

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Tuesday, January 31, 2012 1:00 PM  
**To:** EDNtestimony  
**Cc:** janet\_offner@notes.k12.hi.us  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM  
**Attachments:** HB1668\_EDN\_02-01-12\_EDN-LAB.pdf

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Comments Only  
Testifier will be present: Yes  
Submitted by: Jan Offner  
Organization: Dept of Education  
E-mail: [janet\\_offner@notes.k12.hi.us](mailto:janet_offner@notes.k12.hi.us)  
Submitted on: 1/31/2012

**Comments:**

Thank you, Kate, for pulling the previously submitted testimony.

Date: 02/01/2012

Committee: House Education/Labor & Public  
Employment

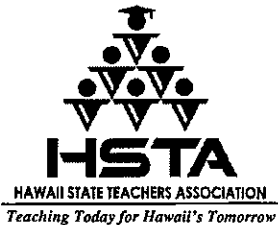
**Department:** Education  
**Person Testifying:** Kathryn S. Matayoshi, Superintendent of Education  
**Title of Bill:** HB 1668 RELATING TO EDUCATION.  
**Purpose of Bill:** Eliminates the vesting of tenure for certain employees of the Department of Education.

**Department's Position:**

The Department is submitting comments regarding HB 1668. Hawaii is committed to lengthening the probationary period for new teachers to ensure there is adequate time to evaluate their effectiveness before they earn the benefits of tenure. When structured properly, the award of tenure can affirm the attainment of professional status. Under the State's current contract with the Hawaii State Teachers Association (HSTA) for School Year 2009-2011, licensed teachers achieve tenure after two years of satisfactory service. The Department's Race to the Top application/current research supports extending the probationary period to no earlier than three years, with a new teacher evaluated as "Satisfactory" or "Effective" for three years. The Department understands that it may take three to five years of service for novice teachers to demonstrate and sustain effective practices.<sup>1</sup>

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<sup>1</sup>McGuinn, Patrick. (February 2010). Drew University and Institute for Advanced Study, Center for American Progress, *Ringing the Bell for K-12 Teacher Tenure Reform*.



1200 Ala Kapuna Street • Honolulu, Hawaii 96819  
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**Wil Okabe**  
President

**Karolyn Mossman**  
Vice President

**Joan Kamila Lewis**  
Secretary-Treasurer

**Alvin Nagasako**  
Executive Director

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

RE: HB 1668 – RELATING TO EDUCATION.

Wednesday, February 1, 2012

WIL OKABE, PRESIDENT  
HAWAII STATE TEACHERS ASSOCIATION

Chairs Takumi, Rhoads, and Members of the Committees:

The Hawaii State Teachers Association strongly opposes HB 1668 which eliminates the vesting of tenure for certain employees of the Department of Education. As President of the Hawaii State Teachers Association, I am here on behalf of 13,000 teachers; teachers who are unanimous in our strong opposition of HB 1668. This will begin with the agreement negotiated for the contract period beginning July 1, 2013, and any member of HSTA with tenured status shall lose such status as of the expiration of the collective bargaining contract covering the 2011-2012 contract period.

HSTA will assert that tenure is a mandatory subject of bargaining. Adopting such legislation would be a violation of our statutory and constitutional right to collectively bargain over wages, hours, and conditions of work. It is also a direct attack on our membership, our profession, and also shows a lack of recognition and respect for the valuable service that our veteran teachers provide to the State of Hawaii. It is incomprehensible that the legislature would even consider having a hearing on this bill that will basically negate our rights to permanent employment in an unobligated position without concerns of political corruption, favoritism or nepotism. A tenured teacher has the protection of continued employment through due process. Existing law and contract already provide for basis to discipline or dismiss for misconduct or poor performance under HRS 76.

Losing tenure has many ramifications for our members:

- It will undermine the fundamental principles of collective bargaining by essentially making teachers "at will."

- It will effectively silence the voice of teachers to advocate for themselves, their students, and public education. Without tenure, teachers will be reluctant to speak out for fear of retaliation or job loss.
- Teachers are public employees, and should maintain the same rights and protections as civil service employees.
- This bill assigns "blame" to teachers as if they are the sole cause to problems in public education, while ignoring the reality of the lack of adequate funding and support for schools and teachers, or the socio-economic challenges facing our most needy children.
- This bill plays into the myth that tenured teachers cannot be fired. Proposed law demonstrates lack of understanding of what teachers do.

The facts are: Tenure does not guarantee teachers a job, but instead mandates that due process be followed before tenured teachers are dismissed. When teachers are hired, they serve as untenured, probationary employees for two years. At this point they can be — and often are — dismissed for any reason whatsoever. That time period gives school administrators an extended opportunity to evaluate a teacher before determining whether or not the State at its discretion, should grant the teacher tenure. Tenure is about protecting good teachers, not bad ones.

Let us work together on a system that enhances the probationary time for a teacher. Let us work together to design a system that can truly assess and develop an effective teacher. We must work together on a system of reform. Taking away basic rights will not do that.

HB1668 is a bad idea and teachers hope you hear them. Don't pass this bill. Let us build a system that truly provides the supports a teacher needs to be successful, thereby giving our students an opportunity to succeed.

Thank you for this opportunity to testify on behalf of teachers.





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The Twenty-Sixth Legislature, State of Hawaii  
The House of Representatives  
Committee on Education  
Testimony by  
HGEA/AFSCME Local 152  
February 01, 2012

**H.B. 1688 - Relating To Education**

The Hawaii Government Employees Association, HGEA/AFSCME, Local 152, AFL-CIO opposes H.B. 1688 amends Chapter 89 by adding a new section that essentially precludes bargaining units (5) and (6) from negotiating the vesting of tenure or continued expectations of employment in an employment relationship into collective bargaining agreements. In addition, it also eliminates tenure status for all incumbent tenured teachers and educational officers.

The department of education is responsible to provide a comprehensive personnel system that includes a full array of services including recruitment, appointment, retention professional development, training, resources, support, evaluation and termination. Inherent in the department's personnel system is the responsibility of the department to appoint educational officers that meet the qualifications and the training requirements of the department. Once appointed, the department is responsible to provide on-going professional development, training, support and resources for educators to do the job. Educational officers are responsible to meet the high standards delineated in the Profile of the Effective School Leader.

Tenure is not given to educational officers, they are required to complete department established probationary requirements. Tenure in the department is obtained by continued employment based on (a) successful completion of probationary requirements; and (b) demonstrated competency at progressively higher levels of performance. On satisfactory completion of the probationary period, educational officers earn tenure in their positions. If disciplined, a tenured educational officer is entitled to just and proper cause. Finally, but perhaps most important is that tenure is associated with academic freedom and risk taking. This bill is inherently unfair and we request that it be held.

Thank you for the opportunity to testify.

Respectfully submitted,

Leiomalama E. Desha  
Deputy Executive Director

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Tuesday, January 31, 2012 1:06 PM  
**To:** EDNtestimony  
**Cc:** musto@uhpa.org  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM  
**Attachments:** hb1668.PDF

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: Yes  
Submitted by: J.N. Musto  
Organization: UHPA  
E-mail: [musto@uhpa.org](mailto:musto@uhpa.org)  
Submitted on: 1/31/2012

Comments:



House Committees on Education and  
Labor & Public Employment  
Wednesday, February 1, 2012  
2:00 p.m.

**HB 1668, Relating to Education.**

Dear Chairmen Takumi and Rhoads and Committee Members:

On behalf of the University of Hawaii Professional Assembly (UHPA), our union stands strongly opposed to the passage of HB 1668. The elimination of the principle of tenure, whether the educators are either teachers or principals, violates a tenet that has been a standard of the American system of public education. Tenure is more than just a form of job security, it is the basis upon which the profession has been built, and which has brought about the most inclusive system of public education on globe, K through 20. Tenure sets the professional standards for education based on the concept of academic freedom. It has precluded the "politicization" of American public education and the imposition of doctrinaire curricula, whether based on political or religious ideologies. The struggle over the centuries has been against the forces that seek to apply "one mind" to the public education of our children, young adults, and adults under the color of government. Hawaii, of all places should both understand and appreciate the concept of tenure and the positive impact it has in the development of a multi-cultural society.

I am sure that this bill was not introduced with any thought to the consequences beyond a misguided assumption that it would allow the Hawaii State Department of Education to terminate teachers and principals, without recourse, based on the opinion of unidentified individuals. The potential abuse of this authority does not further any improvement in student learning outcomes, nor does it offer our citizens a hope for a better future. The elimination of tenure in the DOE will not advance the stated educational goals articulated either by our Governor or any member of this Legislature. There is absolutely no objective evidence from any other jurisdiction in the United States of America that shows a positive correlation between the elimination of tenure for teachers and improvements in student achievement. This bill undermines open and challenging collaboration among teachers and principals by imposing conditions that easily silence academic debate.

Tenure and academic freedom have allowed our colleges and universities to be the envy of people around the world, and it has led to discoveries and innovations that have literally changed the lives of human beings.

**UNIVERSITY OF HAWAII  
PROFESSIONAL ASSEMBLY**

1017 Palm Drive • Honolulu, Hawaii 96814-1928  
Telephone: (808) 593-2157 • Facsimile: (808) 593-2160  
Web Page: <http://www.uhpa.org>





We urge this committee, the leadership of the House, and all members of the 2012 Legislature to reject this proposed legislation.

Respectively submitted,

A handwritten signature in black ink, which appears to read "J.N. Musto". The signature is written in a cursive style with a long, sweeping underline.

J.N. Musto, Ph.D.  
Executive Director

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Tuesday, January 31, 2012 3:52 PM  
**To:** EDNtestimony  
**Cc:** avaldez@member.uhpa.org  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM  
**Attachments:** AV Testimony re HB 1668.doc

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: Yes  
Submitted by: Adrienne Valdez  
Organization: University of Hawaii Professional Assembly  
E-mail: [avaldez@member.uhpa.org](mailto:avaldez@member.uhpa.org)  
Submitted on: 1/31/2012

Comments:

House Committees on Education and  
Labor & Public Employment  
Wednesday, February 1, 2012  
2:00 p.m.

HB 1668, Relating to Education.

Dear Chairmen Takumi and Rhoads and Committee Members:

I am testifying in strong opposition to HB 1668. Eliminating tenure is unfair to K-12 teachers and principals, will not help you achieve your objective of ensuring highly effective, quality educators, cause a chilling effect on the school environment and seriously impact job security and job morale for no good reason.

There is the perception by many that tenure is automatic, but that is incorrect. Tenure is a status that must be earned. It is also no different than the permanent job status other types of employees enjoy.

In the non-education workplace, new hires are usually given a probationary period to prove their competence and value. The length of probation varies workplace-to-workplace and job-to-job, but it is rarely longer than a year and often much shorter. At the end of probation, workers are considered permanent employees. Of course they could still be dismissed if their performance declines at some point, but they are no longer on probation.

When educators are hired they are also on probation. In order for K-12 teachers in Hawaii to earn tenure, they must teach for two years and receive satisfactory performance evaluations using multiple measures. Just as other employees pass probation and become permanent employees, K-12 teachers and principals pass probation and receive tenure. Tenure is the equivalent of permanent employee status. Until K-12 teachers and principals earn tenure they are on probation.

If HB 1668 were to become law, K-12 teachers and principals would be on permanent probationary status and denied the job security that tenure provides and other workers routinely receive. This is unfair, unreasonable and unnecessary. HB 1668 is truly a step backwards in a state that has a long legislative history of being in the forefront of providing worker rights because it is good for workers and good for our institutions and businesses.

Having tenure does not mean K-12 teachers and principals are guaranteed a job for life despite poor performance as some have characterized it. Of course there need to be guidelines in place to maintain quality educational standards, including educator effectiveness, but such guidelines already exist in state statute. In addition, HB 2527 seeks to amend the current guidelines, I assume to

align them with Race to the Top requirements. HB 2527 is the correct bill to address any concerns you have to ensure educator effectiveness, not HB 1668.

I understand that the federal Race to the Top grant the DOE received might require some teacher performance measures beyond those that currently exist. However, I'm sure Race to the Top does not require or even advocate for the elimination of teacher tenure.

Tenure and teacher effectiveness are not mutually exclusive and there is no evidence to say otherwise. HB 1668 takes the issue in the wrong direction. Please reject HB 1668 and focus your energy on devising educational assessments which will help K-12 teachers and principals do their jobs better, genuinely assess their effectiveness using multiple measures, and demonstrate your interest and support in their well being and their success.

Respectfully submitted by  
Adrienne Valdez, President  
University of Hawaii Professional Assembly



**COMMITTEE ON EDUCATION**

Rep. Roy Takumi, Chair  
Rep. Della Au Belatti, Vice Chair

**COMMITTEE ON LABOR &  
PUBLIC EMPLOYMENT**

Rep. Karl Rhoads, Chair  
Rep. Kyle Yamashita, Vice Chair

DATE: Wednesday, February 1, 2012

TIME: 2:00 PM

PLACE: Conference Room 309

**TESTIMONY in OPPOSITION to HB 1668 RELATING TO EDUCATION**

Aloha Chairs Rhoads & Takumi, Vice Chairs Au Belatti & Yamashita, and Members of the House Committees on Education and on Labor & Public Employment.

For more than a year, we have seen the attacks on working people across the county. Even the very right of employees to organize and collectively bargain for wages and benefits has been attacked by states' short-sighted legislators and governors. This has mobilized the "99%" to call for restoring labor rights and more fairness for working people across the country.

The Democratic Party of Hawaii has promised the people of Hawaii, through our Platform, that we "work to protect labor rights, ... to institute fair labor practices, fair pay, ... to protect employees' rights to organize and bargain collectively with their employers...."

This bill, HB 1668, proposes to eliminate tenure for public school teachers. This is likely to be seen by educators and the working public as a hostile take-away of long-established benefits for teachers. Teachers value the benefits of tenure as a protection from arbitrary firing such as for personal, political or other non-work related reasons. Much as the civil service protects the public by ensuring public jobs serve the people, not politicians; tenure protects the integrity of education of students, by ensuring teachers are not dismissed arbitrarily, without fair and evidence-based justification.

Teachers serve among the most underpaid yet most valued professions in our society. Teachers, as employees of the State, deserve to be respected. The Democratic Party has long defended and supported the right of collective bargaining. In principle and practice, the compensation and benefits for employees, who are represented by an exclusive bargaining agent, should be resolved through collective bargaining.





The Party Platform states: “As the party of working men and women in Hawai‘i, we work to protect labor rights” because we stand with working people – including teachers – to protect rights, not take them away. The Party supports quality public education for all in Hawaii. We can improve education by providing more competitive compensation to recruit and retain teachers – not by using law to reduce compensation, or to eliminate long-established benefits such as tenure.

Delegates of the Democratic Party of Hawai‘i at the 2010 Party Convention adopted Platform and Resolution language to “Advocate Adequate Compensation for Educational Professionals.” The resolution and the Platform uphold the principal that education improves when “those pursuing a profession in education [are] compensated with a competitive wage based on national standards ...”

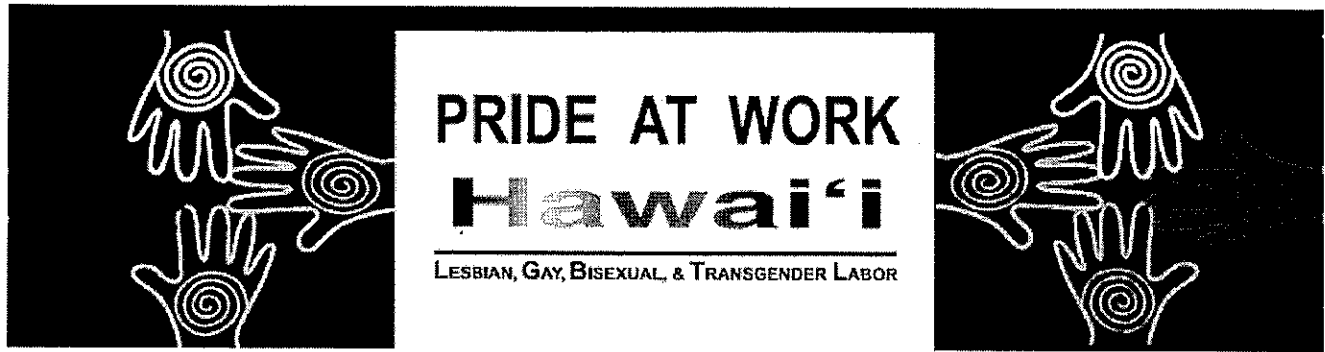
For decades, middle class and poor citizens have depended on Democrats to stand with them and work for them. The Democratic Party of Hawaii urges all who are elected to public office in our State to protect the rights and benefits of workers. We therefore ask that teachers who educate our children in public schools be protected from attempts through lawmaking to take away their benefits. Better solutions to ensure full funding of education can be found. Taking away benefits from the very professionals who provide education is not likely to improve teacher performance.

We therefore oppose HB 1668 as it strips long-established tenure rights from teachers.

Respectfully submitted,

Doug Pyle & Joy Kobashigawa-Lewis, Co-Chairs  
Legislation Committee of the State Central Committee,  
Testifying on behalf of The Democratic Party of Hawai‘i

DP/dp



February 1, 2012

House Committees on Labor and Public Employment and Education  
Chairs, Rep. Karl Rhoads and Rep. Roy Takumi  
Vice Chairs, Rep. Kyle Yamashita and Della Au Belatti

**Testimony in strong opposition to HB 1668**

Pride At Work Hawai'i, an affiliate of the Hawai'i State AFL-CIO which works to mobilize lesbian, gay, bisexual, and transgender (LGBT) workers and their supporters for full equality and to build mutual support between the labor movement and the LGBT community, strongly opposes HB 1668, which would remove tenure rights for public school teachers and principals.

The protections tenure provides help attract and retain qualified teachers, and encourages innovation and academic freedom. The tenure system protects basic rights to due process and against arbitrary dismissal. Without tenure, qualified teachers will be drawn to higher salaries in the private sector.

It is particularly concerning that this bill has been introduced at a time when public workers in Hawai'i and across the US are facing ongoing pay cuts and unprecedented attacks on their bargaining rights. Teachers should be at the center of decision-making about how to make our public schools better, not be treated as scapegoats.

We strongly urge this committee to reject this anti-worker, anti-education bill.



46-063 Emepela Pl. #U101 Kaneohe, HI 96744 · (808) 679-7454 · Kris Coffield · Co-founder/Legislative Director

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## TESTIMONY FOR HOUSE BILL 1668, RELATING TO EDUCATION

**House Committee on Education**  
**Hon. Roy M. Takumi, Chair**  
**Hon. Della Au Belatti, Vice Chair**

**House Committee on Labor**  
**Hon. Karl Rhoads, Chair**  
**Hon. Kyle T. Yamashita, Vice Chair**

**Wednesday, February 1, 2012, 2:00 PM**  
**State Capitol, Conference Room 309**

Honorable Chair Takumi, Chair Rhoads and committee members:

I am Kris Coffield, representing the IMU Alliance, a nonpartisan political advocacy organization that currently boasts over 150 local members. On behalf of our members, we offer this testimony in strong opposition to HB 1668, relating to education.

While the IMU Alliance sympathizes with the intent of this bill, which seeks to ensure that Hawaii's keiki are given quality instruction by highly effective teachers, we feel that the eradication of teacher tenure is a gigantic step backward for our state's education system. Teacher tenure exists for a number of reasons. First, as education and labor expert Carl E. Van Horn has noted, tenure protects teachers from being dismissed for personal, political, or other non-performance related causes. Second, according to the New Teacher Project, tenure prohibits school districts from replacing experienced teachers with newer, less costly teachers, a concern that has become more important, in recent years, as school districts grapple with budget cuts stemming from lagging local and national economic indicators. Third, tenure protects teachers from being terminated for using innovative pedagogical techniques and employing controversial curricula. Fourth, tenure provides employment security that is beneficial in attracting new teachers into the education profession. Given that teachers receive approximately 15 percent lower weekly pay than workers with comparable education and work experience, according to the Economic Policy Institute, eliminating tenure would provide a further barrier to attracting the best and brightest young minds into the field that most directly impacts the socioeconomic prosperity of our state's future. Fifth, removing tenure disincentivizes pedagogical flexibility, encouraging teachers to "teach to the tests" upon which their evaluations are mostly likely to be based in the absence of professional stability. Need to take a breath yet?

