

SB 1249

Date: 02/06/2009

Committee: Senate Education and Housing

Department: Education

Person Testifying: Patricia Hamamoto, Superintendent of Education

Title of Bill: SB 1249 RELATING TO TEACHERS.

Purpose of Bill: Provides incentives for the recruitment and retention of public school teachers.

Department's Position: The Department of Education's position on S.B. 1249 is as follows:

The Department agrees that a teacher housing allowance would be a valuable recruitment and retention incentive for geographically isolated, hard-to-fill areas. However, we do have concerns about Section 3, Chapter 302A regarding the teacher housing allowance program. This bill does not provide the funding for personnel to administer the teacher housing allowance program, funding for the housing allowances, and for contracting a nationally recognized entity to collect housing data. In Section 3, lines 3-11, the Department recommends that a minimum allowance be established in areas where the prescribed allowance formula does not work well and recruitment remains problematic. The Department requests allocation of additional funds accordingly as long as its implementation does not impact or replace the priorities set forth in the Executive Biennium Budget for Fiscal Year 2009-2010.

The Department strongly opposes Section 8 on teacher peer review, which would require all new teachers to participate in a peer review program with the Hawaii State Teachers Association overseeing this program. This takes away management's rights to manage its workforce. Statutory provisions relating to annual increments or longevity step increases are no longer necessary, as both of these issues are subject to

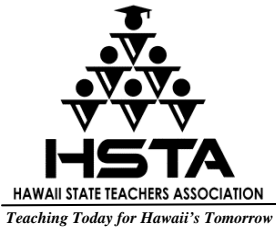
collective bargaining.

In Section 11, the Department supports increasing the 6-year cap to 10 years on prior teaching experience allowable for salary purposes; however, we believe this is a collective bargaining issue that should not be written into law.

Sections 12 and 13 would establish a teacher induction center pilot program to assist in the development and retention of highly qualified teachers in the State. Act 159, Session Laws of Hawaii, 2005, Section 6, required the Department to establish a statewide induction program but funding was not provided. The Department has developed statewide induction elements that should be a part of all induction programs.

Although complexes are required to develop and implement an induction program, many of the programs are still in an emergent phase. Hence, establishing the Hawaii beginning teacher induction center pilot program appears to be a duplication of efforts. Instead, we recommend providing the Department the necessary resources to properly implement Act 159 which would allow us to standardize common assessments, standards, and evaluation tools to measure teacher retention, best practices, teacher effectiveness, and student achievement. If there is an allocation of additional funds for this program, the Department asks that its implementation not impact or replace the priorities set forth in the Executive Biennium Budget for Fiscal Year 2009-2010.

The Department supports Section 15's requirement for a teacher shortage elimination plan as a means of training, hiring, and retaining public school teachers. This section calls for the Department to be one of several consultants to the Dean of the College of Education at University of Hawaii at Manoa, which we would be willing to participate in this capacity.



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TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION AND HOUSING

RE: SB 1249 – RELATING TO TEACHERS

February 6, 2009

ROGER TAKABAYASHI, PRESIDENT
HAWAII STATE TEACHERS ASSOCIATION

Chair Sakamoto and Members of the Committee:

The Hawaii State Teachers Association **supports the intent of SB 1249**, which provides incentives for the recruitment and retention of public school teachers. HSTA appreciates the Legislature’s acknowledgement of the teacher shortage that currently exists.

HSTA agrees that the issue of teacher housing should be made a priority in order to strengthen recruitment and retention of teachers. We believe Section 3 of the bill, which addresses the issue of teacher housing, will assist in the state’s efforts to recruit and retain teachers by allowing assistance for the purchase or rental of a home and to provide housing aid to teachers currently employed in geographically isolated areas or in hard-to-fill positions within the state.

However, HSTA is concerned with Section 7 which addresses a peer review program. This section states “The Hawaii State Teachers Association shall develop and administer standards for the peer reviewers . . .” Currently, the Windward District has a peer assistance program that the Department of Education (DOE) oversees, which is similar to the proposed peer review program. The program has been successful in recruiting and retaining teachers on the Windward side. If the DOE were to implement this program statewide, we are confident there would be more retention of teachers and the shortage would cease to be a problem. HSTA would be happy to participate in a program that would help to alleviate the teacher shortage. However, it is the responsibility of the hiring institute, the DOE, to make available the programs needed to retain the high-quality teachers Hawaii’s children deserve.

