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**TESTIMONY BEFORE THE SENATE COMMITTEE ON  
EDUCATION**

**RE: SB 2691 – RELATING TO TEACHERS**

January 30, 2008

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

**Chair Sakamoto and Members of the Committee:**

The Hawaii State Teachers Association supports SB 2691, which provides those teachers receiving satisfactory service performance evaluations with annual step increases for five years.

HSTA has always supported the concept of annual step increases as a mechanism for recruiting and retaining teachers. SB 2691 allows for an automatic annual step increase for at least the next 5 years determined by each teacher's performance evaluation.

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

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

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

Thank you for the opportunity to testify.

Date of Hearing: January 30, 2008

Committee: Senate Education

Department: Education

Person Testifying: Patricia Hamamoto, Superintendent

Title: S.B. 2691, Relating to teachers

Purpose: To provide for annual step increase for teacher's who have completed a year's satisfactory service and have complied with other applicable requirements

Department's Position: The Department of Education (Department) acknowledges the intent of S.B. 2691 which provides annual step increases for teachers as a means of providing compensation for teachers. Currently, the Department negotiates with the Hawaii State Teachers Association (HSTA) for salary increases. The Department supports the concept with the addition of language to S.B. 2691 which would tie any annual step increases to:

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

Moreover, the standards for a "satisfactory performance evaluation" as set forth in the proposed language of S.B. 2691 should be in line with the standards and procedures set forth in the Hawaii State Teachers Association and the State of Hawaii Board of Education Collective Bargaining Agreement July 1, 2007 – June 30, 2009, Section VIII. Teacher Performance.

In addition, annual step increases should be given only to those teachers who are fully licensed and have met the provisions of the No Child Left Behind Act. This would be

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an incentive to teachers to pursue their license prior to the four years currently allowed by the Hawaii Teacher Standards Board and meet the necessary requirements of NCLB.

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

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