Okay, now that you're oxygenated, we can move on. Sixth, the preservation of tenure allows educators to openly disagree with school, district, and state administrators, without fear of professional reprisal. Seventh, tenure protects teachers from being prematurely and wrongfully dismissed in the event that a student makes a false accusation of harassment or misconduct, or a parent makes such an accusation to school administrators or a school district. Unfortunately, districts may find it more expedient to remove a teacher when threatened with expensive litigation, rather than fully investigate complaints in accordance with due process standards. Eighth, contrary to popular opinion, tenure encourages the careful selection and cultivation of effective teachers. According to the late economist Fritz Machlup, the fact that tenured teachers are difficult to remove encourages administrators to take additional care when making hiring and personnel decisions. Ninth, formal dismissal processes guaranteed by tenure safeguard educators against punitive evaluation systems, allowing underperforming teachers recourse to available professional development programs prior to termination. Tenth and lastly, teachers work better absent the constant fear of dismissal. Anxiety about one's professional status translates into anxiety in the classroom, compromised instruction, and lower achievement for our public school students.

Additionally, the IMUAlliance is shocked and appalled at the repeal of teacher reemployment rights contained in §302A-608, as per Section 7 of this bill. State mandated performance evaluations—which we also oppose, to be clear—do not require the elimination of hiring guarantees for teachers. The eradication of reemployment rights, when coupled with performance evaluations, means that teachers will be rehired or fired on an annual basis, based solely upon evaluation metrics. We understand that the intent of eliminating reemployment rights is to allow administrators flexibility to hire the most effective teachers, while terminating the contracts of underperforming educators. Deletion of §302A-608 inhibits effective teaching by increasing volatility in the educational marketplace, however, preventing, among other things, the rehiring of teachers laid off because of economic downturns and implementation of professional development programs designed around longterm goals for a stable educational workforce, including many programs imported into Hawaii's schools by mainland education consultants for the purpose of increasing achievement at schools failing to meet adequate yearly progress benchmarks.

Finally, this bill is not consonant with the objectives outlined in Hawaii's successful Phase 2 application for Race to the Top funding, which calls for an extension of the department of education's pre-tenure evaluation period from two to three years and tying the reception and continuance of tenure to performance evaluations. For example, on page 13 of the grant application, item 3 under "Hawaii's Career and College Readiness Agenda" on cultivating and rewarding effective teaching states, "HIDOE will cultivate a highly effective performance-oriented teacher and principal workforce whose evaluation, tenure, and compensation are linked to their effectiveness in facilitating student growth." On page 107, under subsection (D)(2) on "Improving teacher and principal effectiveness based on performance," line item (iv)(c) poses

the question of, "Whether to grant tenure and/or full certification (where applicable) to teachers and principals using rigorous standards and streamlined, transparent, and fair procedures." On page 150, relating to the development of induction programs to comport with gold standards, complex areas are projected to "be expected to help track and report on the continued effectiveness of teachers—as measured by the new evaluation system—that were prepared by and received tenure through their induction program." On page 151, the DOE states its intent to "ensure only teachers gauged as at least "Effective" are granted tenure," in accordance with minimum standards for new teacher induction programs. The department's application even extols, on page 32, an agreement reached with the Hawaii State Teachers Association to increase the pre-vestment evaluation period—during which time a teacher is currently evaluated annually—to three years, accompanied by annual evaluations that account for student growth measures as 50 percent of a teacher's overall assessment. It should be obvious, then, that the department, itself, does not condone or call for the elimination of tenure in its prior applications and reports, and that the passage of a bill discarding tenure violates the tenets of our state's RTTT application, further jeopardizing \$75 million in federal education funds that have already been placed at "high risk" because of failure to comply with and enact objectives articulated in the DOE's proposal.

Put simply, it is time to stop using tenure—and teachers—as a scapegoat for an underperforming education system. Any changes to the Department of Education's current tenure system should be subject to collective bargaining and the consent of all impacted educators, who should only be subjected to rigorous new professional standards and attendant consequences if and when they "buy in" to such changes. Mandating these changes outside of Chapter 89 is an abhorrent violation of collective bargaining agreements, prior education reform proposals, memoranda of understanding between the state and HSTA, and, most importantly, teachers' rights as respected professionals. Mahalo for the opportunity to testify in strong opposition to HB 1668.

Sincerely,  
Kris Coffield  
*Legislative Director*  
IMUAlliance

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Monday, January 30, 2012 10:47 AM  
**To:** EDNtestimony  
**Cc:** hawaiilobbyist@aol.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM  
**Attachments:** HB1668\_EDN\_Tenure\_UHPA\_2-1-12.pdf

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: Yes  
Submitted by: John Radcliffe  
Organization: Radcliffe & Associates  
E-mail: [hawaiilobbyist@aol.com](mailto:hawaiilobbyist@aol.com)  
Submitted on: 1/30/2012

Comments:

## Radcliffe & Associates, LLC

222 South Vineyard Street, Suite 401, Honolulu, HI 96813-2453 Phone (808) 524-4459 Fax (808) 599-4340

February 1, 2012

Representative Roy Takumi, Chair  
Representative Karl Rhoads, Chair  
Committees on Education & Labor  
Hawaii State Capitol, Room 309

**RE: HB1668 Relating to Education**

Chairs Takumi and Rhoads and Members of the Committees on Education and Labor and Public Employment:

My name is John Radcliffe and I spent thirteen years as Executive Director of the HSTA, seventeen more years as the Associate Executive of the UHPA, and, so far, a total of thirty-six years as a lobbyist and advocate for educators in Hawaii. In those thirty-six years, and in the fifty-three years since statehood, HB 1668 is the first attempt by Democrats in the Hawaii legislature to take away tenure from educators. It signals a shift in Democratic Party philosophy that hits at the heart of what it means to be a free educator.

A free educator will speak the truth without regard to discipline or termination knowing that s/he has the protection of tenure. *Academic tenure is the status given to an educator who has satisfactorily completed teaching for a trial period and is, therefore, protected against summary dismissal by the employer.* In essence, it confers a property right to a job. It enshrines and protects due process.

Some will argue that a union contract is good enough. That due process can be enshrined in contract language. And it can. But the recent events in Hawaii and in other states, surrounding contractual disputes, suggest that contractual rights, too, can be swept away. In the end, an employer can run over employees.

Legislated tenure is job protection for those who make it through probation.

I realize that most legislators in Hawaii have no history of understanding what it was like to be a teacher in America without tenure, and without contracts, but I remember. Did I say that I was a teacher union official here since 1976? That's true, but I began my career in 1965.

When I began, we had nothing but our courage. If you stood up against bigotry you could be fired. You could be fired for any reason, and for no reason. It meant that if you did not kowtow to the boss, the boss's family, politicians, or anybody with more power than you, you could be fired. It meant that if you did not belong to a union or even if you did, you could be fired for either quality. In the 60's and early 70's I organized teachers in Wisconsin, Illinois, Indiana, Tennessee and Virginia, and defended men and women

Representative Roy Takumi, Chair  
Representative Karl Rhoads, Chair  
Committees on Education & Labor  
February 1, 2012  
Page 2

who stood up to school boards and were fired for it. Teachers who taught *Catcher in the Rye* and were fired for it. Teachers who marched and spoke out for racial justice and against the Vietnam War, and were fired for it. We did not win them all. But once we had tenure enshrined in the law, it helped. Once we had the legal right to bargain, that helped too

Please do not take a fundamental right of due process away. You'll regret it if you do. Once such rights are swept away, democracy is weakened.

Thank you for the opportunity to submit written testimony.

Respectfully Submitted,

John H. Radcliffe  
President, Radcliffe & Associates, LLC



**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Tuesday, January 31, 2012 6:54 AM  
**To:** EDNtestimony  
**Cc:** jmorton8@hawaii.edu  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM  
**Attachments:** HB1668\_Tenure.doc

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: Yes  
Submitted by: Jeffrey Morton  
Organization: The Iloha Foundation  
E-mail: [jmorton8@hawaii.edu](mailto:jmorton8@hawaii.edu)  
Submitted on: 1/31/2012

**Comments:**

This is a very dangerous bill. With the friction being felt with the CBA rejection, why do we present a bill of this magnitude at this time. Its like people want to stir up trouble. The whole reactionary attitude towards the CBA rejection is childish. We can either react or contemplate. Reaction does nothing, contemplation will bring about understanding and agreement. I don't think the CBA was that far off, it was just poorly drafted and didn't provide any inference about the performance assessments. It really didn't even make sense, and the idea that certain people are going to fall back in pay for no reason. If they are trying to extend tenure for three yrs and then give a 2500 bonus, explain?

Within this document I included what I think is a plan that will maintain our tenure-ship, but make it easier to weed out bad teachers, while streamlining the process so that it doesn't become a bureaucratic nightmare. They have due process, under the law, but if they know they are gonna lose, through a review process, then they are offered a small severance package for not litigating and the spot gets filled. Instead of changing the law, think of how technology can work to effectively implement the law we have in place right now for tenure. Jeff Morton 8086935776 [www.ilohafoundation.org](http://www.ilohafoundation.org) [jmorton8@hawaii.edu](mailto:jmorton8@hawaii.edu)

Aloha to all the honorable congressmen/women that serves this great state,

In regards to HB1668- Focus: Tenure and teacher job protection is important to the structure of public school education.

I am a newly licensed teacher, and I have gone through the rigorous process of obtaining a valid teaching license in the state. In completing my State approved teacher education program, I have accrued nearly twenty-five thousand dollars in student loans. In addition, when completing the program, you spend six months in residency, rendering it virtually impossible to bring in any new income. At best the year and half long program I attended, you may be able to get a little part time money here and there. I used to make 40k a year in my old job. So in all, I have dispensed/invested roughly 65k into becoming a teacher in Hawaii. For Masters students, it is nearly twice that amount. With this much of an initial investment, it is perfectly just and proper that the state reciprocates by investing in these individuals willing to make that sacrifice. By removing tenure, we are in essence removing protections for all the teachers in the DOE, to make it easier to remove a small minority of bad teachers. With the investment of time, money, and commitment towards life, learning is their justness in removing these protections, or would it be more prudent to simply streamline the current process for removing bad teachers, with a better-constructed approach. Possibly mandatory inquiries for teachers with poor results, mandatory administrative reporting, (I will further expound on this in section. Removing tenure will undoubtedly establish a lower quality recruitment class, because the stability associated with tenure-ship attracts more college students to the profession. In fact, for some it may even be a key selling point. Removal of this could quite possibly lead to widespread teacher shortage. To be a qualified tenured teacher, you must complete a four-year degree associated with your subject, in addition, you must complete a SATEP program, and you must pay yearly licensing, union dues, and complete two years of probationary teaching. That is a tremendous sacrifice for obtaining a job, and by removing tenure, what distinguishes our profession from the next. We are entering a period in which the baby boomer generation is going to be retiring, so there will be high demand to fill these positions. However, the cost of tuition and the other factors mentioned make teaching a less desirable choice (financially). To take away the job security associated with the position would make it a very undesirable choice for many because with the cost of living in Hawaii, students, advisors, and even parents will realize that between student loans and other taxes, fees, and dues, they will be living close to paycheck to paycheck. It would not make sense because on island it is roughly 100k to 120k to receive a four-year degree. So not only are new teachers in a very difficult position financially, they have no guarantee for employment under HB 1886; they have no guarantees for career employment. This legislation will lead to teacher shortage, more emergency hires, more unqualified educators, and much less highly qualified educators teaching students, thus leading to a drop in student performance.

Talking Point 4 - The immense variables associated with public education: *Below I present a more prudent approach to the issue of removing bad teachers from the classroom, while still providing protections to teachers who are performing their duties as obliged.* The public school system is comprehensive, it is complex, and it has many different variables from community to school, to socioeconomic demographics. In addition, it is chalked full of politics, and variation in staff interaction, school budgets vary, and the conditions of schools are quite diverse. Schools have attitudes, and trends, and troublemakers, and stone cold geniuses. Teachers work with administration, counselors, students, parents, even janitors, and other teachers. It is such a conglomerate of disparate variables, that the balance of power and authority of a principle or the administration could easily be influenced by these multitude of factors, and in reflecting on the investment required to become a tenured teacher, this presents a very concentrated ethical responsibility where one may be impervious to many of these outlying factors. The most obvious conflict in this regard is that administrators are not educators, nor should administrators be automatically considered superiors to teachers. They are a proxy management system designed to handle the business affairs of the institution; however, having recently seen the program of study, the commitment to become a teacher, is actually more comprehensive and in depth than that of an administrator. The work of a teacher, in general, is more complex and requires much more time commitment, and is a much stronger driving force for the success of a school than an administrative position. Most administration has no formal background in the profession of teaching and therefore due to the personal investment a tenured teacher must commit to reach that status, creates a conflict in outweighing authority. A perfect example would be a long-term teacher, who was eccentric, loud and outspoken, who had tremendous impact on student's lives and was a highly successful teacher, but when it came to the politics of the school he/she was not groomed for political correctness. They fulfilled their duties though, they attended meetings as necessary, but they refused to always say what a principle or anybody expected or wanted them to say, they spoke from their disposition, which in the case of teachers is often far reaching. (Not as obscene or unprofessional but rather obtuse) The principle is conservative, and softer spoken, and diplomatic. Now you have presented a dilemma, because you are handing the authority to a person, who could be less experienced, who may not have the moral and ethical commitment to the students as the person they are judging, and they in all likelihood possess very little knowledge about the act and long term profession of educating. Conflict in ethical practice regarding wages and budgeting As a teacher, progresses they naturally earn more, as we have seen in recent there are times of recession where budgets and funding become thin. As a principal, would it not be a prudent consideration to fire and hire a new teacher to save 20k-30k a year in budget money, if things got very tight? As educators, we are investing ourselves into the education system. If the superintendent would like to run our public schools like a corporation, than qualified educators should not be looked at as employees but rather stake holders. Ethics regarding fiscal government policy, hiring, and recruitment- it is certainly in the best interest of the state that we have new teachers come in and old teachers moving on. Nevertheless, is it in the best interest of the student? Is it the right of the state to manipulate established law without a vote from the people? Teaching requires a substantial investment in time, money, and cognition. In Hawaii, due to the high cost of living, new recruitment enrollment will decrease due to the lack of protection. The teaching profession was hit hard when it comes to benefits, and pensions, if we strip this away, there is nothing left to distinguish teaching as a preferred position. Teaching is unique in that when you commit to become a teacher, you pretty much have consolidated your vitae, to education. Aside from working at a private school, there are very few professional options, with the investment in higher learning the licensing the dues the member fees, etc. A teacher who is asked to leave would put themselves and more importantly their family into a calamitous situation where foreclosure, repossession, and homelessness could become a reality. When considering the detriment to a family unit, that could result from one decision, and combine that with the prerequisites to becoming tenured, it becomes quite clear why we have the law set the way it is.

Final Thoughts

The law here is not broken. Bad teachers can be admonished from the school system and there are procedures to remove tenured teachers. The real issue here is not teachers or even bad teachers, the microscope needs to fall on the people in charge of initiating an inquiry into a teacher's performance, seeing the process through and having them removed through the proper procedures. This bill basically is stating that because the DOE and/or BOE have become a bloated bureaucracy that can't perform its own procedures, we are going to change the law and make everyone who has worked with due diligence and spent large sums of money and are morally and ethically committed to the education of Hawaii's Keiki suffer. Who proposed this bill, should be recognized by all of the DOE employees. The gross negligence and inconsideration in regards to the timing of this bill, where teachers are already worried about their livelihood, in my opinion shows a total lack of respect and ignorance to the noble and charitable work we as educators do everyday.

#### Solution

- Streamline the due process.
- Employ better mediation tactics
- Establish mandatory procedures for administrators when a teacher has failed to meet a satisfactory level.
- Establish a quantified formula that includes all of the variance that play into classroom success or failure.
- Integrate a software program which can provide career rehabilitation, training, testing, policy procedure-test for efficacy

#### 3 Degrees of Delinquency

Three semesters of unsatisfactory performance data (Test scores fall short of the standard)

Two semesters of poor performance data (very low test scores, not fulfilling the duties of the position, altercations, unprofessional attire etc.) (Immediate 1 month. paid leave & professional counseling) emergency performance data (behavior that may have neglected in loco parentis, no curriculum or lesson plans, serious delinquency in performance standards)

When a tenure teacher is placed on performance probation, they will be placed in one of three categories unsatisfactory, poor, emergency At that point, mandatory sequence takes place; through official documents from the state, administration begin an inquiry. However, instead of the administration having to peek around the corner, there will be teacher relations management software tool, where teachers will be required to input information. The online module will provide training materials and a weekly test, regarding pedagogy, subject material, policies within the DOE, Teacher preparation. The set of tests and the duration will be based on the degree of performance. Therefore, an emergency performance delinquent will first be placed on leave for 1-month physical and Psychological evaluation (STRICT GUIDELINES). They will be run through a rigorous retraining course, career rehabilitation course, Pedagogy, DOE guidelines and policies. Should they refuse these, than there will be scheduled an administrative hearing for immediate dismissal.

The point is the problem we have had with weeding out bad teachers is that the people who need to implement the procedures for removal are too busy. There are always vicissitudes in life, and teachers (by their commitment shown just in receiving tenure-ship) deserve a chance to turn their situation around. Why? One example could just be a class of bad students, and that teacher has lost self-efficacy, maybe was tormented. Another example may be they are mourning the loss of a family member and cannot gain focus, and the class has overrun them. It is not an excuse for unprofessionalism; the point is that because teachers invest their lives into this profession, they deserve a right to regain composure. The difference is now that the teacher will do the work, will prove they are worthy of their position and the administration will not be tied up. After a month of career rehabilitation, the teacher will submit written lesson plans, grade book, lesson planner, and grades to the principal. The teacher's report will be assigned a number. When the number is assigned then a reviewer (a dept. head from another school) is automatically chosen. In addition, the principal will be given a shipping label. The reviewer is given a set of instructions online, and he does an assessment and after review, he will put in a recommendation. They will either choose recommended for clearance, or recommend, proceeding with removal. This is done within five working days.

At that point, the principal can log back into to the system, find the recommendation and the administrative hearing date. The number remains anonymous at all times to protect all party's privacy. In addition, to the reviewer's recommendation, the principle will put in there recommendation and the hearing will be scheduled. It is electronic and will be done by a click of a mouse, the principal, will not have to do very much in this process.

However, there are several things to consider at this point.

- 1.) While this process has produced only recommendations, the DOE will render a decision. If wanted the DOE could supersede both recommendations and say that the teacher has fulfilled his requirements and appears competent to continue working. This, however, would be a highly unlikely scenario.
- 2.) If both the principal and the reviewer ask to proceed with removal, then it would be very easy to bypass a hearing, and the principal would have the option to provide a small severance (incentive) package to avoid a hearing. This process will save time money, and labor for all parties.
- 3.) If a hearing is scheduled, than the principal will be required to go, only if it pertains to certain elements that fall outside the realm of the online assessments. For example, late to work, bad dress, bad attitude, missed meetings. If these are issues that the teacher is sited for then the principal should be cognizant from that point moving forward, and the DOE official will ask, how has his attire been since you told him he was cited. The teacher also has a right to defend himself in this respect. He can produce pictures of his clothes, or provide a teacher evaluation at the end of an assignment, if cited for attitude or unprofessionalism,

So the bottom line is we can have a system intact that does not make it impossible to remove bad teachers, and most of the time, it shouldn't even have to go to a trial hearing, while adjusting the rules and using technology to streamline the system rather than go and change the law. Tenure is an important goal for a teacher it is an achievement in one's life that gives affirmation that this is my career, it gives them a sense of membership, and fraternity. These are all important to keeping teachers in the workforce, because often as a teacher gains experiences, life presents more opportunities, many of which can be more lucrative than teaching high school. These are the highly qualified teachers we want leading our schools in the 21st century. Nevertheless, I have witnessed in my short while that this camaraderie is very important and I think it is a major reason why you have the longevity of schoolteachers. Without having this in place, I think Hawaii is taking a huge risk on having major shortages in terms of highly qualified teachers.

Mahalo,

Jeffrey B. Morton  
PBCSE Art Education  
808.693.5776  
[jmorton8@hawaii.edu](mailto:jmorton8@hawaii.edu)

# Eric A. Seitz, Attorney At Law

A LAW CORPORATION

January 31, 2012

Hand Delivered

Representative Roy Takumi  
Chair, Committee on Education  
House of Representatives  
Hawaii State Capitol  
Honolulu, Hawaii 96813

Representative Karl Rhoads  
Chair, Committee on Labor & Public Employment  
House of Representatives  
Hawaii State Capitol  
Honolulu, Hawaii 96813

Re: Written testimony on HB 1668 Relating to Tenure

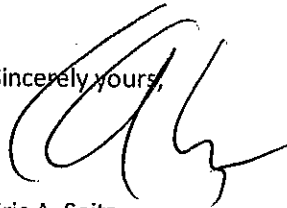
Dear Representatives Takumi and Rhoads:

As a product of public education, a former teachers' union member, the father of a current Hawaii high school teacher, and long time litigator of issues pertaining to public education, I oppose the current proposal to eliminate tenure for public school teachers. In the current climate where the teachers' own union has abandoned their members' interests and refuses to protect them, where the State Department of Education offers little tangible support to teachers and undercuts their pay, benefits, and working conditions, our teachers have far too little security to remove the one most basic protection that exists for them.