Thank you for the opportunity to testify.



UNIVERSITY OF HAWAII SYSTEM

Legislative Testimony

Written Testimony Presented Before the
Senate Committee on Education and Housing
February 6, 2009, 1:45 pm, Room 225

by
Virginia S. Hinshaw, Chancellor
and
Christine Sorensen, Dean
College of Education
University of Hawai'i at Mānoa

SB 1249 Relating to Teachers

Chair Sakamoto, Vice Chair Kidani, and Members of the Committee:

The University of Hawai'i at Mānoa opposes the provisions in SB 1249 Part V calling for the Dean of the College of Education at UH Mānoa to develop a teacher shortage elimination plan. The University does not have the resources to conduct such a study at this time.

Previous data exist that points to strategies for reducing the number of teachers needed, although if one were to compare turnover rates for teachers with other employees in other fields, that rate is not excessive and the numbers have been declining. Perhaps of interest as well is the fact that the problem is not simply one of producing more teachers. It is producing the teachers in the right subject areas who are willing to teach in the needed geographic areas.

The University and College of Education **support the mentoring and induction provisions** in SB 1249 as the most effective ways reduce teacher rates of leaving the classroom.

Thank you for the opportunity to provide testimony on SB 1249.



HAWAI‘I EDUCATIONAL POLICY CENTER
Informing the Education Community

Testimony Presented Before the
Senate Committee on Education

February 6, 2009, 1:45 pm, Room 225

by
Donald B. Young, Director
Hawai‘i Educational Policy Center
University of Hawai‘i at Mānoa

SB 1249: Relating to Teachers

Chair Sakamoto, Vice Chair Kidani, and Members of the Committee:

The Hawai‘i Educational Policy Center (HEPC) supports this bill in part, but we are also aware that State revenues may not allow funding of its provisions. HEPC opposes Part V relating to the Dean of the College of Education.

In response to Senate Concurrent Resolution 56 S.D. 1 *Requesting the Hawai‘i Educational Policy Center to Report on the Retention and Change in Assignment of Teachers within the Department of Education*, HEPC submitted an interim report that recommended a number of strategies that hold promise of directly addressing the State’s teacher workforce development issues. Many of those recommendations are included in SB1249. Collectively these recommendations have the potential to produce a highly qualified teacher workforce in Hawai‘i and to retain them in the profession once they have completed their training. However, since completing the report, the Council of Revenues projections are discouraging. A multi-year fully funded teacher workforce program could total several millions of dollars that are not be available at this time.

The priority recommendations focus on retaining the teachers who are already in the DOE, supporting them, helping them to teach more effectively, and preparing new teachers in Hawai‘i who will stay in teaching for their professional lives. Based on currently available data the HEPC found that the Institutions of Higher Education in Hawai‘i are producing approximately 700–800 teachers each year, a number about equal to the number of teachers who leave the DOE system each year for retirement, illness, and deaths. The workforce development issue is one of leakage more than capacity to produce new teachers. Teachers are leaving classrooms at an alarming rate. The available data are clear that investing in these retention strategies will enable the Department of Education to retain more highly qualified

teachers, develop a high quality teacher workforce, and reduce the number of new hires needed each year.

As the Interim Report to the Legislature in response to SCR 56 S.D. 1 points out Quality induction-mentoring programs provide the best available option to retain teachers in DOE employment. Numerous studies have documented positive effects on teacher retention and perhaps more important, on student achievement. A 2007 study published by Educational Research Service documents in monetary terms the benefits of funding quality induction-mentoring programs. Among the reported benefits are lowered social costs of losing new teachers from the profession, return to the school system in increased teaching skills and effectiveness of new teachers, higher student academic achievement in classrooms taught by beginning teachers equal to that of veteran teachers, lower student dropout rates, and better educated students. Economically, the researchers found that for each \$1 invested in quality teacher induction-mentoring programs there was a return of \$1.88 to the district, \$.98 to the state, \$1.66 to society, and \$3.61 to the new teacher. The researchers conclude, “. . .we were able to demonstrate that induction returns extend far beyond mere teacher retention questions. The influence on new teacher practice is by far the most important benefit and potentially extends farther if we consider the benefits to children assigned to effective teachers over the course of their K-12 careers.”

