednesday, March 26, 2008 3:18 PM
To: FINTestimony
Subject: 3/27/2008 SB2842 Agenda #2

From: Substitute Teacher, Linda S. Shigemura
1060 Kamehameha Hwy.-A-4003
Pearl City, HI 96782
Phone: 456-3106

Dear Legislators: I am a highly experienced substitute teacher for Leeward District. I am in support of SB2652, HD1. The importance of competent substitute teachers cannot and should not be taken lightly by anyone! When I enter a classroom, the school administration has confidence in my professionalism. There are numerous valid reasons why substitute teachers deserve pay raises as do regular teachers. I could write a best-selling book in this regard. Please make the correct decision with the best concerns for the future of our students.

Respectfully,

Linda Shigemura
lshigemura@hawaii.rr.com

FINTestimony

From: Pablo Cruz Wegesend [pwegesen@hawaii.edu]
Sent: Wednesday, March 26, 2008 5:57 PM
To: FINTestimony
Subject: SB2652, HD1

I am a substitute teacher in support of SB2652, HD1, which ties pay increase of substitute teachers to the pay increase of full-time teachers.

The substitutes fulfill the role of the teacher whenever the full-time teacher is not able to teach that day! Without us, the students will fall behind, and become left behind.

Because we fill in for the teachers, we deserve to have our pay increase being tied to the pay increases of full-time unionized teachers!

Pablo Wegesend
2659 Varsity Place, Apt 209
Honolulu, HI 96826
(808) 255-5213

FINTestimony

From: Allan Kliternick [suballank@yahoo.com]
Sent: Wednesday, March 26, 2008 7:07 PM
To: FINTestimony
Subject: SB2652

To: Representative Marcus Oshiro

Chair, House Committee on Finance

From: Allan Kliternick

68-315A Crozier Dr.

Waiialua, HI 96791

Re: SB2652, HD1 relating to education

House Committee on Finance

Hearing Date: March 27, 2008, 3:00 pm

Room 308

Chair Oshiro, and members:

I've been a substitute teacher for 17 years. I live in Waiialua and my name is Allan Kliternick. I **strongly support** the bill's purpose to grant us raises equal to the teachers in bargaining unit 5, but with the following ammendment. The 'minimum' pay rates must be adjusted upward to include the 4% raise we were denied this year which is what the teachers of BU5 received, and which is consistent with what you previously intended we should receive.

Passing SB2652, HD1 with that ammendment would help rectify prior unfair treatment (you know that is true). I merely ask you to carefully and sincerely consider this matter.

Allan

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FINTestimony

From: Ann Thornock on behalf of Rep. Marilyn Lee
Sent: Thursday, March 27, 2008 7:48 AM
To: FINTestimony
Subject: FW: testimony is in support of SB2652, HD1 (FIN)

From: June Asato [mailto:jasato@hawaii.rr.com]
Sent: Wednesday, March 26, 2008 11:02 AM
To: Rep. Marcus Oshiro
Cc: Rep. Marilyn Lee
Subject: testimony is in support of SB2652, HD1 (FIN)

To :

Representative Marcus Oshiro, chair

Representative Marilyn Lee, Co-chair

Finance Committee (FIN)

Thursday, 03-27-08 at 3:00 pm in House conference room 308.

Testimony of June M. Asato
94-200 Paionia Pl.
Mililani, Hawaii 96789
Phone: 808-623-0082
Email: jasato@hawaii.rr.com

This testimony is in support of SB2652, HD1 addressing wage adjustments for substitute teachers.

I have been with the Department of Education since 1965, and retired as a classroom teacher in 2002. During the course of my career, I have worked as a substitute teacher when my children were young and I have been substituting since my retirement in 2002.

Substitutes provide a valuable service to the children of Hawaii daily. In order to expect quality educational experiences we need to compensate the substitutes fairly. They deserve pay increases whenever teachers get pay increases. The benefits offered this group should be addressed. I am willing to provide insight and testimony on the services provided by various substitutes—casual, long term, professional teachers, “career substitutes” .