When, as, and if the current union leadership is replaced with competent leaders; when and if the state concludes an appropriate contract with the teachers, and when the parties can agree upon a teacher evaluation system that protects and rewards excellence -- only then would I support serious consideration of the removal or limitation of current tenure provisions.

I will be happy to amplify my opinions at the hearing scheduled tomorrow and to answer any questions.

Sincerely yours,



Eric A. Seitz

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Tuesday, January 31, 2012 12:19 PM  
**To:** EDNtestimony  
**Cc:** bill@jim.nu  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: William Knowlton  
Organization: Individual  
E-mail: [bill@jim.nu](mailto:bill@jim.nu)  
Submitted on: 1/31/2012

Comments:  
I oppose this bill, 1668. Good luck, WHK.

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Tuesday, January 31, 2012 12:14 PM  
**To:** EDNtestimony  
**Cc:** avivabend24@gmail.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM  
**Attachments:** Dear Legislature.docx

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Aviva Bender Tualemoso  
Organization: Individual  
E-mail: [avivabend24@gmail.com](mailto:avivabend24@gmail.com)  
Submitted on: 1/31/2012

Comments:

Dear Legislature,

I am writing in opposition of HB 1668 – Relating to Education, as a teacher, mother to a school aged child, and as a taxpayer. I feel that this is a divisive tactic by the government to undermine the collective bargaining rights of our Educators. As this bill purports Tenure is not responsible for keeping poor teachers on the job. This idea is a huge misconception, and furthermore, ridding the teachers of their protection is an insult to our profession.

Please take into account these core ideas:

- Teachers are public employees, and should maintain same rights and protections as civil service employees.
- This Bill will effectively silence the voice of teachers to advocate for themselves, their students, and public education.
- It plays to the myth that tenured teachers cannot be fired. Existing law and contract already provide for basis to discipline or dismissal for misconduct or poor performance under HRS 76.
- It will be detrimental to profession.
- It will demoralize an already demoralized teaching core.
- It will greatly affect recruitment of teachers.
- This proposed law demonstrates lack of understanding of what teachers do.
- It assigns "blame" to teachers as if sole cause to problems in public education, while ignoring reality of lack of adequate funding and support or the socio-economic challenges facing our most needy children, and accountability issues.
- With a public school teaching corps of 13,000 teachers, it wrongfully assumes there are a lot of 'bad' teachers without any supporting data.
- Meanwhile, it disrespects the thousands of great and dedicated teachers. Undermines fundamental principles of collective bargaining by essentially making teachers "at will".

I strongly oppose this bill. Please take this into consideration.

Thank you,

Aviva Bender-Tualemoso

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Tuesday, January 31, 2012 12:09 PM  
**To:** EDNtestimony  
**Cc:** bulbs145@yahoo.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Matthew Pounds  
Organization: Individual  
E-mail: [bulbs145@yahoo.com](mailto:bulbs145@yahoo.com)  
Submitted on: 1/31/2012

**Comments:**

May I just say how appalled I am by this proposed bill. As a hard working teacher in the Hawaii Public School system for 8 years, I truly believe the legislature has moved back to the middle-age principle of the Witch Hunt. To assume that Tenure exists to protect bad teachers is not only false, it's laughable. I have seen tenured teachers moved out of the system because they were not performing. On top of that, how are you expecting to draw in the most qualified and finest educators of our Keiki? I moved here from Upstate NY with a Master's degree. I can honestly say that if this law were in effect or were being proposed before I came, I would have sought a job in another state... and the State of Hawaii would have lost a highly qualified and dedicated teacher. Please reconsider this proposed Bill.



**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Tuesday, January 31, 2012 12:06 PM  
**To:** EDNtestimony  
**Cc:** shawn\_suzuki@notes.k12.hi.us  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Shawn Suzuki  
Organization: Individual  
E-mail: [shawn\\_suzuki@notes.k12.hi.us](mailto:shawn_suzuki@notes.k12.hi.us)  
Submitted on: 1/31/2012

**Comments:**

As public servants, don't teachers and administrators deserve the same rights? I am unclear as to the reason for such bias. If it has to do with collective bargaining and the ability to terminate those that perform poorly then legislation should reflect such. This doesn't. It will also make the recruitment of good educators near impossible. I am hopeful legislators will focus on the real collective bargaining causes, issues and problems, not legislation that minimally effects the ability to quickly remove ineffective educators if at all. Thank you for this opportunity.

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Tuesday, January 31, 2012 12:05 PM  
**To:** EDNtestimony  
**Cc:** shanda.sasai@gmail.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM  
**Attachments:** hsta2.doc

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Shanda Sasai  
Organization: Individual  
E-mail: [shanda.sasai@gmail.com](mailto:shanda.sasai@gmail.com)  
Submitted on: 1/31/2012

Comments:

## **OPPOSE HB 1668**

**Representative Takumi, Chair of Education**

**Representative Della Au Bellati, Vice-Chair**

I am writing to you to express my strong opposition to HB 1668 relating to Teacher Tenure.

Teachers have been vilified on many occasions, and this bill is a perfect example.

This bill discredits any and all work that teachers are doing and have done. As professionals, teachers have gotten their education and experience and do not stop once they receive tenure. Many teachers do further their education for the betterment of their students.

Most teachers will accept a teacher evaluation system that will enhance their teaching skills, but to link the teacher evaluation to tenure or threaten their job status is too much.

Teachers are professionals. Please treat them as such.

Respectfully submitted,  
Shanda Sasai  
Shanda.sasai@gmail.com

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Tuesday, January 31, 2012 11:58 AM  
**To:** EDNtestimony  
**Cc:** Jant725@gmail.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Jan Turner  
Organization: Individual  
E-mail: [Jant725@gmail.com](mailto:Jant725@gmail.com)  
Submitted on: 1/31/2012

Comments:  
HB1668

My name is Jan Turner. I am a retired teacher, as of December 31, 2011. I taught nearly 44 years, 41.5 at Solomon Elementay School on Schofield Army Barracks in Wahiawa.

I appreciate having this venue to voice my opinion.

I am speaking in opposition to HB1668.

Tenure is earned only after a designated number of years of evaluation by administrators; and it is maintained thereafter by regular periodic and satisfactory reviews/evaluations.

Tenure assures teachers protection from arbitrary and capricious actions, resulting in unfair dismissals.

It assures that personal and/or political subjectivity may not be used as reasons for dismissal.

Tenure gives teachers the academic freedom to try out new and innovative ideas, and expose students to the diversity of thoughts, cultures, traditions, beliefs, philosophies, and ideologies in our world, without fear of reprisal.

It prevents the replacement of experienced teachers with less experienced, and less expensive, teachers.

Tenure results in teaching staffs that are more stable. Though it is true that many leave the profession because of stress, low pay, continual targeting for disrespect by students, parents, politicians, and the media... Just imagine if teachers were truly "at will" employees, seeking out the highest bidders?! And, imagine if they were truly selfish... instead of spending thousands of dollars on their students and class rooms; and working at least a full quarter of a school year for free, planning and correcting and creating; and foolishly expecting people to not only notice but to be appreciative.... That teachers instead worked exactly their work hours only, and not a second longer; and refused to do anything extra, including taking work home.

Tenure does not create, nor does the elimination of tenure solve, the problems of public education: underfunding, poor facilities, overcrowding, outdated and insufficient materials and supplies, lack of services for special needs students, etc.

Tenure does not "protect" any so called "bad" teacher. That is the purview of poor evaluation judgements rendered by overworked administrators.

Those promoting the elimination of tenure purport to believe that tenure results in complacency. As a teacher for nearly 44 years, I know this to be an outrageous lie. And any of you who have teachers in your families know it to be untrue. However, persons and the media, and organizations with anti-public education agendas and/or with personal profit motives understand that the propaganda style of repeating a lie often enough that it becomes the "truth" is an effective tool when attempting to denigrate, demonize and destroy.

Recently teachers had a ratification vote. 70% voted a resounding "NO". I'm quite sure they are in no mood to support anyone who supports HB1668.

I strongly urge you to not support HB1668.

Thank you for time.

Aloha,  
Jan Turner

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Tuesday, January 31, 2012 11:48 AM  
**To:** EDNtestimony  
**Cc:** hanabay17@yahoo.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Beate Arendale  
Organization: Individual  
E-mail: [hanabay17@yahoo.com](mailto:hanabay17@yahoo.com)  
Submitted on: 1/31/2012

**Comments:**

I am opposed to this proposed bill because it will violate our 1st Amendment Rights. As educators we are given the responsibility of teaching students to become thinking, civic-minded individuals. We are now being threatened by educational consultants to adopt the curriculum that non-educators want our students to learn. Tenure ensures that teachers do not sell out to private companies that do not have the best interests for our students in mind. These companies are for profit and not for education. Please consider the ramifications of the bill you propose to pass into law. Thank you for your considerations in this matter.

Respectfully,

Beate Arendale

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Tuesday, January 31, 2012 11:35 AM  
**To:** EDNtestimony  
**Cc:** jenniferivalenzuela@gmail.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: jennifer valenzuela  
Organization: Individual  
E-mail: [jenniferivalenzuela@gmail.com](mailto:jenniferivalenzuela@gmail.com)  
Submitted on: 1/31/2012

Comments:

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Tuesday, January 31, 2012 11:31 AM  
**To:** EDNtestimony  
**Cc:** ltanddt@aol.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Dedania Tyau  
Organization: Individual  
E-mail: [ltanddt@aol.com](mailto:ltanddt@aol.com)  
Submitted on: 1/31/2012

**Comments:**

Education is a partnership between teachers, students, parents, community and the bureaucratic system (i.e. DOE). Don't punish the highly dedicated teachers who continue to stay in this profession despite the bureaucracy, scapegoating, and lack of actual support IN the classroom. Let our teachers teach, help our students, i.e., future, thrive.



**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Tuesday, January 31, 2012 11:31 AM  
**To:** EDNtestimony  
**Cc:** pistanfield@gmail.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Patty Stanfield  
Organization: Individual  
E-mail: [pistanfield@gmail.com](mailto:pistanfield@gmail.com)  
Submitted on: 1/31/2012

**Comments:**

I am shocked, that after all the financial hits Hawaii's hard-working dedicated unappreciated teachers have shouldered over the last few years, our Elected Officials would consider further undermining the profession by eliminating tenure. Think about it: you want to attract more and better teachers to the profession? dumping on and disrespecting the existing workforce is certainly a strange way to go about it. I have dedicated 24 years to Hawaii's students, and frankly I'm insulted. Thank you in advance for recognizing not only the folly of this proposal, but the clear and utter meanness. Perhaps you're not clear on what tenure is really all about? .....Patty :(

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Tuesday, January 31, 2012 11:30 AM  
**To:** EDNtestimony  
**Cc:** ekagawahsta@gmail.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM  
**Attachments:** HB 1668.doc

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Edwin Kagawa  
Organization: Individual  
E-mail: [ekagawahsta@gmail.com](mailto:ekagawahsta@gmail.com)  
Submitted on: 1/31/2012

Comments:

Honorable Representatives:

I would like to express my strong opposition to HB 1668 as it relates to teacher tenure. As tenure is and always has been a mandatory subject of bargaining for HSTA. Adopting such legislation would be a violation of our statutory and constitutional right to collectively bargain over wages, hours, and conditions of work. It is also a direct attack on our membership, our profession, and a lack of recognition and respect for the valuable service that our veteran teachers provide to the State of Hawaii.

In the past, I have approached several legislators in regards to support for our contract. I have repeatedly been told that they support the teachers but they are not our "boss" and shouldn't interfere. So now that the Board of Education and Governor can't negotiate a contract that the teachers are willing to ratify, they are using you to get what they want? It is incomprehensible that the legislature would even consider hearing this bill that will basically negate our rights to employment without political corruption, favoritism, or nepotism.

Tenure does not protect "bad" teachers. It protects due process rights for teachers who have earned that right through years of dedicated service to public education. Existing law and contract already provide for basis to discipline or dismissal for misconduct or poor performance under HRS 76.

We are public employees and this is a direct attack at collective bargaining! Are the other civil servants the next in line? I am deeply hurt by this negative action. You come out and ask for our support, yet the first bills to come out from you demoralize teachers and are detrimental to our profession.

We have sacrificed, along with the rest of the government workers for the past several years. We have taken pay cuts, furloughs and increased medical insurance costs. Since, you have taken away our ability to earn a living, you are passing bills that take away our Constitutional Rights!

Please stop this bill from going forward. You have been elected to protect the citizens of Hawaii and their rights. Please don't turn our state into one that does not honor its commitment to protecting the rights of its workers.

Thank you for allowing me to provide testimony in opposition to HB1668

Edwin Kagawa  
HSTA Hilo Chapter President  
Kea'au Middle School Teacher

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Tuesday, January 31, 2012 11:29 AM  
**To:** EDNtestimony  
**Cc:** roberta.barra@hawaii.edu  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Roberta Barra, CPA, PhD  
Organization: Individual  
E-mail: [roberta.barra@hawaii.edu](mailto:roberta.barra@hawaii.edu)  
Submitted on: 1/31/2012

**Comments:**

The elimination of tenure is a really bad idea. Folks are willing to work for less than they are worth because they have tenure. Tenure is what keeps good and excellent teachers willing to stay on at a school. Take away their tenure and you take away what little incentive they have for staying. You will lose the best teachers--who will be employable anywhere--and you will only be able to retain the worst teachers. This bill will have the exact opposite effect of what you are trying to accomplish. Sure, there are the few abuses. But these are trivial compared to what you gain from tenure--good and excellent teachers willing to stay at a school in exchange for job security. They are put through hell getting tenure--you have no idea what it takes--do not destroy the only incentive they have for staying. Tenure keeps costs down.

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Tuesday, January 31, 2012 11:20 AM  
**To:** EDNtestimony  
**Cc:** aipiat001@hawaii.rr.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM  
**Attachments:** HB1668.Opposition.pdf

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Kehaulani Aipia-Peters  
Organization: Individual  
E-mail: [aipeat001@hawaii.rr.com](mailto:aipeat001@hawaii.rr.com)  
Submitted on: 1/31/2012

Comments:

LETTER IN OPPOSITION OF HOUSE BILL 1668

31 January 2012

Representative Roy Takumi, Chairman  
House Education Committee

Re: HB 1668

Dear Rep. Takumi,

I, Kēhaulani 'Aipia-Peters, am writing this letter in opposition of House Bill 1668. In my tenured position as an educator for the past 12 years, I feel that this bill is a degradation of my profession and my position as a professional in this field. To disregard this profession in such a way, demeans the profession and the community most affected by such actions, our students.

Sincerely,

Kēhaulani 'Aipia-Peters

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Tuesday, January 31, 2012 11:08 AM  
**To:** EDNtestimony  
**Cc:** mango@hawaii.rr.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Stephen P. Herr  
Organization: Individual  
E-mail: [mango@hawaii.rr.com](mailto:mango@hawaii.rr.com)  
Submitted on: 1/31/2012

**Comments:**

I am completely opposed to the elimination of tenure for DOE teachers and principals in Hawaii.

from Stephen P. Herr, P.O. Box 162, Kaaawa, HI 96730

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Tuesday, January 31, 2012 11:06 AM  
**To:** EDNtestimony  
**Cc:** jussrodi@yahoo.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM  
**Attachments:** Against HB 1668.doc

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: R Riley  
Organization: Individual  
E-mail: [jussrodi@yahoo.com](mailto:jussrodi@yahoo.com)  
Submitted on: 1/31/2012

**Comments:**

I believe it is time for the state of Hawaii to focus on the real issues confronting our educational system. We need to keep the talented teachers we have. We have an evaluation system. What will eliminating tenure accomplish? It will certainly make it easier for Uncle Kimo to land that position he's been wanting. Our tenured teachers know the students and their needs. The state should put more effort into early childhood education and take measures to stop nepotism, not make it easier.



I believe it is time for the state of Hawaii to focus on the real issues confronting our educational system. We need to keep the talented teachers we have. We have an evaluation system. What will eliminating tenure accomplish? It will certainly make it easier for Uncle Kimo to land that position he's been wanting. Our tenured teachers know the students and their needs. The state should put more effort into early childhood education and take measures to stop nepotism, not make it easier.

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Tuesday, January 31, 2012 10:46 AM  
**To:** EDNtestimony  
**Cc:** mrs.reyesoda@gmail.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM  
**Attachments:** HB 1668 Testimony.docx

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Julie Reyes Oda  
Organization: Individual  
E-mail: [mrs.reyesoda@gmail.com](mailto:mrs.reyesoda@gmail.com)  
Submitted on: 1/31/2012

Comments:

Julie Reyes Oda  
January 31, 2012

#### TESTIMONY IN OPPOSITION TO HB 1668

My name is Julie Reyes Oda and I am a mathematics teacher at James Campbell High School. I currently teach Algebra 2 and have been a teacher since the beginning of 2007 and was licensed since May 2010. Teaching is not my first career and I fell into it when I was 29 years old. I live and work in the community of Ewa Beach.

I opposed the HB 1668. Taking away tenure or reemployment rights away from teachers is unfair and is singling out certain government employees. I have seen teachers demoralized by the DOE, BOE and Governor. It has gotten worse since Furlough Fridays in 2009. Why does this bill single out those in education (DOE, UH)? I would like to know the answer to that.

Teaching is a difficult job and has been made difficult by the constant worry of litigation by our previous administration. While our principal left, her remaining vice-principals carry the torch and do not discipline the children in a manner that leaves us able to perform our core duty: teaching. If teachers are not given the opportunity to perform their duties, they will be disciplined and rated marginal or unsatisfactory and dismissed. These teachers need to be provided with due process. I have seen many marginal administrators and it seems that they are not well versed in the classroom or subject to be able to give any kind of feedback. I have also seen administrators target teachers because they do not like them and pick on them because they are outspoken or different. I have read articles about the teaching profession having the worst working conditions. There are rumors, innuendos, and "mean girls" just like the students have. I do not know why but a colleague of mine said that most teachers went

from high school to college and after that went back to work at the school, so they never really left school. Whatever the reason, administrators are not exempt from this behavior. They do participate in this behavior and employees should not be subject to termination based on a popularity contest. What I have also observed is that new ideas or anything that will “rock the boat” is not accepted and is frowned upon. There is an organizational culture going on here that the legislature, BOE, Gov and public do not know about and it is not good.

A teacher wants to be treated fairly in the employment process and not protecting them by stripping away their due process rights is not the way. Do what is right and not what is popular. It is very popular to play the blame game and take away teachers rights. I read it in newspapers and blogs and there are many organizations that are popping up to talk about how much they know about education. Try something different. Support the profession and create an organization that people want to join and be proud to be a part of. Right now the DOE is a shame and all of this proposed legislation is making it look worse. Let the teachers bargain over their working conditions and stop trying to take a back door to get things done. Unless Hawaii wants most of its teachers to come from a 2 year Teach for America force that has no idea what the culture of Hawaii is, then go right ahead. You may have the right to do so, but in the end you may not like the results. Teach for America will not care about tenure because they will not be there to earn it. If you want career teachers, who work on their craft and provide experience to the education system support the teachers.

In the alternative, if one union loses its tenure or permanency, then all unions should lose it. Please contact HGEA and UPW and let them know that the legislature is considering taking away all permanent rights away from State and County employees.

**belatti2 - Kate**

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**From:** Laura\_Robertson/KEAAUM/HIDOE@notes.k12.hi.us  
**Sent:** Tuesday, January 31, 2012 10:39 AM  
**To:** EDNtestimony  
**Subject:** OPPOSE HB 1668

OPPOSE HB 1668

I am writing to you to express my strong opposition to HB 1668 relating to Teacher Tenure.

Your bill will end tenure for those who are currently tenured teachers and not allow for future teachers to become tenured. I am working very hard to achieve my goal to become a tenured teacher and I am very proud of that fact. I teach my students about set high, achievable goals in my classroom all the time. I have never told them that once you achieve your goal, someone might make a law that can take it away. I teach them to be good citizens, follow the law, and set goals that you want to achieve to have a purpose in our world. Why would you want to take this away from me?

Our Union has a right to bargain this under the Constitution and I don't want to lose my rights to have them done for me. Please stop this bill immediately from going forward and let us work together to protect our right to tenure.

Thank you.