RELATING TO SPECIFIC SECTIONS OF SB 1249

PART I

Regarding housing allowances, HEPC has no data to assist in decision making regarding the potential effectiveness of this strategy.

PART II and PART IV

Regarding induction-mentoring, the HEPC Interim Report on SCR 56 recommends supporting teacher induction-mentoring as the single best strategy with the highest pay off in teacher retention and improved learning in classrooms. Both the peer review program described in Part II and the induction-mentoring programs in Part IV would help in addressing the critical retention issue in our public schools. We note that in the last two years the Department of Education has significantly improved its efforts to provide support for beginning teachers, and the language of these parts of SB 1249 should be modified to reflect current ongoing programs. As written, these parts are overly prescriptive and may not align well with Department successes. A conservative estimate at the cost to fully implement these provisions is \$3 million, a figure not likely to be available this year.

PART III

Regarding service credit for years of teaching experience, HEPC has no data to assist in decision making regarding the potential effectiveness of this strategy. However, we believe there is a typographical error in Section 11, line 13 that should read Unit 05, not 06.

PART V

HEPC opposes Part V that requires the Dean of the College of Education at UH Manoa to develop a teacher shortage elimination plan. As we understand the current and projected budget situation, the College does not have funds to carry out this task. Further, such a task should be a shared responsibility among stakeholders and in order to successfully create such a plan. Teacher preparation in the State is shared among other UH campuses, other private universities and colleges, Teach for America, HTSB, and others.

Thank you for the opportunity to testify.

From: [Harlen Brown](#)
To: [EDH Testimony](#)
Cc: [REDACTED]
Subject: SR 1249
Date: Wednesday, February 04, 2009 2:35:20 PM

To whom it may concern,

My name is Harlen Dale Brown, Sr.. I am the Teacher Cottage Manger in the City of Hana, County of Maui, State of Hawaii. My wife is a Special Education teacher at the K-12 DOE school in Hana. She is also a retired school teacher from Dallas Independent School District, in Dallas, Texas, with 38 years of experience.

She was approached by Headhunters from the Hawaii Department of Education, mainland recruiting devision, after she applied for an emergency hire job opening in Hana. She was visited by phone and given a very bright and pretty picture of the Teacher living conditions in Hana. The pretty rainbow colored picture painted by the recruiter became very stark in black and white reality when we arrived and truly saw the deplorable conditions here.

We had a single bedroom in the "Teacher Long House" built in 1958. The TLH consists of four separate bedrooms and communal shared living spaces of kitchen and living room. There was dirty filthy dog pissed flea infested carpets to walk on, which we finally discarded and are now walking on bare concrete, painted with lead based paint. The bedroom floors, bathrooms and the East Common Area kitchen are all asbestos tile. The bathrooms are deplorable with worn out sinks, plumbing etc. The jungle outback against the very back of the TLH had not been cleared in years providing us with ample centipedes, cane spiders and wharf rats. The jalousy window frames were falling down, the window wood was rotting and termite infested, there were no ceiling fans, and rain poured inside the house when southwesterly winds blew. The "fully furnished" house consisted of an old worn out stove that shocked you, and a rusty old fridge. We had to buy our own bed, couch, etc. and haul it up from Kahului on a 93 four door Oldsmobile roped down. Hawaii Public Housing Authority employee, Kelfred Chang, gave us no hope of repairs, remodel, did not pay the then cottager manager, nor me for over 18 months. We had to go to the State Ombudsman to get our pay. The few repairs we did recieve were only on emergency basis, or we just did things and paid for things out of our own pockets. I had to purchase a new stove, as Kelfred Chang would not. I had to purchase my own ceiling fan, and new toilet, as Mr. Chang did not. We had a nasty rude drunken teacher that kept things stirred up and conditions miserable. I filed 9 police reports on him in one year, until Mr. Chang finally informed me he was not paying rent. These are the conditions we have lived under for almost two years now.

