



## LATE TESTIMONY

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

**Roger K. Takabayashi**  
President

**Wil Okabe**  
Vice President

**Karolyn Mossman**  
Secretary-Treasurer

**Mike McCartney**  
Executive Director

### TESTIMONY BEFORE THE HOUSE COMMITTEES ON EDUCATION AND LABOR & PUBLIC EMPLOYMENT

RE: HB 175 – RELATING TO SALARY INCREASES FOR TEACHERS AND  
EDUCATIONAL OFFICERS.

February 4, 2009

ROGER TAKABAYASHI, PRESIDENT  
HAWAII STATE TEACHERS ASSOCIATION

Chair Takumi, Chair Rhoads and Members of the Committee:

The Hawaii State Teachers Association strongly opposes HB 175 which repeals the statutory provisions that provide teachers and educational officers with annual incremental or longevity step increases.

Annual incremental movement is a key recruitment and retention tool. When prospective teachers see that Hawaii provides this benefit, like mainland districts, step increments for Hawaii teachers can begin playing an important role in the teacher recruiting process. Annual increments are also critical to keeping Hawaii's teachers' salaries competitive and to retaining teachers, thereby lessening our teacher shortage.

HSTA believes annual incremental or longevity step increases are the right of the employees, teachers and administrators. Incremental moves are a way of acknowledging the experience and service of teachers.

If the statutory provision is repealed, what kind of message does this send out to teachers and administrators? It is critical that we maintain the law as it is, otherwise we will definitely fall short in meeting the requirements of the No Child Left Behind law as teachers will leave the profession when they are not acknowledged for their experience. Many new teachers want to be able to know what their compensation would be in the next five years in order to make their career decisions accordingly.

We strongly urge the committees to not pass this bill.

Thank you for the opportunity to testify.