Laura K. Robertson  
Kea'au Middle School Teacher

**belatti2 - Kate**

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**From:** Cathleen\_Darrow/KEAAUM/HIDOE@notes.k12.hi.us  
**Sent:** Tuesday, January 31, 2012 10:37 AM  
**To:** EDNtestimony  
**Subject:** OPPOSE HB 1668

OPPOSE HB 1668

Representative Takumi, Chair of Education  
Representative Della Au Bellati, Vice-Chair

I am writing to you to express my strong opposition to HB 1668 relating to Teacher Tenure.

Your bill will end tenure for those who are currently tenured teachers and not allow for future teachers to become tenured. I worked very hard to achieve my goal to be a tenured teacher and I am very proud of that fact. I teach my students about goal setting in my classroom all of the time. I have never told them that once you achieve the goal, someone might make a law that takes it away. I teach them to be good citizens, follow the law, and set goals to achieve. Why would you want to take this away from me?

Our Union has a right to bargain this under the Constitution and I don't want to lose my rights to have them do that for me. Please stop this bill immediately from going forward and let us work together to protect our right to tenure.

Thank you.

Cathleen A. Darrow  
Kea'au Middle School Teacher

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Tuesday, January 31, 2012 9:56 AM  
**To:** EDNtestimony  
**Cc:** dougs.brown@gmail.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM  
**Attachments:** Letter to the Legislature.doc

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: doug Brown  
Organization: Individual  
E-mail: [dougs.brown@gmail.com](mailto:dougs.brown@gmail.com)  
Submitted on: 1/31/2012

Comments:

**Representative Takumi, Chair of Education**  
**Representative Della Au Bellati, Vice-Chair**

I am writing to you to express my strong opposition to HB 1668 relating to Teacher Tenure. Your bill will end tenure for those who are currently tenured teachers and not allow for future teachers to become tenured.

My parents were dedicated in the DOE, and UH system: My mother gave 35 years at a public high school, and my father 30 years in the College of Education at the University of Hawaii at Manoa. I have spent 21 years in service to teaching in a public school, and will continue to do so. They have instilled in me the need for continuing education throughout my career so that I may pass the most current forms of curriculum, instruction, and material to my students. As such, I cannot see why you would do away with such an established means of guaranteeing that Hawaii's youth get the most from their teachers. What will be the motivating factor for teachers to "keep up" with their continued growth as effective educators, if there is no recognition of the time and efforts that they have given?

The concept of "tenure" has been, ironically, tarnished to the point of blatant disrespect in the eyes of the general public, yet it is the very thing that should give teachers the respect that I feel they deserve: that they have given years of service and dedication to their own professional development to better serve those that are under their tutelage.

Our Union has a right to bargain this under the Constitution and I don't want to lose my rights to have them do that for me. Please stop this bill immediately from going forward and let us work together to protect our right to tenure.

Sincerely,

Doug Brown  
Teacher



**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Tuesday, January 31, 2012 9:31 AM  
**To:** EDNtestimony  
**Cc:** lekilikauai@gmail.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM  
**Attachments:** Say No to no tenure.doc

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Leslie Simmons  
Organization: Individual  
E-mail: [lekilikauai@gmail.com](mailto:lekilikauai@gmail.com)  
Submitted on: 1/31/2012

**Comments:**

PLEASE do not take the tenure away from the teachers who have worked hard to receive it. We are already underpaid and overworked. It is getting to a point where teachers cannot afford to be teachers if they want to support their families. We have to work 2-3 jobs just to live in Hawaii. It is very sad that this abuse continues to happen to teachers who do this work because of a love for their students and a love for learning.

January 31, 2012

Dear Hawaii Legislators,

My name is Leslie Simmons and I am a veteran teacher at Kapaa Middle School. I am writing to you because I am vehemently opposed to HB 1668, which relates to tenure, and HB 2627, which relates to performance evaluations. I feel both will have a negative impact on public education in Hawaii for the reasons outlined below.

**HB 1668:**

First, I would like to remind you that tenure is only earned after a teacher has been duly observed and evaluated, and has successfully demonstrated his/her professional competence throughout the probationary period.

Furthermore, tenure does not guarantee a teacher a job, but rather, ensures that due process is followed. In other words, effective teachers are allowed to continue to teach without the constant distraction of having to wonder if they will have a job the following year. Without tenure, teachers may be arbitrarily dismissed. For example, more experienced teachers may be unfairly targeted simply because their salaries are more costly. On the other hand, a tenure system establishes a process by which struggling teachers may receive additional support needed. At the same time, the tenure and evaluation system weeds out those individuals unsuited to this demanding profession. This is important because a bad teacher brings us all down.

Doing away with the possibility of tenure, coupled with erosion of public employee benefits and recent measures targeting public school teacher in particular, make the task of recruiting and retaining highly qualified teachers increasingly difficult.

Finally, tenure is and always has been a subject of collective bargaining. To strip us of tenure previously bargained and earned would, in my opinion, be a violation of our statutory and constitutional right to collectively bargain over wages, hours, and conditions of work.

**HB 2627:**

While I am encouraged to see that all stakeholders are included in student accountability, I remain highly skeptical that such will be the case. Every year, I have kids whose performance is hindered by chronic absences. How can I be held accountable for a child's performance when the child is not in school half the time? How can a test score be used to judge my effectiveness as a teacher when there are bigger issues at play such as getting the child enough to eat, or a safe place to sleep?

That aside, I ask you to honor the Collective Bargaining process. I also ask that teachers be allowed to participate in crafting, testing, and refining a fair and equitable measure of

performance. I fear that if a performance measure is established without input from teachers, it may lead to many unanticipated and undesirable repercussions on student achievement.

Thank you for taking the time to listen to my concerns regarding both bills. I hope that after due consideration, you will vote against HB 1668 and HB 2627 because of the negative impact they will have on public education in Hawaii.

Sincerely,

Leslie Simmons

Kapaa Middle School

Special Education Teacher

Language Arts

Peer Mediation Advisor

808 821-4460 ext. 155

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Tuesday, January 31, 2012 9:04 AM  
**To:** EDNtestimony  
**Cc:** cheela1337@gmail.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM  
**Attachments:** HB1668.pdf

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Sheila Leong  
Organization: DOE  
E-mail: [cheela1337@gmail.com](mailto:cheela1337@gmail.com)  
Submitted on: 1/31/2012

Comments:

HB1668

I oppose HB1168 which eliminates the vesting of tenure for certain Department of Education employees. I have been a teacher at the DOE for 10 years and I believe tenure ensures a partnership between teachers and administrators to work towards student learning. Tenure ensures every avenue has been explored prior to discipline and dismissal. Tenure is an accomplishment every teacher looks forward to because it identifies them as a professional who completed a rigorous probationary period. Every teacher deserves a positive, safe working environment and the elimination of tenure will have a negative impact.

I believe just the proposal of this bill targets, demoralizes and disrespects public educators. Please do not approve this bill.

Sheila Leong

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Tuesday, January 31, 2012 8:49 AM  
**To:** EDNtestimony  
**Cc:** rgppung@gmail.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM  
**Attachments:** OPPOSE HB 1668.doc

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Greta Pung  
Organization: Individual  
E-mail: [rgppung@gmail.com](mailto:rgppung@gmail.com)  
Submitted on: 1/31/2012

Comments:

**OPPOSE HB 1668**

**Representative Takumi, Chair of Education**  
**Representative Della Au Bellati, Vice-Chair**

I am writing to you to express my strong opposition to HB 1668 relating to Teacher Tenure. Your bill will end tenure for those who are currently tenured teachers and not allow for future teachers to become tenured. I worked very hard to achieve my goal to be a tenured teacher and I am very proud of that fact. To have that taken away would be wrong. I teach my students about goal setting in my classroom all of the time. I have never told them that once you achieve the goal, someone might make a law that takes it away. I teach them to be good citizens, follow the law, and set goals to achieve. Why would you want to take this away from me?

You are politicians; you know politics in that realm. Every job has a certain amount of politics involved within the organization. No different in the DOE. One could be a good teacher perhaps even a great one, however, an administrator could have it in for that teacher for personal reasons and they would have lots of power to ruin a teachers life.

Our teachers take pride in our job, professional development, and reaching out to our students. You probably wouldn't be where you are if it were not for a great teacher.

Our Union has a right to bargain this under the Constitution and I don't want to lose my rights to have them do that for me. Please stop this bill immediately from going forward and let us work together to protect our right to tenure.

Thank you.  
Greta Pung  
Teacher – Hawaii Island

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Tuesday, January 31, 2012 8:14 AM  
**To:** EDNtestimony  
**Cc:** whitney\_yamamoto@notes.k12.hi.us  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM  
**Attachments:** testimony.doc

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Whitney Yamamoto  
Organization: Individual  
E-mail: [whitney\\_yamamoto@notes.k12.hi.us](mailto:whitney_yamamoto@notes.k12.hi.us) Submitted on: 1/31/2012

Comments:



I am writing to you to express my strong opposition to HB 1668 relating to Teacher Tenure. Your bill will end tenure for those who are currently tenured teachers and not allow for future teachers to become tenured. I worked very hard to achieve my goal to be a tenured teacher and I am very proud of that fact. I teach my students about goal setting in my classroom all of the time. I have never told them that once you achieve the goal, someone might make a law that takes it away. I teach them to be good citizens, follow the law, and set goals to achieve. Why would you want to take this away from me?

Our Union has a right to bargain this under the Constitution and I don't want to lose my rights to have them do that for me. Please stop this bill immediately from going forward and let us work together to protect our right to tenure.

Thank you,  
Whitney Yamamoto

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Tuesday, January 31, 2012 8:10 AM  
**To:** EDNtestimony  
**Cc:** vkong@hawaii.rr.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM  
**Attachments:** Save Tenure

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Vera Yamanaka  
Organization: Individual  
E-mail: [vkong@hawaii.rr.com](mailto:vkong@hawaii.rr.com)  
Submitted on: 1/31/2012

Comments:

Dear Mr. Takumi,

I am an elementary school teacher at Hale Kula Elementary School. I have been teaching for over twenty years and have had a second job to help make ends meet all of my years of teaching.

I have read that you would like a discussion on the idea of eliminating tenure for "certain employees of the DOE." I would like to share my thoughts.

I agree that the current probationary period is short and I am not opposed to lengthening that time. We have found that new teachers quit within five years of starting the profession, if they feel teaching is not for them. Perhaps the tenure period could be lengthened to reflect that concept.

I do not agree with eliminating tenure altogether. We already have a system in place to do away with unsatisfactory teachers based on evaluations. The evaluations will soon be contingent on student performances among other things, which I have thoughts on also, but that's another testimony.

We want to attract the best candidates to the teaching profession and we don't have funds to entice them with salary. Tenure is one of the pros of the job. Therefore, I feel we need to keep tenure for educators in Hawaii.

Thank you for listening.

Sincerely,  
Vera M. Yamanaka

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Tuesday, January 31, 2012 7:58 AM  
**To:** EDNtestimony  
**Cc:** rei181@hotmail.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM  
**Attachments:** OPPOSE HB 1668.doc

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Renee Hashimoto  
Organization: Individual  
E-mail: [rei181@hotmail.com](mailto:rei181@hotmail.com)  
Submitted on: 1/31/2012

Comments:

**OPPOSE HB 1668**  
**Representative Takumi, Chair of Education**  
**Representative Della Au Bellati, Vice-Chair**

I am writing to you to express my strong opposition to HB 1668 relating to Teacher Tenure. Your bill will end tenure for those teachers who are currently tenured and not allow for future teachers to become tenured. I worked very hard to achieve my goal to become a tenured teacher and I am very proud of that fact. My tenure was awarded through observation and evaluation of my teaching practices. The awarding of my tenure followed an agreed upon process for probationary training. I do not believe that rescinding my tenure, or the tenure of other experienced teachers, will solve any issues that the public school system has.

I'm sure you would agree that our schools need to attract the best teachers and tenure is important to continue to attract people to the teaching profession and keep experienced teachers.

Our Union has a right to bargain this under the Constitution and I do not want to lose my right to have them do that for me. Please stop this bill immediately from going forward and let us work together to protect our right to tenure.

Thank you.

Renee Hashimoto

Science teacher, Konawaena High School

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Tuesday, January 31, 2012 7:55 AM  
**To:** EDNtestimony  
**Cc:** delonaga@hawaii.edu  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM  
**Attachments:** OPPOSE HB 1668.doc

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Del  
Organization: DOE teacher  
E-mail: [delonaga@hawaii.edu](mailto:delonaga@hawaii.edu)  
Submitted on: 1/31/2012

Comments:

OPPOSE HB 1668

Representative Takumi, Chair of Education  
Representative Della Au Bellati, Vice-Chair

Dear Representative Takumi and Representative Bellati,

I am writing to you to express my strong opposition to HB 1668 relating to Teacher Tenure. Your bill will end tenure for those who are currently tenured teachers and not allow for future teachers to become tenured. I am working very hard to achieve my goal to be a tenured teacher and I am very proud of that fact. I teach my students about goal setting in my classroom all of the time. I have never told them that once you achieve the goal, someone might make a law that takes it away. I teach them to be good citizens, follow the law, and set goals to achieve.

Tenured Teacher means an employee who has successfully completed probation and who has been appointed on a continuous basis to a permanent unobligated position. Teaching is not only a profession, but like your "profession", it becomes a calling. This is commitment to the teaching profession that many would not try to achieve if they were not given an appointment on a continuous basis.

Mahalo.

Sincerely,  
Del Onaga  
2 years teacher at Olomana School

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Tuesday, January 31, 2012 7:53 AM  
**To:** EDNtestimony  
**Cc:** dzager2002@yahoo.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM  
**Attachments:** Anti tenure bill.docx

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Debra Zager  
Organization: Kealakehe High School  
E-mail: [dzager2002@yahoo.com](mailto:dzager2002@yahoo.com)  
Submitted on: 1/31/2012

Comments:  
Jan 31, 2011

Aloha,

I am writing to you to express my unwavering opposition to HB 1668 relating to Teacher Tenure. Your bill will end tenure for those who are currently tenured teachers and not allow for future teachers to become tenured. I worked very hard to achieve my goal to be a tenured teacher and I am very proud of that fact. I teach my students about goal setting in my classroom all of the time. I clearly remember the day I became tenured and I cherish that moment. This bill treats teachers like non people and that goals are superfluous. I teach my students that they are good people first and then they become good citizens, follow the law, and set their own goals to achieve. Why would you want to take this away from people who are teachers? Please stop this bill immediately.

Thank you.

Debra Zager  
(I teach seniors Sociology, Psychology, Geography & American Problems)



Jan 31, 2011

Aloha,

I am writing to you to express my unwavering opposition to HB 1668 relating to Teacher Tenure. Your bill will end tenure for those who are currently tenured teachers and not allow for future teachers to become tenured. I worked very hard to achieve my goal to be a tenured teacher and I am very proud of that fact. I teach my students about goal setting in my classroom all of the time. I clearly remember the day I became tenured and I cherish that moment. This bill treats teachers like non people and that goals are superfluous. I teach my students that they are good people first and then they become good citizens, follow the law, and set their own goals to achieve. Why would you want to take this away from people who are teachers? Please stop this bill immediately.

Thank you.  
Debra Zager

(I teach seniors Sociology, Psychology, Geography & American Problems)

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Tuesday, January 31, 2012 7:41 AM  
**To:** EDNtestimony  
**Cc:** sipes.brent@gmail.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM  
**Attachments:** HB1688\_opposed.doc

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Brent Sipes  
Organization: Individual  
E-mail: [sipes.brent@gmail.com](mailto:sipes.brent@gmail.com)  
Submitted on: 1/31/2012

Comments:

Dear Members of the House Education and Labor Committees,

I oppose HB 1668 which eliminates tenure for all K-12 teachers and principals. Tenure protects academic freedom, a fundamental aspect of learning and teaching. Tenure does not and was never meant to protect and ensure job security for teachers and principals that perform poorly. This act does nothing to enhance student learning outcomes, but rather is simply vindictive towards teachers and principals.

Sincerely,

Brent Sipes  
Professor, University of Hawaii at Manoa  
1949 Naio St.  
Honolulu, HI

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Tuesday, January 31, 2012 7:28 AM  
**To:** EDNtestimony  
**Cc:** jmaeda1227@yahoo.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM  
**Attachments:** HB1668 Testimony.doc

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Jodi Maeda  
Organization: Individual  
E-mail: [jmaeda1227@yahoo.com](mailto:jmaeda1227@yahoo.com)  
Submitted on: 1/31/2012

Comments:

January 30, 2012

To: Representative Takumi, Chair of the House Education Committee  
Representative Bellati, Vice-Chair of the House Education Committee  
Members of the House Education Committee  
Representative Rhoads, Chair of the House Labor Committee  
Representative Yamashita, Vice-Chair of the House Labor Committee  
Members of the House Labor Committee

Re: HB 1668

My name is Jodi Maeda and I am a high school math teacher at Kaua`i High School. I am writing in strong opposition of HB 1668.

With all of the sacrifices that teachers have already made, I truly do not understand why you would ask teachers to give up their tenure that they worked so hard to earn. Those who have earned tenure did so by completing the requirements set forth at that time. It is unfair to have our due process rights taken away by eliminating tenure when we earned that status.

I believe that there are a number of you who think that tenure means we are guaranteed a job. This is not true. Tenure guarantees us due process. Tenured teachers can still lose their job with just cause. Tenured teachers are just guaranteed that there will be a process in place if they should be accused of not fulfilling their job duties satisfactorily.

I agree that there are teachers who may not be fit for the profession. However, there are processes in place, such as the current evaluation system, that address those issues. I do not believe that teachers who have rightfully earned tenure status and are continuing to do good work in our schools should have to worry about being fired arbitrarily, because they may have some issue with the administration at their school. You know, as well as I do, that not every teacher and principal get along. This is true in any work environment. There are teachers who do great work in our schools, but have personal issues with their administrators. Our due process rights protect these teachers from being let go for no reason.

I am a teacher. I believe I am a good teacher. If my principal thinks otherwise, she can have her say on my evaluation. I don't believe the added stress of worrying about if I have a job next year is something that would have positive impacts on my teaching. I would like to continue doing my job well, actively participating in my school community, and showing by my actions that I deserve to keep my job. However, without tenure, none of this would matter anyway, because there would be no due process if someone else had a different opinion about my work.

I really hope that you consider the impacts of this bill and the effects it could have on ALL schools in our public school system. We have wonderful teachers and I'm sure you know many of them. Do you think they should have to worry every year whether they have a job or not, because they have an administrator that they do not get along with?

Again, I strongly oppose HB 1668 and ask for your consideration to vote NO to this bill!! Thank you for your time and consideration.

Mahalo,  
Jodi Maeda  
Lihue, Hawaii

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Tuesday, January 31, 2012 7:04 AM  
**To:** EDNtestimony  
**Cc:** adownard@gmail.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM  
**Attachments:** OpposeHB1668ajd.doc

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Amy Downard  
Organization: Individual  
E-mail: [adownard@gmail.com](mailto:adownard@gmail.com)  
Submitted on: 1/31/2012

Comments:

Testimony to OPPOSE **HB1668**

**OPPOSE HB 1668**

**Representative Takumi, Chair of Education**  
**Representative Della Au Bellati, Vice-Chair**

To Whom It May Concern,

I am writing this testimony in opposition of HB1668 regarding teacher tenure. This topic is part of the bargaining process of the teacher contract and does not need to be addressed as outlined in this bill.

As a public school teacher, I have completed the education, experience and licensing requirements to hold my current position as a teacher with tenure. This does not mean that I can automatically stay in my current position forever. I have to continually meet the satisfactory requirements of the current teacher evaluation and licensing protocol. At any time, my supervisor can grade my performance and demote my ability to stay in this profession. Tenure does not protect me, but does acknowledge my completion of a protocol that allows me to hold a teaching position. It also recognizes my experience so that a teacher who has not completed the necessary steps for tenure cannot transfer or move into my line of teaching. Tenure is not automatic; a rigorous process of evaluation, observation and application of teaching methodology must be completed before tenure is granted.

It is my hope that this bill will not progress since it is not needed.

Sincerely,

Amy Downard  
Teacher of Visually Impaired Learners  
Honolulu District

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Tuesday, January 31, 2012 6:53 AM  
**To:** EDNtestimony  
**Cc:** debbievida@gmail.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM  
**Attachments:** tenure.doc.docx

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Debbie Anderson  
Organization: Individual  
E-mail: [debbievida@gmail.com](mailto:debbievida@gmail.com)  
Submitted on: 1/31/2012

Comments:



## HB1668 TAKUMI, BELATTI

Wednesday, Feb 1 at 2:00 in room 309 jointly before the House Committees on Education and Labor and Public Employment  
SB2993 SENATE EDUCATION COMMITTEE, CHAIRED BY SEN. JILL TOKUDA

Aloha,

Representatives Takumi and Belatti have proposed a amendment to Chapter 89, HRS, (the State's collective bargaining law), by adding language that will eliminate all current teacher's tenure status after July 1, 2012. It will also make it illegal for HSTA to negotiate tenure protection for teachers in the future.