Since that time, the Teacher Housing Program has returned to the Department of Education, and under the direction of A.S. Randy Moore, and program director Carl Murai, we are seeing success and much different results. Repairs are progressing and remodel is imminent. But how is all of this related to Senate Bill 1249, the legislature might ask? It

is directly related, because it would not begin to provide ample funds to teachers in the highly rural areas of Hawaii, and would result in much more of the same "low income rental housing" we are now experiencing.

With regards to Senate Bill 1249, if I understand the language correctly, in Section 3, subparagraph E, it is basically proposing a state wide median cost of housing to be used as a guideline statewide. If that sounds plausible to you and the folks that wrote this bill, it is obvious they have not ever lived in Teacher Housing in Hana. It is simply ludicrous to me that we would compare the living conditions in Hana, to the plush environment of Honolulu. We have no WalMart, no Costco, no fast food, no grocery stores, and one gas station with \$4.59 a gallon prices. Milk here at the Hasagawa and Hana Ranch stores is over \$6.00 a gallon. A one pound package of hamburger meat is \$6.00. The cost of living and Housing in Hana is at least double that of Honolulu. To compare the two economies and come up with a median range that all Hawaii teachers could live under is a great disservice to the Teachers of Hana, as it will diminish their ability to find and keep good housing. If this program is implemented, their share of a "housing allowance" would be somewhere in the vicinity of \$100 a month, and would not even begin to cover the cost of a two bedroom in Hana. Prices here start at somewhere near \$1200 to \$1600 a month and go up from there. For a teacher making \$40K a year, that \$1600 house is almost half their annual salary.

In section 1 (one) of Senate Bill 1249 I quote "The legislature finds that retaining highly qualified teachers in the public schools is critical to achieving the State's educational goals." **If this is true and Hawaii wants to retain highly qualified teachers, then I submit to you ladies and gentlemen, that Hawaii needs to implement a program to help teacher seek and buy affordable housing.** The American dream is to own one's own home, not to rent one. Nothing is affordable to a young teacher with a family coming to Hana. The in and out flow of teachers through this school is a testimony to the local joking phrase used on new teachers; "how long are you here on vacation?" Teachers leave here mid year on December Christmas vacation and never come back. In Las Vegas, Nevada, (the ninth island) they have a special housing purchase program to attract and keep good teachers, policemen, firemen and nurses. Perhaps Hawaii would do well by it's son's and daughters to study and implement such a program. Offering a teacher a pittance of a rental stipend in the ghetto we are living in is like saying "thanks for coming to teach in our schools, but don't stay too long." You can go back to the mainland and buy a house, and build equity and comfort and be a real person.

Please let me enter your hearts with good Pono and your minds with good Kuleana, and just say that the young sons and daughters of Hawaii deserve more. They deserve better!!! The wasting of a young child's mind, because they did not have good, concerned, highly qualified teachers is the direct responsibility of you, the State Legislature!!! Check your dropout and certificate bound rates in the rural areas, much higher than most of Hawaii. It is your Kuleana, your responsibility to assure that as you attract these teachers, we set in place the necessary tools and comforts to keep them. To keep these teachers we do not need just rentals to get them started here, but we also need a program that would

help them save toward constructing a low cost home to call their own. In that way they will become a part of the community and the local peoples will change their attitudes toward the school here.

In closing, please let me just say that my wife and I are fast approaching retirement age, and cannot afford to stay in Hana if these types of policies are implemented and the cost of housing rises extremely. My wife was offered a five year special "hybrid" retirement program, but if we cannot afford to live here, we are two years into a dream that will not bear fruit. She is a great teacher, with a heart of gold and a special gift to help Hawaii's children of special need. But so far there has been nothing special about the housing experience we have encountered in Hana. I stand ready to stand before you and fight for the children and teachers of Hana, for it is a worthwhile fight we all need to engage in.

Cordially, Harlen "harley" Brown, Cottage Manager, Hana

Harley Brown

From: [Harlen Brown](#)
To: [EDH Testimony](#)
Subject: Fw: re:EDH Testimony/ Further Testimony
Date: Thursday, February 05, 2009 11:41:23 AM

Harley Brown

-To Whom it may concern:

This Testimonial is an excerpt from an email to Senator Sakamoto's office. It is highly pertinent to SB1249 and is in addition to testimony I have already submitted.