I continue to substitute because I feel that I provide excellent service. Because of my extensive experiences as a classroom teacher and as a substitute I encourage your committee to pass this measure.

FINTestimony

From: M Bufalini [bufma@hotmail.com]
Sent: Thursday, March 27, 2008 1:49 AM
To: FINTestimony
Subject: Substitute Teachers

SP2652

I would like you to support pay raises for substitute teachers.

I'm a substitute for the past 10 years and I work full time. No pay for planning days, no pay for writing 37 report cards (pages and pages long), no pay for Christmas, Spring Break, each and every holiday, ...

Yet I fill in full time for teachers who are sick, disabled, on maternity leave and on paternity leave...I keep those classrooms going, I keep those children learning and progressing through their precious young lives...for this I take home approximately \$18,000.

I love what I do from serving the handicapped preschoolers to serving in the Alternative Learning Centers with teens who are on drugs, who are alcoholics and gang members who we struggle to get to come to class each day, even for a short time.

I deserve to be paid as well as teachers, but my family suffers - why, because I'm dedicated to serving in a critical role. I am proud to take the day to day assignments to keep classroom children learning and settle in to take the full time assignments for months at a time..I fill a crucial role, I work more than 7 hours, sometimes planning and preparing until the custodians want to turn on the alarm system at night. I take personal time at night and weekends to prepare for the full time assignments and yet am told I won't be paid when I work a teacher work day, because "I'm just a substitute". Call me if you want the details and school positions I've filled to make these comments

The Hawaii Schools would not be able to complete the school year and reach goals if I was not working along side the teachers...I deserve better, I deserve to be paid a professional salary 4-8 times what I am paid...please help with the little we are asking you for at this time...

Sincerely,
MaryAnn Bufalini 396-9159

In a rush? [Get real-time answers with Windows Live Messenger.](#)

FINTestimony

From: Susan Kellam [kellamsj@hawaii.rr.com]

Sent: Wednesday, March 26, 2008 7:21 AM

To: FINTestimony

Subject: Support SB2652, HD1

Dear Representative Oshiro, Vice Chair Lee, and members of the Finance Committee:

I am Susan Kellam, and I am a substitute teacher on the Big Island.

My address is 87-3208 Carissa Rd., Captain Cook.

My phone number is: 808-328-7499

Although much has been written and said about the sad state of education in our beautiful state, it seems that most people remain unaware of the serious problems facing our public schools. With a teacher shortage that is currently putting 500 substitutes in full time teaching positions and a shortage of substitutes to fill other workday absences, substitute teachers still have no voice with which to be heard. Now, we are asking you to **support SB2652, HD1**, which will improve our pay.

Although substitute teachers are an integral part of the workforce, we are without recourse or support. We have always been treated as "second-class citizens," but it is time for the Department of Education, the Board of Education, and the State to recognize how essential the service that we provide is. Presently, there are teachers who are unable to attend mandatory workshops under the No Child Left Behind Act because they cannot find substitutes available to work in their classes. Many substitute teachers are working in semester long jobs at a daily wage that is much too low for the work, effort, and service that we provide. Many Special Education classes are being taught by substitute teachers. This is just the tip of the iceberg.

I work as a substitute teacher because I enjoy it, and I believe that I have much to offer the children. Having taught on three different continents over the past thirty years, and having raised my own children, I have seen many of the problems facing various communities. However, one thing remains constant: if our children are to grow and learn, they need the consistency of a good school system that supports its employees and treats them fairly and with respect. Otherwise, the schools of Hawai'i will continue to see more teacher and substitute teacher turnover which disrupts the teaching of curriculum. We are in the classrooms every day to teach and encourage our children. Now, we're asking for your **support on SB2652, HD1**. Thank you.

With Aloha,
Susan Kellam
Big Island