For the record, we need to clarify this proposal with information. It is not tenure reform, leaving the system in place with improvements. It is gutting altogether any change in rights after a probationary period. We need to evaluate this proposal.

### Definitions:

Tenure status is given to an educator who has satisfactorily completed teaching for the probationary period of 2-3 years and is, therefore, protected against arbitrary or summary dismissal by the employer. Teacher tenure does not equate to Supreme Court life employment. We are talking about a set of rules and regulations outlining due process. This process provides teachers with warnings and time to improve before being fired, the right to take their case to a panel and appeal it higher if they disagree with a ruling. This process can help teachers be more effective.

### Rights

Tenure is a legal commitment (set by the state and negotiated union contracts) to procedural due process. Collective bargaining is a human and constitutional right (**United Nations Declaration of Human Rights**). Adopting such legislation would be a violation of our statutory and constitutional right to collectively bargain over wages, hours, and conditions of work. Given Hawaii's reputation for civil rights, such as the 2011 controversial gay marriage, it is astounding that the legislature would even consider having a hearing on a bill that will basically negate our rights to enjoy continued employment without political corruption, favoritism or nepotism. It is also a direct attack on our membership, our profession, and a lack of recognition and respect for the valuable service that our veteran teachers provide to the State of Hawaii.

### Financial

Entering education is a commitment of time and money. To train and hire educators costs the U.S. \$7 million annually. If a teacher graduates from a State-Approved Teacher Education Program (SATEP), they have had student teacher experience successfully. During their probationary period, they should have gone through induction programs. Administrators can terminate teachers during this time without cause. A licensed teacher must have invested at least 4 years in a college education, and is likely to have continuing student loan obligations. Public institutions have a track record of institutional continuity. This allows them to make a credible offer of job security. They can then pay correspondingly less salary, so the out-of-pocket expense to parents/taxpayers ends up being lower with tenure than without. After receiving tenure, teachers have annual contracts. The teaching profession has a 50 percent turnover every five years. Teachers can make more money in a second job waiting tables. If you strip away fair dismissal laws, educators will be relegated to disposable workers.

To qualify for a home loan, applicants need job security of at least 2 years (the probationary period is longer). Prior to tenure, teachers never feel comfortable. In West Hawaii, to keep employment they can be forced annually to move rentals as they travel over 200 miles daily. Communities benefit if teachers are able to afford to become homeowners. Teachers need the stability of tenure to form bonds and relationships with students, parents, and other faculty. I've been blessed to work for over a dozen years in one community, and have known the seniors since they were in kindergarten. Tenure supports excellence in education and encourages "career" educators to become leaders. By the time teachers like Malama Solomon's sister have taught generations of learners, a teacher has greater influence and intellectual leadership. Tenure is one way to demonstrate the impact, significance, value of educators to society at large.

Tenure's primary purpose is to protect competent teachers from arbitrary nonrenewal of contract for reasons unrelated to the educational process. The Department of Education expressly prohibits retaliation against anyone engaging in protected activity. However, administrators have significantly more power and control over financial decisions than mere teachers (under the Reinventing Education Act of 2004 especially).

Due process is necessary in order to avoid the type of abuses of the past, favoritism, racism, etc. The cynical reality: the teaching force is 75% female, while Administration is primarily male. Ending tenure protections will "take over any sense of fair play between employer and employee." Absent today's rules, teachers will not have fair treatment by administrators. Eliminating tenure could bring back the tyranny and injustice of capricious administrators. Past abuses by those in power can relate to:

- Pregnancy
- Personal beliefs,
- "Insubordination"
- Personality conflicts
- Replacing older teachers with younger ones for less pay.
- Nepotism, for which Hawaii has faced notorious cases.
- A legal act such a moving a long-time kindergarten teacher to sixth grade can be devastating to a teacher.

Educators must be able to advocate on behalf of students to administrators without fear of reprisal or retaliation. Teachers could be intimidated from political activity. A couple of examples:

- 1) A non-tenured teacher in a New York charter school was fired because she complained about discriminatory and illegal conduct toward the school's special needs students.
- 2) A non-tenured special education teacher in Michigan was fired for complaining about the size of her teaching load—that's a problem for the students, not just the teacher. Class size is a significant factor in student success.

Those teachers risked their jobs for their students, and lost. How would putting more teachers at risk help? When teachers cease to advocate, we cease to fulfill one of the most essential elements of teaching: the act of caring.

We do not want good teachers removed for arbitrary reasons. We need vital protections for teachers. For example, teachers are able to fail students who deserve to fail regardless of how influential they are to the school. It allows teachers to become whistleblowers. It protects teachers' freedom of speech. Freedom of speech is especially important when teachers write articles on issues which their administrators may not be in favor of informing the public. Tenure is the same as seniority in other jobs. Teachers are often forced into uncomfortable situations (such as failing students, choosing certain students). An employee who must make so many important and confrontational decisions needs job protection. Tenure allows teaching to become a profession. Without it, teaching is just a job.

The greatest risk would be to academic freedom. It is imperative that teachers be allowed to practice their profession without undue interference from those whose interests lie only in the bottom line. a necessary component to promoting teacher experimentation. They believe that for our schools to excel, teachers must be able to experiment with different teaching styles until they find the one that is most successful for them, and their students. These people believe that without tenure, teachers would not feel comfortable experimenting, for fear that if one of their experiments was not extremely successful they would be terminated.

Tenure was designed to protect the classroom as a place of inquiry. It was meant to protect professionals from undue political interference in the work of education. Tenure provides economic job security, tied to the otherwise uncompetitive pay in comparison to other professions. Given the college education requirements, historically female professions such as teaching and nursing have significantly lower salaries than professions such as law or medicine. Tenure helps define a culture of professional standards and attracts more qualified teachers. Education benefits society at large with breakthroughs in the sciences and the humanities, notes Stanford historian Kennedy. "Universities are one of the very few institutions in our society where people can think about long-term projects."

Education used to be thought of as a higher good. Internationally, what's changed is that we now live in a society where the market has become the model. Krantz says, "If we leave it to General Motors and Microsoft to carry out these functions, then civilization as we know it is in jeopardy." Wealthy industrialists such as the Koch brothers have started writing and undermining professors.

## Aftermath

If you "abolish tenure" the real question is this: under what conditions will teachers be fired? If we don't think about what happens next, it's like building an airplane in the sky. We must examine both immediate consequence and long-term outcomes.

Without tenure, we would not be able to attract the best and brightest to teach in our schools. Since California made it easier to fire ineffective teachers, for example, the number of graduates seeking teaching credentials fell by 29 percent.

It will drive away some of our BEST teachers. Eliminating tenure could prompt some good teachers to move to nearby states offering more protection, said Chris Guinther, the president of the Missouri National Education Association. Loss of tenure can create an atmosphere leading to teacher shortages. Hawaii has more to lose, because of its isolation. Our in-state system of teacher training does not produce enough teachers annually to fill the positions open.

Loss of tenure will diminish the intellectual quality of ideas. Politicians have interfered with teachers since at least 399 B.C.E., when Anytus and Meletus, a couple of extremists in the Athenian Assembly, arranged for the execution of Socrates. After all, he was nearly 70.

The consequences of doing away with tenure will result in all kinds of injustices. Though federal and state laws protect workers from unfair and discriminatory practices, the alternative to tenure is heading into court, during which justice can be a long time coming.

## Solutions

The best designs for school improvement work in collaboration with teachers. Teachers are the mentors of the new inductees, and have a vested interest in colleagues carrying the load for their school.

Tenure is granted by administrators. Ineffective administrators are a big part of the problem (and yet proposals are set to quintuple the evaluation load). Another part of the solution, which is more specific to teacher tenure, is more subtle, essential, and potentially easy. If we held administrators accountable individually in terms of their own performance evaluation tied to pay and retention -- for rigorously implementing the existing legal requirements for teacher evaluation, the courts will predictably provide the requisite message that tenure is quite the opposite of ironclad protection for bad teachers.

Tenure does not mean necessarily a costly and complicated process for terminating a poorly performing teacher. The balance between a teacher's individual rights and the school's institutional responsibility can be a fairly efficient process. The extent of the procedural process that is "due" depends initially on the will of the public at the state legislative and local contractual level. It may be no more than reasonable written notice of the charges and a one- or two-night board hearing with prompt impartial review.

The prevailing belief is that the outcome of litigation is usually in favor of the plaintiff-teacher, not the defendant-district. Quite the contrary is true. Schools districts consistently win the vast majority of the court decisions concerning the involuntary cessation of a teacher's employment based on incompetency. In a comprehensive canvassing of court decisions based on teacher evaluation for competency, the defendant districts prevailed in more than a 3:1 ratio, and there was no significant difference between the outcomes for non-tenured as compared to tenured teachers. Indeed, in an often-touted table from the National Center for Education Statistics' 2007-2008 School and Staffing Survey, the standardized percentage of teachers in the United States who lost their jobs due to poor performance via the non-renewal of non-tenured teachers (.7%) was half of that for the termination of tenured teachers (1.4%).

Underfunding education is the greatest form of mismanagement, at the federal level, and with Weighted Student Formula starving neighbor island community schools. Legislators, administrators, etc. want teachers to basically do exactly what they say, give them not enough resources and then blame them if they don't succeed in a time of tremendous fiscal instability and fiscal pressures. "Unless and until a multifaceted reform package, including the investment in compensation and professional development attracts and retains a competitive supply of excellent teachers, removing tenure will not change the termination rate, much less the student achievement gap."

If you would still like more information, please watch this compelling statement by the AFT President at: <http://www.cbsnews.com/video/watch/?id=6923344n&tag=cbsnewsTwoColUpperPromoArea>

Mahalo for your time,  
Debbie Anderson, NBCT

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Tuesday, January 31, 2012 6:07 AM  
**To:** EDNtestimony  
**Cc:** konajduggan@hotmail.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM  
**Attachments:** Representative Takumi.doc

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Jeff Duggan  
Organization: Individual  
E-mail: [konajduggan@hotmail.com](mailto:konajduggan@hotmail.com)  
Submitted on: 1/31/2012

**Comments:**

Representative Takumi, Chair of Education Representative Della Au Bellati, Vice-Chair

I am writing to you to express my strong opposition to HB 1668 relating to Teacher Tenure. Your bill will end tenure for those who are currently tenured teachers and not allow for future teachers to become tenured. I worked very hard to achieve my goal to be a tenured teacher and I am very proud of that fact. I teach my students about goal setting in my classroom all of the time. I have never told them that once you achieve the goal, someone might make a law that takes it away. I teach them to be good citizens, follow the law, and set goals to achieve. Why would you want to take this away from me?

Our Union has a right to bargain this under the Constitution and I don't want to lose my rights to have them do that for me. Please stop this bill immediately from going forward and let us work together to protect our right to tenure.

Thank you.

Jeff Duggan, Konawaena High School

**Representative Takumi, Chair of Education**  
**Representative Della Au Bellati, Vice-Chair**

I am writing to you to express my strong opposition to HB 1668 relating to Teacher Tenure. Your bill will end tenure for those who are currently tenured teachers and not allow for future teachers to become tenured. I worked very hard to achieve my goal to be a tenured teacher and I am very proud of that fact. I teach my students about goal setting in my classroom all of the time. I have never told them that once you achieve the goal, someone might make a law that takes it away. I teach them to be good citizens, follow the law, and set goals to achieve. Why would you want to take this away from me?

Our Union has a right to bargain this under the Constitution and I don't want to lose my rights to have them do that for me. Please stop this bill immediately from going forward and let us work together to protect our right to tenure.

Thank you.

Jeff Duggan  
Konawaena High School, Social Studies Department Chair.

## belatti2 - Kate

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Tuesday, January 31, 2012 12:43 AM  
**To:** EDNtestimony  
**Cc:** cachun@hawaii.rr.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM  
**Attachments:** Testimony HB 1668.doc

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Candace Chun  
Organization: Individual  
E-mail: [cachun@hawaii.rr.com](mailto:cachun@hawaii.rr.com)  
Submitted on: 1/31/2012

**Comments:**

Not sure if I attached it correctly, so just in case, I'm attaching it int his box.

To all concerned,

I am taking a few precious minutes away from my extremely busy schedule in planning a statewide conference three weeks from now for 660 students of Hawaii HOSA (Health Occupations Students of America), since I have three state officers, to help you understand what a travesty it would be to try to take away tenure status from Hawaii's public school teachers. I am upset that I would have to do this at all. It's 12:35 in the morning on a school night...who says we don't work on our own time?

This is a direct attack on our membership, our profession, and a lack of recognition and respect for the valuable service that our veteran teachers provide to the State of Hawaii. With the recent rejection of a proposed contract, we are being bullied left and right. The animosity it creates would be very dangerous. Why would you want to hurt the teaching profession by attacking teachers with this issue? Adopting such legislation would be a violation to our statutory and Constitutional rights to collectively bargain over wages, hours, and conditions of work. When I got into teaching, my tenure was earned after an agreed upon process of probationary training, which I passed with flying colors. I additionally have worked throughout the years to improve my teaching through numerous course offerings and conferences in my area of "expertise". The learning never ends, and I have made this a lifetime goal to be the best I can be for my students and profession. I know of many other teachers that have also done the same.

Tenure has always been a big reason that I have dedicated my life to teaching as a 30-year veteran. While it seems to the public like it is protective to poor teachers, it has also been a major incentive to teach in our public schools. There is little compensation for the daily work we do, even into the evenings, weekends, holidays and breaks. (For example, I plan all year long for our summer national conference, unpaid, where I usually work with 10-24 students per trip during a week, 24/7. Preparations for this one event takes months of extra time to do so.) Then there's all the directives that we face each year to change/adjust our curriculum or teaching style. It is difficult to keep changing according to each trend that we follow stemming from our mainland counterparts. Tenure is a major incentive for attracting and retaining people in teaching, while we face a real shortage of qualified individuals. Although some people prefer to work in private industry, it takes

special people who want to work with all types of students from various socioeconomic, cultural, and disadvantaged backgrounds.

I urge all of you to not support this piece of legislation designed to attack our hard working teachers.

Candace Chun  
Mililani High School  
Health Services Pathway Teacher

To all concerned,

I am taking a few precious minutes away from my extremely busy schedule in planning a statewide conference three weeks from now for 660 students of Hawaii HOSA (Health Occupations Students of America), since I have three state officers, to help you understand what a travesty it would be to try to take away tenure status from Hawaii's public school teachers. I am upset that I would have to do this at all. It's 12:35 in the morning on a school night...who says we don't work on our own time?

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I urge all of you to not support this piece of legislation designed to attack our hard working teachers.

Candace Chun  
Mililani High School  
Health Services Pathway Teacher



**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Monday, January 30, 2012 11:12 PM  
**To:** EDNtestimony  
**Cc:** arsenioduldulao@hotmail.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Gaylene Duldulao  
Organization: Individual  
E-mail: [arsenioduldulao@hotmail.com](mailto:arsenioduldulao@hotmail.com)  
Submitted on: 1/30/2012

**Comments:**

I am opposed to Bills HB 1668 and HB 2627 To have these Bills in existence is shocking,insulting and demeaning to us who work with our children everyday.Too bad it'll be you to blame for sending a message to all, especially our children, that teachers are not important and you do not have to listen to them anymore, if these Bills go through. Stop these Bills and trash them. These Bills show disrespect towards teachers. Disrespect to teachers is definitely wrong and not what we want our children to learn.Do we want our children to learn disrespect or not? It is in your hands. Listen with your heart.

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Monday, January 30, 2012 10:58 PM  
**To:** EDNtestimony  
**Cc:** JCPSYCHOLOGY@AOL.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Jennifer Cole  
Organization: Individual  
E-mail: [JCPSYCHOLOGY@AOL.com](mailto:JCPSYCHOLOGY@AOL.com)  
Submitted on: 1/30/2012

**Comments:**

HB 1668 is a bill that demoralizes my profession. It holds me completely responsible if my students do not pass a high-stakes test. I love my students and want them to succeed, but schools are changing because society is changing. When we went to school, we were held responsible for our own learning and that system worked well for us. However, with the No Child Left Behind, it became more and more clear that teachers were the only people held accountable by society and the government for student learning. Students are already well aware that law makers and society believe that students should not be responsible for their own learning. HB 1668 will send an even bigger message to students that personal effort and responsibility is not needed or even expected of them. Despite the cut backs in funding (Check the student weight ratio in the last few years) and the Furloughs, we teachers have managed to still improve our test scores. Now the state wants to take away our rights, the same rights that other state workers have. Why? I do not know a single teacher who doesn't want to perform better each year. We take classes to be better. We go to meetings after school to learn new techniques. We even call students who don't come to class to try to get them to come. Many of the reasons my students sometimes don't do well in the classroom is linked to outside school influences. How can my job be on the line because of the social influences in the lives of my students? All this bill will do is turn people away from the teaching profession because it will turn my profession into a gamble. Those who get the students who are from economically or socially disadvantaged families will lose their job because of factors beyond their control. I will no longer accept the lower reading students, because they will be considered too much of a gamble. Many people who are the most critical of what I do have no idea that students come to school with not even a paper or a pencil or are exhausted when they arrive because they were up all night working a job and have had little sleep. A vote in favor of this bill will significantly undermine my profession and send a strong message to students that they are not held responsible at all for their learning. Remember that it takes a village to raise a child- that means that all stakeholders should be held accountable for student learning. One final note, I write this testimony not just as a teacher, but also as a parent of a special needs child in the public school. This bill is very unfair to my son's SPED teacher. I know that she works very hard to get my son to talk, let alone get him to do what other normal kids do. This bill would ensure that she would lose her job because my son was born differently.

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Monday, January 30, 2012 10:40 PM  
**To:** EDNtestimony  
**Cc:** mbwooten@gmail.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM  
**Attachments:** Tenure.doc

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Support  
Testifier will be present: No  
Submitted by: Michael Wooten  
Organization: Individual  
E-mail: [mbwooten@gmail.com](mailto:mbwooten@gmail.com)  
Submitted on: 1/30/2012

Comments:

To Whom It May Concern:

The tenure system as it exists is abusive and promotes a low standard for teacher and principal performance. As a teacher at my first school, I had union devised rules on tenure and seniority used against me by the principal to displace me, despite being one of the strongest and most favored teachers by students and fellow staff, so that she could hire her friend from a previous school. Experiencing this, in the face of students, parents, and department heads protesting my displacement, demonstrated that the tenure system is not a system intended to protect teachers based on merit, but a bureaucratic system devised to create an easily manipulated and defensibly nepotistic structure.

I know several teachers that should not be in the classroom, but tenure rules prevent them from being removed. I know many vice principals that are nearly entirely disconnected from their teacher faculty and are ineffective at leading. I know principals that are nearly functionally illiterate, unable to use capitalization, punctuation, complete sentences, or paragraphs when communicating via email to their faculty. I know principals that brag about manipulating their teachers, that never speak to their staff except for punitive threats, or that are clearly not mentally qualified to be the leader of a school, regardless of what boxes they have checked on their DOE qualifications worksheet.

The point is that tenure rules are killing performance considerations and have done so for a very long time. I've been a sergeant in the military, a restaurant manager, a high performing sales representative, and am currently a neighborhood board member who's emails to the superintendent of the DOE requesting that she send a representative to come speak to the community have been completely ignored. My experiences have exposed me to great leaders, great communication structures, and viable accountability structures, none of which I have found in the DOE.

As a teacher, I worry that these steps to end tenure are only intended only to allow the state to reduce our pay with less pushback from a powerful union. I can assure you that there is staggering waste, inefficiency, and redundancy within the DOE that, if remedied, would not require a reduction in teacher pay as is currently being negotiated. As a teacher with a master's degree, after paying my student loans, rent, and other bills each month, I run a deficit budget that forces me closer to financial disaster each month. I cannot financially remain in the teaching profession for much longer, and if intelligent and qualified leaders are continually being disheartened by an inefficient system on one side and financially eviscerated on the other, Hawaii will never be able to hire the kind of talent that is truly needed to make their education system perform to acceptable standard.

I someone in this room can help us make education work again.

Sincerely,  
Michael Wooten

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Monday, January 30, 2012 10:38 PM  
**To:** EDNtestimony  
**Cc:** bfblattman@hotmail.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: brian  
Organization: Individual  
E-mail: [bfblattman@hotmail.com](mailto:bfblattman@hotmail.com)  
Submitted on: 1/30/2012

**Comments:**

The pay cuts to an already meager salary, the DLWOP or furloughs, as we call them, a public that thinks we do not have the kids best interests in mind is all too much to bear at times even for a highly motivated young teacher like myself. Please do not add more to an already demoralized teaching core. This bill willWill effectively silence the voice of teachers to advocate for themselves, their students, and public education. Please dismiss this bill.