Thank you for your prompt response and concern. The immediacy and focus of this second testimonial of course in the immediate needs and concerns of the teachers who are currently on the ground in Hana. Their dire needs for housing and housing assistance here to improve the sub standard conditions they are forced to live in is the major issue. and Major construction, renovation and remodel is needed to facilitate that. We in Hana have the ability here on the ground to create that at lower costs than might be thought. Our Rick Rutiz on campus conducts a Non Profit program in which his Students have just erected a new complete state of the art building to house the Arts program. They are in the process of erecting a two story bamboo kit building, built and shipped from Vietnam. I would invite the Good Senator and enterouge to come to the grand opening of that building and see just what we can do here in Hana.

Just last night a huge wharf rat ate through an outer wall and ate a whole box of my Kraft Macaroni and Cheese. They roost and live high up in the trees around us and come down at night to feast. I only tell you this because I have nine children on this housing campus (one of three locations I manage) for which I am responsible. So you see the need for the good Senator to have concern for us and to enter my testimony on the Senate floor is important not only to Hana but to all of Hawaii and it's future teachers.

With regards to the Las Vegas. Nevada program, I was made aware of this by the father of a Las Vegas Sherrif's officer. I have just placed a call to him and he is in the process of getting complete information for me. I will put that information at your fingertips and disposal as soon as I get it.

I cannot tell you just how much it means to me that you have responded with such expediency and kind concern. I had no idea why I was coming to Hana from Red Oak, Texas, except to be the caring husband of a wonderful (already once retired) Special

Education Teacher, my wife. I now see that the Good Lord send me here for a much larger and important purpose, the children of Hana and the children of Hawaii. If you will allow me this exuberant sidetrack, while in Vietnam as a Marine Corpsman/Dental Tech, most of my contact with the indigenous peoples was with the ailing children. I felt so sorry for them to be in the middle of a war they had no control over, no choice, and no way out. The pain and suffering I witnessed was sometimes unbearable, but continue we did. I see many parallels and similarities in this battle, for if we are to win the minds and hearts of our Hawaiian sons and daughters, we must provide good highly qualified teachers to give them good Pona and good Kuleana. Hawaii needs our sons and daughters to grow up proud as both Hawaiians and Americans and provide the leadership such as exhibited by Senator Sakamoto and others. Such leadership that provides Senators, Doctors, Lawyers, Policemen, Firemen, Nurses, and Indian Chiefs are all taught by good caring highly qualified TEACHERS. In order for all of this to be the future of Hawaii, we must be concerned for the needs of the young teachers that will fill our schools in the future.

As I see it, the major need is to not only bring a teacher to Hawaii but to keep them here. The way to do that and imbed them into the community is to help them to buy a comfortable home that they can call their own. The way to do this is with a program similar to that offered in Las Vegas. (the ninth island) Everywhere the program has been introduced, it has had a major effect in lowering the continuing costs of constantly rehiring and retraining staff personell. Staff not only in our schools, but with our Police, Firemen, Nurses and other professionals so sought after in our state. So you see it may cost the State of Hawaii a little in the beginning but the results will save them millions if not billions in the end result.

This bill, Senate Bill 1249 is not a bad bill, it does directly address concerns and needs of teachers. It is misdirected however in that it uses the entire state as a median to level off the playing field. As I said in my EDH Testimony, you cannot compare Honolulu to Hana. This bill is in dire need of amendment and redirected language to provide much needed housing for all teachers. As I am not a bill writer, Lawyer, etc. I do not know how this process works, but I do know however that neither you nor the Good Senator would have risen to the levels nor have the jobs you have, had you not had good teachers. I am sure at least one name comes to mind when you think back on all the teachers you had. Mine is Mr. Hassenbach. And my dear wife's name is Elizabeth Earle Brown.!!!

I remain your faithful servant on the ground fighting my own private battle for my teachers. Anything I can do to help or facilitate their needs, just call me. I would like you to consider this email as additional EDH Testimony, and I will also redefine and submit it as such.