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Monday, January 30, 2012 10:35 PM  
**To:** EDNtestimony  
**Cc:** usopenwong@gmail.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Karen Wong  
Organization: Individual  
E-mail: [usopenwong@gmail.com](mailto:usopenwong@gmail.com)  
Submitted on: 1/30/2012

Comments:

Representative Takumi, Chair of Education Representative Della Au Bellati, Vice-Chair

I am writing to express my strong opposition to HB1668 relating to Teacher Tenure. When teachers are awarded tenure, it is done through observation of practice and evaluation. It identifies a teacher who has worked hard to pass their probationary period and it ensures that standards have been met by the teacher.

Tenure is very important to attract qualified and competent people to the teaching profession. It also helps keep the experienced teachers.

Tenure does not mean a "job for life." It supports a person's right to due process and ensures that education employees are treated in a fair and equitable manner.

Please oppose HB1668. Every teacher wants to work beside an excellent teacher helping students learn and preparing them to succeed in life. Thank you for your support.

Sincerely,  
Karen Wong

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Monday, January 30, 2012 10:32 PM  
**To:** EDNtestimony  
**Cc:** usopen@hawaii.rr.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Mike Wong  
Organization: Individual  
E-mail: [usopen@hawaii.rr.com](mailto:usopen@hawaii.rr.com)  
Submitted on: 1/30/2012

**Comments:**

Representative Takumi, Chair of Education Representative Della Au Bellati, Vice-Chair

I am writing to you to express my strong opposition to HB 1668 relating to Teacher Tenure. Your bill would end tenure for those who are currently tenured teachers and not allow for future teachers to become tenured. I worked very hard to become a tenured teacher and I am very proud of achieving my goal. With the weighted student formula that is imposed on schools, small schools are suffering to survive. Without tenure experienced teachers would lose their positions due to the fact that principals must operate on a very limited budget. Principals would be forced to release experienced tenured teachers and maintain less experienced teachers so they can meet the budget constraints. Students would suffer. Experience tenured teachers have been instrumental in helping new teachers learn skills that are not taught in college. Please oppose HB 1668 relating to teacher tenure.

Thank you ,  
Mike Wong.

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Monday, January 30, 2012 10:25 PM  
**To:** EDNtestimony  
**Cc:** Remoto1@aol.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Renee Nakamoto  
Organization: Individual  
E-mail: [Remoto1@aol.com](mailto:Remoto1@aol.com)  
Submitted on: 1/30/2012

**Comments:**

I am an elementary school teacher with 25 years of teaching experience. I am writing to strongly oppose HB 1668 relating to Teacher Tenure. When I first embarked on my teaching career, I fulfilled all requirements to acquire my tenure. My expectation is that my employer will fulfill its responsibilities to teachers. Having tenure protects us from principals who would threaten teachers who don't do as the principals wish. It also protects us from principals who want to save money and hire less experienced and lower paid teachers. We keep hearing that education is important, but this (and other measures) surely doesn't show it!



**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Monday, January 30, 2012 10:15 PM  
**To:** EDNtestimony  
**Cc:** cahia@hawaiiantel.net  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM  
**Attachments:** HB1668 to be heard on 2.docx

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Christine Ahia  
Organization: Individual  
E-mail: [cahia@hawaiiantel.net](mailto:cahia@hawaiiantel.net)  
Submitted on: 1/30/2012

Comments:

HB1668 to be heard on 2/1/2010

Dear Legislators,

I am appalled that such legislation would be even considered that would seriously undermine the morale and work of state educators. It is an attack on our profession and shows a lack of recognition and respect for the valuable services that teachers provide to the State of Hawaii.

Teachers already undergo a rigorous probationary period of two years, with mentoring by veteran teachers, and annual evaluation. To single out teachers and rob them of a tenure is detrimental to the teaching profession and will greatly affect the recruitment of teachers. This proposed legislation demonstrates a lack of understanding of the process that is already in place for probation, evaluation, and teacher licenses.

Currently teachers are assigned the "blame" for problems that exist in education, however the reality of unfunded mandates, such as No Child Left Behind, the inadequate funding for English Language Learner programs (ELL) are significant problems. Add in the fact that Kindergarten still is not mandatory, though teachers are held equally accountable as other grade levels for student achievement, and the fact that all of the huge socio-economic challenges that so many of our students face daily are certainly important problems that teachers have no control over. Furthermore, teachers have no say in a student's life outside of school, but yet they are being held solely responsible for a student's academic progress whether his/her parents are supportive or not.

There are many great and dedicated teachers in the 13,000 public school system, however this bill proposes to penalize every teacher and take away statutory and constitutional rights to collectively bargain. This bill will negate teachers' rights to employment without political corruption, favoritism, or nepotism.

Before you vote on this bill, please make sure that you are fully informed. Teachers deserve to be treated fairly, but this proposed

legislation would be harmful, unfair, and punitive.  
Respectfully,  
Christine Ahia

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Monday, January 30, 2012 10:10 PM  
**To:** EDNtestimony  
**Cc:** LRod1959@gmail.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM  
**Attachments:** House Bill 1668.docx

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Lisa Rodrigues  
Organization: Individual  
E-mail: [LRod1959@gmail.com](mailto:LRod1959@gmail.com)  
Submitted on: 1/30/2012

Comments:  
Submitted by:  
Lisa Rodrigues  
46-242 Kapea Place  
Kaneohe, Hawaii 96744  
808.753.4317  
[LRod1959@gmail.com](mailto:LRod1959@gmail.com)

House Bill 1668, which eliminates the vesting of tenure for “certain employees” of the Department of Education is little more than a thinly veiled attack on the hard working public school teachers who are members of Bargaining Units 5 and 6.

Across the nation, highly qualified teachers are being attacked on a daily basis for not being able to meet the unattainable goals set by politicians in everything from “No Child Left Behind” to “Race to the Top”. It’s time to stop blaming teachers as the sole cause to problems in public education, while ignoring reality of lack of adequate funding and support, or the socio-economic challenges facing our most needy children. It’s time to recognize and reward teachers. It’s time to remember that teachers are public employees, and that they deserve the same rights and protections as civil service employees.

House Bill 1668 is flawed in its multiple unfounded arguments and clearly demonstrates a lack of understanding of what teachers do. It plays to the myth that tenured teachers cannot be fired. There is existing law and contract language which provides the means to discipline or dismiss teachers for misconduct or poor performance under HRS 76.

House Bill 1668 will not eliminate marginal and under-performing teachers. It wrongfully assumes there are a lot of 'bad' teachers without any supporting data and disrespects the thousands of highly qualified and dedicated teachers who go above and beyond every day for the sake of the education of our keiki.

Most of all, House Bill 1668 undermines the fundamental principles of collective bargaining by essentially reducing the teaching profession to a seasonal job. It effectively robs teachers of the ability and right to advocate for themselves, their students, and public education. Are we, the citizens of Hawaii, ready and willing to become the next Wisconsin?

It is time for ho’o pono pono. I strongly urge you to vote NO on House Bill 1668.

Mahalo  
Lisa Rodrigues  
Kailua Intermediate

## belatti2 - Kate

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Monday, January 30, 2012 10:09 PM  
**To:** EDNtestimony  
**Cc:** sseal@iname.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Rebekah Seal-LaPlante  
Organization: Individual  
E-mail: [sseal@iname.com](mailto:sseal@iname.com)  
Submitted on: 1/30/2012

### Comments:

I think you have not considered what eliminating tenure means. Every teacher isn't awarded tenure automatically. Our state requires a probationary period. The teacher must show competence and prove his/ her teaching skills during this time. She/he must meet the expectations of Hawaii in this. Now some might say that teachers do not want to be evaluated, but I willingly stepped up to the National Board challenge and am now certified. I believe that that organization ( National Board for Professional Teaching Standards) has done a good job in deciding key factors of effective teaching. I am not confident that the legislature can do so.

Without tenure I could be replaced by a new teacher whose salary would be much less than mine, and wouldn't that appeal to an administrator.

Tenure's not about protecting 'bad' teachers; it's about protecting good teachers. What would happen to teachers without tenure? They could - and would - be fired for virtually any reason.

It's not hard to imagine teachers being dismissed because they failed the daughter of an influential businessman or because the school board president's nephew needed a job. The charge of the Hawaii Teacher Standards Board is to ensure that every teacher in Hawaii is qualified to teach Hawaii's children. Start there with Standards for teachers. Leave tenure as it is. Tenure protects teachers from being fired for personal, political, or other non-work related reasons. Respect that.

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Monday, January 30, 2012 10:08 PM  
**To:** EDNtestimony  
**Cc:** susukona@yahoo.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM  
**Attachments:** Testimony\_tenure.doc

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Susan K. Suzuki  
Organization: Individual  
E-mail: [susukona@yahoo.com](mailto:susukona@yahoo.com)  
Submitted on: 1/30/2012

Comments:

Susan K. Suzuki  
P.O. Box 1991  
Kealahou, HI 96750

January 29, 2012

To Whom It May Concern:

I am writing to strongly oppose HB 1668 relating to Teacher Tenure.

As a professional educator, I would like to make you aware of the harm this bill will inflict upon effective teachers. It would be a violation of our constitutional and statutory right to collectively bargain over wages, hours, and conditions of work. It inhibits collaboration at the school level and opens the door to favoritism and potential nepotism.

Tenure allows me freedom of professional speech. I am able to voice my concern about issues I feel strongly about and sometimes disagree with my Principal, in a safe democratic fashion. Our current school structure allows teachers a voice through a safe decision making process regarding our financial plan, academic plan, and operational procedures. Representatives meet with the Principal and together make decisions and resolve issues or concerns. I have served on the Instructional Leadership Team for many years and have been responsible for working with this team to make curriculum decisions in addition to the formation and review of the School Academic Plan. Each year I learn and grow in both my teaching and in professionalism as I work collaboratively with my Principal and my colleagues.

Tenure protects creative/critical thinking. If we are required to foster critical thinking in our students, shouldn't we teachers exercise that same skill? In our schools we face decisions that require creative thinking such as, "how do we support the needs of these students with limited resources and time?" I am proud of the discussions we've had to address these types of questions openly and how we have resolved many of them together as a "team."

Loss of tenure removes this collaboration and wealth of ideas brought by different individuals and relies solely on the ideas or judgment of the Principal. Loss of tenure would prohibit freedom of speech and create a system where teachers would feel intimidated and resist sharing of ideas and transform our school from being collaborative and democratic to being a dictatorship. Teachers would be targeted for ideas that stray from the norm and persecuted with the loss of their job.

Tenure allows me the freedom to focus on what matters most. The longevity gives me peace of mind to invest my time in: differentiating to meet individual students' needs, reading and taking courses that will help me to advance in my practice, participate in Professional Learning Communities, accept leadership roles in various committees, and the building of school structures that contribute to overall student achievement.

As you review this bill, please consider the detrimental ramifications of it. Teachers who have successfully passed probation deserve this right.

Thank you for your attention and I look forward to your active support of what is right for teachers.

Sincerely,

Susan Suzuki  
Kindergarten Teacher  
Konawaena Elementary School



**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Monday, January 30, 2012 10:04 PM  
**To:** EDNtestimony  
**Cc:** besctorres4@yahoo.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM  
**Attachments:** HB 1668.docx

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Sharlene Torres  
Organization: Individual  
E-mail: [besctorres4@yahoo.com](mailto:besctorres4@yahoo.com)  
Submitted on: 1/30/2012

Comments:

Representative Takumi, Chair of Education  
Representative Della Au Bellati, Vice Chair

I am writing to you to express my strong opposition to HB 1668 relating to Teacher Tenure. Your bill will end tenure for those who are currently tenured teachers and not allow for future teachers to become tenured. I have worked very hard to achieve my goal to be a tenured teacher and I am very proud of that fact. In 2008, I took on the challenge of working towards attaining a Master's Degree in Curriculum Studies and finally completed it during the summer of 2010. I decided to pursue a Master's Degree because it was an opportunity to upgrade my skills and effectiveness, in order to meet the ever expanding demands and expectations of teachers. This legislation minimizes my efforts, as well as the thousands of hard working and effective teachers, and marginalizes the fundamental philosophy of our calling that teachers continually learn in order to continually improve.

I teach my students about goal setting in my classroom all the time. I have never told them that once you achieve the goal, someone might make a law that takes it away. I teach them to be good citizens, follow the law and set goals to achieve. Why would you take this away from me?

Our union has the right to bargain this under the Constitution and I don't want to lose my rights to have them do that for me. Please stop this bill immediately from going forward and let us work together to protect our right to tenure.

Thank You.

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Monday, January 30, 2012 9:58 PM  
**To:** EDNtestimony  
**Cc:** minnowhi@aol.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM  
**Attachments:** opposeHB1668.doc

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Kimberly Min  
Organization: Individual  
E-mail: [minnowhi@aol.com](mailto:minnowhi@aol.com)  
Submitted on: 1/30/2012

Comments:

January 30, 2012

OPPOSE HB 1668

Representative Takumi, Chair of Education  
Representative Della Au Bellati, Vice-Chair

I have been a first grade teacher at Waiiau Elementary School for the past thirteen years. I am a learner, teacher and researcher with a Master's Degree in Education. I consider myself to be an excellent teacher and work hard to constantly improve my knowledge and understanding of how young children learn best.

I am greatly distressed by your attempt to eliminate teacher tenure and make it illegal for HSTA to negotiate tenure for teachers in the future. Why are you introducing HB 1668?

It is incomprehensible that the legislature would even consider hearing this bill. Adopting such legislation would be a violation of my statutory and constitutional right to collectively bargain over wages, hours, and conditions of work. Moreover, it is an attack on my profession and a lack of recognition and respect for the valuable work that I do in the classroom with our children.

Tenure does not mean I have a "job for life" as the general public has been led to believe. Tenure means "just cause" for discipline and termination and "due process" to a fair hearing to contest any charges. Tenure laws ensure that education employees are treated in a fair and equitable manner.

My standard of living has continued to decrease due to pay cuts and higher insurance premiums while the cost of living has skyrocketed.

Now, you are attempting eliminate teacher tenure.

I ask that you stop HB 1668 immediately.

Respectfully yours,

Kimberly Min  
Waiiau Elementary School

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Monday, January 30, 2012 9:50 PM  
**To:** EDNtestimony  
**Cc:** guerintkes@yahoo.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM  
**Attachments:** Opposition to HB1668.doc

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Tom Guerin  
Organization: Individual  
E-mail: [guerintkes@yahoo.com](mailto:guerintkes@yahoo.com)  
Submitted on: 1/30/2012

Comments:

Dear Legislators:

Thank you for the hard work that you've done in helping to maintain our status as the greatest state in the nation. I've lived here for 30 years and have tried to give back to the state and its people, what I can through teaching it's children and watching them grow into responsive and responsible citizens like yourselves. I'm very concerned about the bill that you have before you- House Bill 1668. I feel as if all the work that I have done, and am trying to do, has been disregarded and brushed under the rug in the name of political expediency.

As teachers, we are professionals and have conducted ourselves, for the most part, in a way that brings honor to Hawaii and its aina. We need to have a voice in governing ourselves and should have the same rights and protections that other civil service employees have.

This law really exposes the ignorance that it's framers have about tenure. Tenure does not mean a lifetime job for teachers, just a voice for due process. Apparently some test scores have been thought to reflect the quality of teachers. That's just patently false.

To take away our voices and put us at the mercy of politicians would be a mortal blow to the profession in Hawaii, and make it an even less desirable job, causing further loss of quality teachers to the mainland. Recruitment will be much harder if prospective teachers are aware of the work conditions here. Those who wanted to teach will change their minds, those who have been teaching will be demoralized even more that they already are.

Please, we are working hard- above and beyond- in most cases. Show some respect and work with us instead of making our children pawns in a political game. They are the ones that will ultimately suffer.

Vote no this unwise and ill-conceived measure and work with us toward a performance appraisal crafted by teachers and not politicians.

Tom Guerin

Teacher, Kamalii Elementary School

Kihei, HI

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Monday, January 30, 2012 9:46 PM  
**To:** EDNtestimony  
**Cc:** dok@riseup.net  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM  
**Attachments:** Testimony in opposition to HB 1668.doc

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Pete Doktor  
Organization: Individual  
E-mail: [dok@riseup.net](mailto:dok@riseup.net)  
Submitted on: 1/30/2012

Comments:

## Testimony in opposition to HB 1668

As a former US Army soldier-turned-public-educator, I am strongly against HB 1668 to eliminate teacher tenure for many reasons. Here are just a few:

Can you imagine if we hired soldiers on a year-to-year basis, pending "evaluation" measured by say how many battles or kills did they achieve? When a soldier enlists under contract and oath, there is a mutual trust: that the soldier will be loyal to the people s/he defends, and that the nation-state will look after its soldiers, during and after their service. Eliminating tenure would be tantamount to eliminating long-term career options for soldiers, under the conditions that s/he is deemed "satisfactory," as defined not by military experts, but by politics-du-jour. What kind of forces can you imagine when the ability and loyalty of the soldiers is questioned annually, and long-term service is not an option, but a mere possibility pending the whims of evaluators? What kind of loyalty could we expect from a soldier, when their own nation would constantly weigh options to discharge him or her annually?

I use this analogy intentionally because I serve in the frontlines of this nation's future everyday, in our schools. I have been very pleased to have gone from national service as dictated by politicians, to service to my community, directly helping youth in our school achieve their aspirations and goals. HB 1668 is a direct stab in the back of hard-working, dedicated teachers, no different from politicians stabbing our troops in the back for their service.

I request that our representatives use scientific, empirical evidence to guide our education policies, rather than political and economic ideologies to bully teachers.

Consider the case of nations who rank superior in public education internationally, such as Finland and Japan. In both cases, teacher unions are very strong and thus, contribute to the effectiveness of their education system. Tenure is part of that formula, as professionals deserve assurance of the expertise, and correspondingly invest much time and energy in maintaining professionalism.

Moreover, research has consistently shown that the most significant factor in the outcome of a student's education is socioeconomic status. Given the current downturn, why are you making teachers the scapegoats, when we are just as challenged in dealing with the effects of socioeconomic culture? The factors shown on the educators part in terms of quality education are: 1) classroom size, and 2) teacher experience. If these factors would have more influence on improving educational outcomes, why don't you invest in these areas, rather than again scapegoat teachers, for something that may not have any educational gains anyway?

Many of my colleagues and I couldn't agree more that we need to get rid of "bad" teachers! They make the jobs of "good" teachers more difficult. Given the fact that administrators have the authority to dismiss teachers (HRS 76; I've seen it in practice many times at the school I teach at), why don't you focus on those who do have the authority to crack down on bad teachers, rather than penalize and essentially criminalize (making us all suspects) all teachers, including the best? Again, what does our state government hope to achieve by destroying the remaining morale left of us teachers? And, how do you expect us to recruit "good" teachers after federal and state governments have destroyed the integrity of our public education system?

HB1668 will only further destroy public education, as well as democracy. Collective bargaining is a tenant of democratic fairness and citizen protection- why the contempt for democracy? I love my students, and my students love me. I love my career of service. However, bills like HB1668 may be one more reason for me to leave the profession- not out of lack of loyalty, but because the education system will perpetuate more damage than good, and I don't want to be a traitor to our people and our State constitution. We are already losing good teachers- please do not accelerate this trend and further undermine our education system by passing HB 1668. Please consider objective evidence, and not political ideology and expediency.

Respectfully Submitted: Pete Doktor, 1/30/12 2168A Maha Place; Honolulu Hawai'i 96819



## belatti2 - Kate

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Monday, January 30, 2012 9:43 PM  
**To:** EDNtestimony  
**Cc:** gail\_hamai@notes.k12.hi.us  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Gail Hamai  
Organization: Individual  
E-mail: [gail\\_hamai@notes.k12.hi.us](mailto:gail_hamai@notes.k12.hi.us)  
Submitted on: 1/30/2012

### Comments:

As a dedicated, hard working teacher who works weekends and late evenings preparing lessons and assessing student work, who pays out of pocket for professional development classes, sometimes out of town, who serves on leadership and FOL committees for the betterment of our school, I believe legislators have been misguided by the DOE & Governor's office into believing that tenure creates "lax" teachers. How much do you really know of our personal sacrifices for the everyday needs of our children? I quote a colleague who has stated the true sentiment of teachers so eloquently. "This proposed legislation reflects the poisoned assumption by some outside of the profession that employment stability is a stumbling block for developing a dependable education work force. It assumes that no evaluation and assessment is taking place and that teachers are unwilling to improve their skills on a regular basis. As one who spent the entire summer last year taking classes in my teaching field at two separate mainland universities, I would like to strongly refute this assumption. Each year my colleagues and I actively search for opportunities to upgrade our skills and effectiveness, in order to meet the expanding demands and expectations of our profession. This legislation minimizes our efforts, and marginalizes the fundamental philosophy of our calling that teachers continually learn in order to continually improve."

We need to educate our legislators and the public about tenure. They don't understand why we have it. Here are some new talking points for your testimony on tenure:

- Undermines fundamental principles of collective bargaining by essentially making teachers "at will";
- Teachers are public employees, and should maintain same rights and protections as civil service employees.
- Will effectively silence the voice of teachers to advocate for themselves, their students, and public education.
- Plays to the myth that tenured teachers cannot be fired. Existing law and contract already provide for basis to discipline or dismissal for misconduct or poor performance under HRS 76.
- Will be detrimental to profession.
- Will demoralize an already demoralized teaching core.
- Will greatly affect recruitment of teachers.
- Proposed law demonstrates lack of understanding of what teachers do.
- Assigns "blame" to teachers as if sole cause to problems in public education, while ignoring reality of lack of adequate funding and support, or the socio-economic challenges facing our most needy children.

- With a public school teaching corps of 13,000 teachers, wrongfully assumes there are a lot of 'bad' teachers without any supporting data.
- Meanwhile, disrespects the thousands of great and dedicated teachers.

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Monday, January 30, 2012 9:42 PM  
**To:** EDNtestimony  
**Cc:** natiejs@yahoo.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM  
**Attachments:** oppose.doc

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Natalie Sur  
Organization: Individual  
E-mail: [natiejs@yahoo.com](mailto:natiejs@yahoo.com)  
Submitted on: 1/30/2012

Comments:

OPPOSE HB 1668

Representative Takumi, Chair of Education  
Representative Della Au Bellati, Vice-Chair

Dear Representative Takumi and Representative Bellati,

I strongly oppose HB 1668 relating to Teacher Tenure. Your bill will end tenure for those who are currently tenured teachers and not allow for future teachers to become tenured. I have worked very hard to achieve my goal to be a tenured teacher, it is a fact that I am truly proud of. I teach my students about goal setting in my classroom constantly. I have never told them that once you achieve the goal, someone might create a law that takes it away. I teach them to be good citizens, follow the law, and set goals to achieve.

Tenured Teacher means an employee who has successfully completed probation and who has been appointed on a continuous basis to a permanent unobligated position. Teaching is not only a profession, but like your "profession", it becomes a calling. This is commitment to the teaching profession that many would not try to achieve if they were not given an appointment on a continuous basis.

Mahalo.

Sincerely,  
Natalie Sur  
Teacher, Olomana School

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Monday, January 30, 2012 9:41 PM  
**To:** EDNtestimony  
**Cc:** jessica\_serino@yahoo.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM  
**Attachments:** testimony.doc

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Jessica Serino  
Organization: Individual  
E-mail: [jessica\\_serino@yahoo.com](mailto:jessica_serino@yahoo.com)  
Submitted on: 1/30/2012

**Comments:**

I will try and attend the hearing; however, if I am unable to make it, please consider my attached testimony.

January 30, 2012

Testimony to the Education Committee  
HB1668

Often times as teachers, we must reflect on *why* we are doing things in the classroom-what exactly is the intended purpose for our actions? I am writing to ask the legislature to carefully consider your purpose for eliminating tenure to certain Department of Education employees.

I optimistically believe that the reason for considering such a sudden and dramatic change would be in hopes of elevating the profession and increasing student achievement, but I am concerned that a seemingly rash decision to eliminate tenure may do the opposite.

In order to reform education in a meaningful and authentic way, all stakeholders must work together in a community of trust. For many reasons, trust has been broken in the education community.

It seems to me that most agree Race for the Top is a good thing and we all want what is best for the kids, but the intense collaboration that is needed to repair this system cannot happen unless all members of the team trust each other. I believe eliminating tenure will perpetuate distrust and delay collaboration and change even longer.

The legislature now has the opportunity to take a step towards rebuilding the canoe that has gone off course. By rejecting the bill and respecting teachers' professionalism, you will be opening the doors to the collaborative process.

There are many changes that need to be made to the system and I do not believe that eliminating tenure is the most productive place to begin.

Sincerely,

Jessica Serino  
Literacy Coach  
Farrington High School

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Monday, January 30, 2012 9:40 PM  
**To:** EDNtestimony  
**Cc:** kkom@hawaii.rr.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Kathy Okumoto  
Organization: Individual  
E-mail: [kkom@hawaii.rr.com](mailto:kkom@hawaii.rr.com)  
Submitted on: 1/30/2012

**Comments:**

Before hard economic times, our school had a 25% - 30% turnover, every year, with some positions going all year without a licensed, certified teacher. When the economy rebounds, we may be looking at 50% annual turnover, because there will be no incentive to remain. This will create a large proportion of inexperienced teachers and will NOT improve education.

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Friday, January 27, 2012 1:05 PM  
**To:** EDNtestimony  
**Cc:** seymour51@hawaiiantel.net  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: sharon seymour  
Organization: Individual  
E-mail: [seymour51@hawaiiantel.net](mailto:seymour51@hawaiiantel.net)  
Submitted on: 1/27/2012

**Comments:**

I am a special education teacher and have been a public school teacher in the State of Hawaii for more than 20 years. I put my heart into what I do for my students. The prospect of losing my tenure is one more burden to put on me. Job security is one thing I have not worried about. Even with staff reduction I have enough seniority to not worry. With this bill I will lose peace of mind.

Quite frankly I would not pursue a career in teaching in this environment. Now there is legislation to take away one of the few things teaching provides, security. I know that tenure protects some teachers and administrators that don't deserve that protection, but what about the majority of us that do deserve that security. Shouldn't the emphasis be on making it more difficult to get tenure rather than making a blanket sweep of eliminating it altogether.

I am deeply disappointed in the persons that are trying to forward this poorly thought out piece of legislation that does not consider the professionalism that exists in the majority of your teachers.



## **Tenure in Jeopardy Teachers and Administrators HIDOE: HB 1668 Opposition**

Units 5 and 6 are in danger of losing tenure as quickly as 6/30/12. H.B. No 1668 states: "any member of bargaining units (5) or (6) with tenured status shall lose such status as of the expiration of the collective bargaining contract covering the 2011-2012 contract period. "

1-26-12 Star Advertiser stated comments from both the Superintendent and Governor Abercrombie:

Matayoshi - ...reforms will move forward even if the federal government rescinds the grant

Abercrombie - has pledged to move forward with Race education reforms, even without a new contract in place, and has included in his **package of bills** to the Legislature one that would require teacher evaluations.

As a member of the Legislature, I am asking you to stop HB 1668. Thank you.

I am a 17 year, tenured, teacher, currently in the Leeward District at Nanakuli High and Intermediate School. I was formerly a 12-mo State Office Resource Teacher for four years 2003-2007. I taught in San Antonio, Texas with Northside Independent School District from 2008 to 2011 and have just returned to Hawaii. I am dual-certified in SPED and Reg Ed English 7-12 and Reg Ed Elementary. Although my salary in Hawaii is higher than my salary was in Texas, I take home \$800. per month less than I did in Texas because of the state taxes, mandatory retirement contribution (had to come back as hybrid), state medical (rather than VEBA), pay cuts, and furloughs. I am also a college professor for 4 universities. I teach online. No teacher can survive now on only our HIDOE salary. Removing tenure is "adding insult to injury."

Susan Arias  
susan\_arias@notes.k12.hi.us

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Friday, January 27, 2012 3:14 PM  
**To:** EDNtestimony  
**Cc:** james\_butler@notes.k12.hi.us  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No .  
Submitted by: james butler  
Organization: Individual  
E-mail: [james butler@notes.k12.hi.us](mailto:james_butler@notes.k12.hi.us)  
Submitted on: 1/27/2012

Comments:

In regards to HB1688, I think this is a very bold and foolish move. This is just as destructive, if not more than, what has gone on in Wisconsin. We are a Union state and this is nothing more than creating an environment of fear for teachers and principals. There are proper channels to everything, including the firing of teachers and principals. All I ever hear is how it's impossible to fire a bad teacher or principal. That is not true in the least. That is why we have reviews of each position. If the people who are put into the positions to do the evaluations and start the process are not WILLING to do the job correctly, then perhaps it is something that needs to be addressed within the DOE. I do not see how ripping tenure from those of us that work hard, day in and day out, is an effective means. All I ever see from this state is hatred for the educational system THEY have created. I moved here to help and almost regret that decision on a daily basis. This state hates our educators more than any I have seen. You're right up there with Gov. Christie and his attack on the NJ teachers. I hope you reconsider what you are about to do.

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Monday, January 30, 2012 11:07 AM  
**To:** EDNtestimony  
**Cc:** higman@hawaii.edu  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM  
**Attachments:** OPPOSE HB 1668.doc

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Kristin Higman  
Organization: Individual  
E-mail: [higman@hawaii.edu](mailto:higman@hawaii.edu)  
Submitted on: 1/30/2012

Comments:

OPPOSE HB 1668

Representative Takumi, Chair of Education  
Representative Della Au Bellati, Vice-Chair

I am writing to you to express my strong opposition to HB 1668 relating to Teacher Tenure.

Your bill will end tenure for those who are currently tenured teachers and not allow for future teachers to become tenured. I worked very hard to achieve my goal to be a tenured teacher and I am very proud of that fact. I teach my students about goal setting in my classroom all of the time. I have never told them that once you achieve the goal, someone might make a law that takes it away. I teach them to be good citizens, follow the law, and set goals to achieve. Why would you want to take this away from me?

Our Union has a right to bargain this under the Constitution and I don't want to lose my rights to have them do that for me. Please stop this bill immediately from going forward and let us work together to protect our right to tenure.

Thank you.

Kristin Higman  
Kea'au Middle School Teacher

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Monday, January 30, 2012 10:45 AM  
**To:** EDNtestimony  
**Cc:** lauren\_appelbaum@notes.k12.hi.us  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309

Testifier position: Oppose

Testifier will be present: No

Submitted by: Lauren Applbaum

Organization: Individual

E-mail: [lauren\\_appelbaum@notes.k12.hi.us](mailto:lauren_appelbaum@notes.k12.hi.us) Submitted on: 1/30/2012

**Comments:**

I have been employed with the DOE since 1997 as a teacher. I gained my tenure in the 1999-2000 SY through the traditional probationary system. I just passed my PEPT this year with a satisfactory rating. I am against the revoking of tenure for teachers who have a satisfactory or better rating. I believe its obscene to consider this bill. I work at least 60 hours plus a week on grading, planning & volunteering to help students' success. Teachers have voices & we shall speak as one if this bill goes into law.

**belatti2 - Kate**

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**From:** Russell\_Cummins/KEAAUH/HIDOE@notes.k12.hi.us  
**Sent:** Monday, January 30, 2012 10:43 AM  
**To:** EDNtestimony  
**Subject:** Testimony OPPOSE HB 1668

**Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668**

**OPPOSE HB 1668**

**Conference room: 309**  
**Testifier position: Oppose**  
**Testifier will be present: No**  
**Submitted by: Russell Cummins**  
**Organization: Individual**  
**E-mail: Russell\_Cummins@notes.k12.hi.us**  
**Submitted on: 1/30/2012**

**Honorable  
Representative Takumi, Chair of Education  
Representative Della Au Bellati, Vice-Chair  
and Committee Members,**

My name is Russell Cummins. I am currently teaching on the Big Island of Hawaii and employed continuously by the State of Hawaii Department of Education since 1987. I am writing to you to express my strong opposition to HB 1668 relating to Teacher Tenure. I take great pride in my work as an educator, to have earned tenure static through positive evaluations during the probationary process and in successive years of performance evaluations by my supervisors and school principals including Mr. Alan Garson, Mr. Dan Sakai, Mrs. Patricia Bergin ( Each was promoted to the position of Superintendent of Hawaii District Schools). Their feed back and guidance motivated me to earn tenure, to move forward during difficult times, to passionately pursue successful accomplishments in my classroom and our community. I am very thankful to have the privilege to work with the thousands of students that have walked through my classroom doors. 90% went on to graduate from our public schools. Many earned the advanced college degrees necessary to become teachers, doctors, police officers, nurses, firefighters.

Are you aware that almost half of the new teachers that begin their career in Hawaii public schools quit within five years? Your proposed bill to end tenure for those who are currently tenured teachers and to not allow future teachers to become tenured will take away a basic fundamental process that is extremely important to those that have chosen, or may be considering education as a career. Through the years, the Hawaii State Teachers Association has worked very hard to bargain the right of tenure in good faith under the State of Hawaii Constitution. I do not want to lose this right through HB1668. Please stop HB 1688 immediately from going forward. Tenure does not guarantee my job as an educator for life. It only ensures that a performance problem will not be handled unfairly, without a hearing and due process. I urge you to protect the right teachers to tenure

Thank you.  
Russell C. Cummins

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Monday, January 30, 2012 10:39 AM  
**To:** EDNtestimony  
**Cc:** trisham98@hotmail.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM  
**Attachments:** OPPOSE HB 1668.doc

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Trisha Murakami  
Organization: Individual  
E-mail: [trisham98@hotmail.com](mailto:trisham98@hotmail.com)  
Submitted on: 1/30/2012

Comments:



OPPOSE HB 1668

Representative Takumi, Chair of Education  
Representative Della Au Bellati, Vice-Chair

I am writing to you to express my strong opposition to HB 1668 relating to Teacher Tenure.

Your bill will end tenure for those who are currently tenured teachers and not allow for future teachers to become tenured. I worked very hard to achieve my goal to be a tenured teacher and I am very proud of that fact. I teach my students about goal setting in my classroom all of the time. I have never told them that once you achieve the goal, someone might make a law that takes it away. I teach them to be good citizens, follow the law, and set goals to achieve. Why would you want to take this away from me?

Our Union has a right to bargain this under the Constitution and I don't want to lose my rights to have them do that for me. Please stop this bill immediately from going forward and let us work together to protect our right to tenure.

Thank you.

Trisha Murakami  
Kea'au Middle School Teacher

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Monday, January 30, 2012 10:22 AM  
**To:** EDNtestimony  
**Cc:** bsilva42@yahoo.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM  
**Attachments:** OPPOSE HB 1668.doc

**Follow Up Flag:** Follow up  
**Flag Status:** Flagged

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Brad Silva  
Organization: Individual  
E-mail: [bsilva42@yahoo.com](mailto:bsilva42@yahoo.com)  
Submitted on: 1/30/2012

Comments:

OPPOSE HB 1668

Representative Takumi, Chair of Education  
Representative Della Au Bellati, Vice-Chair

I am writing to you to express my strong opposition to HB 1668 relating to Teacher Tenure.

Your bill will end tenure for those who are currently tenured teachers and not allow for future teachers to become tenured. I worked very hard to achieve my goal to be a tenured teacher and I am very proud of that fact. I teach my students about goal setting in my classroom all of the time. I have never told them that once you achieve the goal, someone might make a law that takes it away. I teach them to be good citizens, follow the law, and set goals to achieve. Why would you want to take this away from me?

Our Union has a right to bargain this under the Constitution and I don't want to lose my rights to have them do that for me. Please stop this bill immediately from going forward and let us work together to protect our right to tenure.

Thank you.

Brad Silva  
Kea'au Middle School Teacher

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Monday, January 30, 2012 10:17 AM  
**To:** EDNtestimony  
**Cc:** timbergump@yahoo.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: timothy auth  
Organization: Individual  
E-mail: [timbergump@yahoo.com](mailto:timbergump@yahoo.com)  
Submitted on: 1/30/2012

Comments:  
OPPOSE HB 1668

Representative Takumi, Chair of Education Representative Della Au Bellati, Vice-Chair

I am writing to you to express my strong opposition to HB 1668 relating to Teacher Tenure.

Your bill will end tenure for those who are currently tenured teachers and not allow for future teachers to become tenured. I worked very hard to achieve my goal to be a tenured teacher and I am very proud of that fact. Why would you want to take this away from me?

Our Union has a right to bargain this under the Constitution and I don't want to lose my rights to have them do that for me. Please stop this bill immediately from going forward and let us work together to protect our right to tenure.

Thank you.

Tim Auth  
Kea'au Middle School Teacher

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Monday, January 30, 2012 10:02 AM  
**To:** EDNtestimony  
**Cc:** laulea808@gmail.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM  
**Attachments:** HB 1668.doc

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: R. Laule'a Smythe  
Organization: Individual  
E-mail: [laulea808@gmail.com](mailto:laulea808@gmail.com)  
Submitted on: 1/30/2012

Comments:

My name is Laule'a Smythe and I am a veteran teacher at Kalaheo Elementary School. I am writing to you because I am vehemently opposed to HB 1668, which relates to tenure. I feel it will have a negative impact on public education in Hawaii for the reasons outlined below.

**HB 1668:**

First, I would like to remind you that tenure is only earned after a teacher has been duly observed and evaluated, and has successfully demonstrated his/her professional competence throughout the probationary period.

Furthermore, tenure does not guarantee a teacher a job, but rather, ensures that due process is followed. In other words, effective teachers are allowed to continue to teach without the constant distraction of having to wonder if they will have a job the following year. Without tenure, teachers may be arbitrarily dismissed. For example, more experienced teachers may be unfairly targeted simply because their salaries are more costly. On the other hand, a tenure system establishes a process by which struggling teachers may receive additional support needed. At the same time, the tenure and evaluation system weeds out those individuals unsuited to this demanding profession. This is important because a bad teacher brings us all down.

Doing away with the possibility of tenure, coupled with erosion of public employee benefits and recent measures targeting public school teacher in particular, make the task of recruiting and retaining highly qualified teachers increasingly difficult.

Finally, tenure is and always has been a subject of collective bargaining. To strip us of tenure previously bargained and earned would, in my opinion, be a violation of our statutory and constitutional right to collectively bargain over wages, hours, and conditions of work.

Thank you for taking the time to listen to my concerns regarding HB 2627. I hope that after due consideration, you will vote against HB 2627 because of the negative impact they will have on public education in Hawaii.

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Monday, January 30, 2012 10:02 AM  
**To:** EDNtestimony  
**Cc:** kumu66@gmail.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM  
**Attachments:** OPPOSE HB 1668.doc

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Ku'ulei Arceo  
Organization: HSTA  
E-mail: [kumu66@gmail.com](mailto:kumu66@gmail.com)  
Submitted on: 1/30/2012

Comments:

OPPOSE HB 1668

Representative Takumi, Chair of Education  
Representative Della Au Bellati, Vice-Chair

I am writing to you to express my strong opposition to HB 1668 relating to Teacher Tenure.

Your bill will end tenure for those who are currently tenured teachers and not allow for future teachers to become tenured. I worked very hard to achieve my goal to be a tenured teacher and I am very proud of that fact. I teach my students about goal setting in my classroom all of the time. I have never told them that once you achieve the goal, someone might make a law that takes it away. I teach them to be good citizens, follow the law, and set goals to achieve. Why would you want to take this away from me?

Our Union has a right to bargain this under the Constitution and I don't want to lose my rights to have them do that for me. Please stop this bill immediately from going forward and let us work together to protect our right to tenure.

Thank you.

Ku'ulei Arceo

Kea'au Middle School Teacher



**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Monday, January 30, 2012 9:58 AM  
**To:** EDNtestimony  
**Cc:** amie\_yee@notes.k12.hi.us  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM  
**Attachments:** OPPOSE HB 1668.docx

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Amie Yee  
Organization: Individual  
E-mail: [amie\\_yee@notes.k12.hi.us](mailto:amie_yee@notes.k12.hi.us)  
Submitted on: 1/30/2012

Comments:

**OPPOSE HB 1668**

**Representative Takumi, Chair of Education**  
**Representative Della Au Bellati, Vice-Chair**

I am writing to you to express my strong opposition to HB 1668 relating to Teacher Tenure. I have worked very hard to become tenured. Even after becoming tenured, I continue to learn and develop myself professionally. I am proud to say that even after more than 15 years of teaching I have recently earned my third post-secondary degree as a reading specialist.

Hearing about this HB 1668 is very disturbing and discouraging. Not only is it a "slap in the face" to our hardworking educators, but also sends a message to our children that once you achieve a goal, someone might make a law to take it away!

How would you feel if someone told you that they do not care nor recognize your years of service...and that you need to go back to being probationary, possibly year after year, if you still want to keep doing what you love?

I respectfully ask you to please stop this bill immediately from going forward and let us work together to protect our right to tenure.

Thank you.

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Monday, January 30, 2012 9:27 AM  
**To:** EDNtestimony  
**Cc:** dmitchell100@hotmail.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: David Mitchell  
Organization: Individual  
E-mail: [dmitchell100@hotmail.com](mailto:dmitchell100@hotmail.com)  
Submitted on: 1/30/2012

**Comments:**

As a teacher I am strongly opposed to the notion that after 15 years as a teacher that I have to worry about having job security. When budget cuts come I should not have to worry about whether or not I have a job as a science teacher the next year. This is why so many teachers leave the state. If there is not security why stay in an unstable situation.

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Monday, January 30, 2012 9:23 AM  
**To:** EDNtestimony  
**Cc:** freddie\_perez@notes.k12.hi.us  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM  
**Attachments:** HB 1668 Testimony.doc

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Freddie Perez  
Organization: Individual  
E-mail: [freddie\\_perez@notes.k12.hi.us](mailto:freddie_perez@notes.k12.hi.us)  
Submitted on: 1/30/2012

Comments:

Dear Legislators,

As a National Board Certified Teacher in Hawaii, I oppose HB 1668. This bill is does not promote education reform or improvement. It is my belief that this bill will contribute to teacher attrition and would be a detriment to the quality of education for our keiki. It is time to honor the sacrifices our teachers make every day in the classroom. A bill that would eliminate all current teacher tenure status after July 1, 2012 is a horrible thought and a slap in the face to all teachers.

These negative attacks on teachers, such as this bill, have made me contemplate on changing careers or finding employment in a private education institution. How many teachers do you wish to push out of the field? Out of the approximate 12,500 public school teachers, 343 of them are Nationally Board Certified. How many National Board Certified Teachers are you willing to push out of the classroom?

This bill is a violation of our statutory and constitutional right to collectively bargain over wages, hours, and conditions of work. This bill is very disrespectful to our profession and does nothing but spit in the face of those who have sacrificed so much to the children of our state.

Classroom teachers should be included as equal stakeholders in the current movement for education reform. Our voices should count, since we are the ones who are working hand in hand with the students. We are the bridges between theory and practice.

Please help us maintain our right for due process. Please help us maintain our rights to employment without political corruption, favoritism, or nepotism.

Sincerely,

Freddie Perez

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Monday, January 30, 2012 9:20 AM  
**To:** EDNtestimony  
**Cc:** nelreed@gmail.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Nancy Reed  
Organization: Individual  
E-mail: [nelreed@gmail.com](mailto:nelreed@gmail.com)  
Submitted on: 1/30/2012

Comments:  
I strongly oppose this bill.  
-NR

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Saturday, January 28, 2012 8:13 AM  
**To:** EDNtestimony  
**Cc:** kcolvinkona@hotmail.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM  
**Attachments:** HB 1668 Testimony.docx

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Keith Colvin  
Organization: Individual  
E-mail: [kcolvinkona@hotmail.com](mailto:kcolvinkona@hotmail.com)  
Submitted on: 1/28/2012

Comments:

Keith Colvin here, from Kealakehe High in Kona. I am submitting testimony to you because I am concerned over HB 1668, effectively getting rid of tenure for members of Bargaining Unit 5. This is a really bad idea. Now a dedicated teacher can be subject to being let go due to an evaluation of an administrator? The financial benefits of being a teacher are poor, yet the best benefit for teachers is a teacher could have the job for a long time, without the worry of a "new wave" of education threatening job security. If HB 1668 moves forward and becomes law, teachers will not have the security of their job. Tenure will be gone. I am concerned because I try yet do not get along with all of the administrators that I have had. What if one that I do not care for comes and evaluates me poorly? I do not get to evaluate them. Tenure is important so good teachers are protected against prevailing political agendas. Please do everything in your power to not make HB 1668 into law.



From time to time people bring up the idea of eliminating teacher tenure as a part of education reform. While some think tenure protects incompetent teachers, my experience has been that tenure, more often, protects good teachers from the misperceptions and politics of the job.

Teaching is a subjective profession. High school teachers begin the year with about 140 students. Each student has a unique background. The definition of success can vary dramatically from student to student. This makes it difficult to evaluate a teacher based on one student, one class, or the results of one test. There must be broader and more objective criteria for evaluating teachers.

Teachers need protection because reports published in the press only give a small and often misleading picture of the job a teacher (or district) really does. These public reports put a lot of pressure on administrators. They often end up with a "bottom line" mentality. The quickest way to reduce failure and dropout rates is to lower the standards. The quickest way to raise HSA scores is to focus on the test and sacrifice other curricula. The pressure to look good on paper produces strategies that hurt real learning and student achievement. Teachers are forced to play along or face bad evaluations.

I have a class where, despite my best efforts, over 75 percent of the students are failing. All the students had failed the class at least once before and all of them had the accompanying behavior problems. I put far more time and effort into that class than my "normal" classes. I am determined to get them to learn. What is a teacher suppose to do if students refuse to attempt work in class and have accompanying behavior problems? I teach to the Hawaii Content and Performance Standards, yet what if the students refuse to do any work? I work hard, yet the students refuse to. Am I going to be evaluated on this?

Another situation calling for some form of protection is encounters with parents. Research strongly indicates that the number-one factor in student achievement is positive parental involvement. I believe this is true and do several things to encourage communication. However, teachers need protection from the occasional zealot.

Most veteran teachers I know have had a couple of job-threatening experiences in their career. Thanks to tenure they survived it and went on to have a positive effect on hundreds more children. There may be improvements to make regarding the technical aspects of tenure, but tenure is a good concept. Administrators can remove bad teachers if they would just use the current law. Meanwhile, the majority of teachers remain free to do their job.

Tenure protects the teacher from unwarranted and wanton dismissal for doing unpopular thing such as failing influential students, becoming a whistleblower. Most teaching situations have almost immediate dismissal for cause such as child abuse, theft, and conviction of major crimes as well as teaching incompetence. Therefore the public should have little concern about teacher having tenure.

Tenure codifies a permanent, professional relationship between faculty members and their institutional employer, rewarding those who fulfill the term of their probations.

Tenure help makes up for the lower salaries. We have in American faculties a group of very talented people, creative people, who have agreed tacitly to accept a compensation level below what comparably creative people receive. One of the reasons is the stability of tenure.

There are many examples of ideas, inventions, and basic research that at one time were seen as esoteric, academic, and devoid of any relevance to society but later became absolutely central to society and to our lives. History also provides countless examples of ideas that at first were part of unorthodox thinking prevailing eventually over established opinions. Predictions being fallible, society or academic units themselves must not censor creative and critical inquiry. Every professorial faculty member needs to be free to pursue a particular line of research even if it does not follow the current bandwagon. Tenure helps ensure that academics can explore areas without following the bandwagon.?

Tenure helps maintain academic quality by establishing a set of high standards that must be met for continued employment. Standards for ongoing contract renewals are typically less stringent

I am a strong advocate of tenure. While it protects the less than satisfactory by requiring that due process be followed before they can be removed, it also protects exceptionally good teachers from being undermined and removed by administrators anxious to cover their own rear ends and blustering politicians.

Tenure makes it virtually impossible to remove a teacher without documented evidence of malfeasance or incompetence. Senior teachers without tenure may be cut loose by new principals because they are considered too expensive to keep.

If tenure is canceled there is no doubt that political considerations determining educational decisions will prevail.

1. Having tenure protects the teachers from being fired for political, personal, and non-work related issues. In the old days, teachers could be fired when a new principal came in and wanted to hire their buddies. If a teacher becomes pregnant and wants to start a family, she can no longer be fired for that. Also, it eliminates the firing of teachers for their views which may be different from those of the school district.
2. Teacher tenure puts a teachers mind at ease as far as being fired. They know now that as long as they don't commit a serious crime, they will not be fired. This puts less stress on the teacher and allows him/her to maybe think out of the box and try new ideas with their classroom, without the fear of being fired for that idea. It may broaden the learning process.

3. Because you can become tenured, the teaching job attracts many people. With all of the people coming in to the profession, the districts will always have a large pool to select from. It also makes you, the teacher, want to work harder to obtain that job, knowing that there are so many other candidates wanting the same position.
4. With that attraction of people, school districts are forced to choose the absolute best candidate they can see bettering their school. They know that they will be there for a long time, and to choose just anyone out there would be a bad decision knowing they can't fire them if they aren't doing their job. It makes the selection process very crucial to the selectors because they want the best teacher in there.
5. If tenure were taken out, a lot more females would be reluctant to having children, for fear that taking time off would get them fired.
6. If tenure were taken out, teachers would feel more pressured to teach strictly to the curriculum and not take any risks. They would be in fear that if they were to try something new or different, they would be fired. This would put a stop to creative ideas and thinking outside the box to spark learning and ideas in the students. Teaching and learning would be limited to the book and if that happens, we're all doomed.
7. If tenure were not in place, the teaching industry would not attract as many candidates, leaving the districts to choose from the small pool of people that apply, even though they may not be the best choice.
8. If tenure were taken out and the number of candidates to choose from went down, you would see fewer classrooms meaning larger class sizes. A large class size is not ideal for any type of productive learning environment.
9. When a teacher is tenured, it eliminates the chance that a student or another faculty member makes a false accusation on that teacher and they become fired right away. Teachers are protected because not everything that comes out of children's mouths is true. Each teacher, when tenured, receives a hearing before they are dismissed, and the case is looked in to very thoroughly.
10. Instead of firing a teacher right away after a non-favorable performance, tenure grants that teacher the ability to improve instead of being fired right away. If a teacher is being observed by the principal and the principal feels the teacher is not teaching up to standards, they can discuss the matter and the teacher can improve. Maybe he/she was having a bad day and it affected their teaching. Instead of being fired for one bad day, which we all have, they are given the opportunity to prove themselves again.

RE: HB 1668 Teacher Tenure

January 27, 2012

To Whom it May Concern:

I am writing in strong opposition to the proposed House Bill 1668 which will eliminate tenure for teachers in the Hawai'i public school system. I have been teaching since 2000 and have worked with children from ages 5-18. I feel that working with these children is a challenging, demanding, and wonderful job. I work every day and give my best. Every teacher I work with at my school does the same.

The tenure system serves to protect academic freedom. It also helps eliminate hiring and firing based on favoritism or politics. Teachers who put their professional time into working at a school within the Department of Education should be given the support they deserve and have earned for their time and dedication in the field.

We cannot control who our administrators are. Not everyone is fair but every teacher deserves to be recognized as a professional. The tenure system does this. Teachers earn tenure based on successful years in service. Tenured teachers need not live in fear that a new administrator will remove them from their earned position based on frivolous or even unethical reasons such as being angry with the teacher or placing a friend in the position.

I urge you to drop this bill. Without the tenure system, teachers will end up leaving the profession. Job security is one of the biggest motivators for teachers to continue working in the classroom despite budget cuts, constant changes to curriculum, and long hours both in the classroom and at home preparing lessons, grading, and even purchasing school supplies with our own money. Young, new teachers tend to burn out very quickly and will not stay in the profession without the promise of a successful probationary period followed by tenure.

Please do not pass this bill. It will only serve to divide the already fragile Hawai'i public education system. Support and retain qualified, tenured teachers.

Sincerely,

Jennifer Solmirin

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Monday, January 30, 2012 2:35 PM  
**To:** EDNtestimony  
**Cc:** sharileelaubach@gmail.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: shari laubach  
Organization: Individual  
E-mail: [sharileelaubach@gmail.com](mailto:sharileelaubach@gmail.com)  
Submitted on: 1/30/2012

**Comments:**

I've been teaching for 30 years. I earned my tenure and right to due process. This bill is hurtful and disrespectful. Please oppose taking away Hawaii's teachers' tenure.

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Monday, January 30, 2012 2:33 PM  
**To:** EDNtestimony  
**Cc:** crettonrealclass@me.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Denim Cretton  
Organization: Individual  
E-mail: [crettonrealclass@me.com](mailto:crettonrealclass@me.com)  
Submitted on: 1/30/2012

**Comments:**

As a tenured teacher at a charter school I followed all of the guidelines to maintain my tenure upon transferring. Loss of my tenure would mean a loss of job security and ease of transfer back to the DOE system. This would be unfair, as I followed all the rules in place to secure my rights as a tenured teacher, and would lose my years of experience and be forced to redo my probation. I am a highly qualified teacher and the Teacher of the Year at my school last year.

belatti2 - Kate

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Monday, January 30, 2012 2:32 PM  
**To:** EDNtestimony  
**Cc:** matty\_dr@hotmail.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Matthew Rossman  
Organization: Individual  
E-mail: [matty\\_dr@hotmail.com](mailto:matty_dr@hotmail.com)  
Submitted on: 1/30/2012

Comments:

I am writing to you to express my strong opposition to HB 1668 relating to Teacher Tenure. Your bill will end tenure for those who are currently tenured teachers and not allow for future teachers to become tenured. I worked very hard to achieve my goal to be a tenured teacher and I am very proud of that fact. I teach my students about goal setting in my classroom all of the time. I have never told them that once you achieve the goal, someone might make a law that takes it away. I teach them to be good citizens, follow the law, and set goals to achieve. Why would you want to take this away from me? Please stop this bill immediately.

Thank you.

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Monday, January 30, 2012 2:32 PM  
**To:** EDNtestimony  
**Cc:** milabfly@gmail.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Mila Bradley  
Organization: Individual  
E-mail: [milabfly@gmail.com](mailto:milabfly@gmail.com)  
Submitted on: 1/30/2012

Comments:



**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Monday, January 30, 2012 11:58 AM  
**To:** EDNtestimony  
**Cc:** dcpeebles@gmail.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Donna Peebles  
Organization: Individual  
E-mail: [dcpeebles@gmail.com](mailto:dcpeebles@gmail.com)  
Submitted on: 1/30/2012

**Comments:**

I support our teachers and feel taking away tenure is unfair. They are over worked and underpaid. Any teacher that can hang in long enough to obtain tenure should be applauded. I'am against taking away teachers tenure.

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Monday, January 30, 2012 11:57 AM  
**To:** EDNtestimony  
**Cc:** smcbride001@hawaii.rr.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Sandra McBride  
Organization: Individual  
E-mail: [smcbride001@hawaii.rr.com](mailto:smcbride001@hawaii.rr.com)  
Submitted on: 1/30/2012

**Comments:**

I strongly oppose this bill. As a teacher in a low-paid, high-cost-of-living state, one of the tradeoffs for the low wage is job security. Tenure provides job security. Banks love teachers and will loan us money when others cannot get it due to tenure. The legislature needs to understand that they will discourage teachers from teaching in this state if they do away with our tenure. In order to get tenure, we have to submit to rigorous overview the first 2-3 years of teaching by the administration (Principals, Vice principals). Only if we pass their screening and evaluations are we tenured. There are still provisions in place if a teacher fails to continue high performance standards so that they can be removed.

belatti2 - Kate

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Monday, January 30, 2012 12:33 PM  
**To:** EDNtestimony  
**Cc:** arleen\_alama@notes.k12.hi.us  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Arleen Alama  
Organization: Individual  
E-mail: [arleen\\_alama@notes.k12.hi.us](mailto:arleen_alama@notes.k12.hi.us)  
Submitted on: 1/30/2012

Comments:

Kealakehe High School: As a Tenured Special Education Teacher of 20+ years, I am writing to you to express my strong opposition to HB 1668 relating to Teacher Tenure. Your bill will end tenure for those who are currently tenured teachers and not allow for future teachers to become tenured. I have worked very hard to achieve my goal to be a tenured teacher and I am very proud of that fact. I teach my students about goal setting in my classroom all of the time. I have never told them that once you achieve the goal, someone might make a law that takes it away. I have taught them instead, to be good citizens, follow the law, and set goals to achieve. I am constantly telling my seniors to set goals that are achievable. Once a goal is achieved, set others goals to better themselves. Why would you want to take this away from me?

Our Union has a right to bargain this under the Constitution and I don't want to lose my rights to have them do that for me. Please stop this bill immediately from going forward and let us work together to protect our right to tenure.

Thank you for your time.

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Monday, January 30, 2012 1:11 PM  
**To:** EDNtestimony  
**Cc:** kathleen\_johnson@notes.k12.hi.us  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Kathleen Johnson  
Organization: Individual  
E-mail: [kathleen\\_johnson@notes.k12.hi.us](mailto:kathleen_johnson@notes.k12.hi.us) Submitted on: 1/30/2012

**Comments:**

Not only does tenure promote academic freedom, it also ensures that students have high-quality, experienced teachers. As teachers move up in seniority, so does their paycheck. In a budget crunch, districts are tempted to fire the expensive veteran teacher and replace them with someone cheap, young, and inexperienced.

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Monday, January 30, 2012 1:14 PM  
**To:** EDNtestimony  
**Cc:** luyeda@gmail.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Lance Uyeda  
Organization: Individual  
E-mail: [luyeda@gmail.com](mailto:luyeda@gmail.com)  
Submitted on: 1/30/2012

**Comments:**

Please table HB1668. This bill is clearly an overreaction to recent developments in bargaining with the HSTA, and it will compromise the quality of teaching and public education in our state. Tenure protects teachers' academic freedom and allows them to address controversial topics within their subject areas without fear of reprimand or job loss. This bill may allow you to fire the very worst teachers in the state, but it will also keep you from retaining the very best. If teachers' academic freedom is not protected, we will have only mediocrity and quietude in our public school classrooms.

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Monday, January 30, 2012 1:37 PM  
**To:** EDNtestimony  
**Cc:** joelle\_morton@notes.k12.hi.us  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: joon  
Organization: Individual  
E-mail: [joelle\\_morton@notes.k12.hi.us](mailto:joelle_morton@notes.k12.hi.us)  
Submitted on: 1/30/2012

**Comments:**

I disagree with HB 1668 to eliminate all current teacher tenure status. I feel it is a way of protecting me and my constitutional right to collective bargaining with regards to wages, hours, and work conditions. I feel it opens the door for political corruption, favoritism and or nepotism.

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Monday, January 30, 2012 11:43 AM  
**To:** EDNtestimony  
**Cc:** ms.sunderland@rocketmail.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM  
**Attachments:** HB 1668.docx

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Martha Sunderland  
Organization: Individual  
E-mail: [ms.sunderland@rocketmail.com](mailto:ms.sunderland@rocketmail.com)  
Submitted on: 1/30/2012

Comments:

I was appalled to learn of HB 1668, and the intent to eliminate teacher tenure. As teachers, we have worked hard to deserve the public trust in educating our children. Respect for the work we do should especially come from the legislature.

As college students we teachers realized that the rewards of our profession would not be financial, but rather the reward of doing our best for the children, and therefore the families whose lives we touch. We chose this profession because we care.

When I began my training as a teacher, I had already had another career for 20 years. I worked two jobs to help support my family while completing my post-graduate education to achieve certification. My goal to become a tenured teacher was that important to me. I; and all other teachers in Hawaii, continue Professional Development to ensure that we offer our students the best education we can. We also dedicate many hours of our own time during evenings and on weekends to prepare to present the lessons that will reach all our students.

The tenure that was a part of my contract when I began teaching in Hawaii, as well as that of all the other teachers in Hawaii, is a trust between the State and those who would help to create an educated citizenry for the State's future. To rescind that trust is to trivialize the contributions that we make and to discourage the best and brightest teachers from teaching here. I ask that you honor our Constitution and that trust, and demonstrate the priority you place on education by preventing this Bill from going forward.

Sincerely,

Martha Sunderland  
Second Grade Teacher  
Waimea Elementary School  
Kamuela, HI



**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Monday, January 30, 2012 11:31 AM  
**To:** EDNtestimony  
**Cc:** monica\_yasuda@yahoo.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Monica Yasuda  
Organization: Individual  
E-mail: [monica\\_yasuda@yahoo.com](mailto:monica_yasuda@yahoo.com)  
Submitted on: 1/30/2012

**Comments:**

I strongly oppose the passing of this bill. This bill demoralizes veteran teachers and detracts them, as well as prospective teachers, from the profession. This bill cannot pass. If this bill passes, teachers will have lost any kind of confidence they have in our government leadership AND a lot of quality teachers may consider a career change, thus adding to the problem of student achievement.

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Monday, January 30, 2012 11:39 AM  
**To:** EDNtestimony  
**Cc:** hartneyj001@hawaii.rr.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Jeanne Hartney  
Organization: Individual  
E-mail: [hartneyj001@hawaii.rr.com](mailto:hartneyj001@hawaii.rr.com)  
Submitted on: 1/30/2012

**Comments:**

It would be a travesty to all those teachers who have upheld tenure as a fair measure for job longevity. Job security should not depend on the whim of the administration as the sole judge of who to keep or fire. What protection do experienced teachers have when an administrator could hire new, cheaper to hire teacher and get rid of more senior teachers? The whole idea of this bill seems to reek of economics rather than fairness.

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Monday, January 30, 2012 11:18 AM  
**To:** EDNtestimony  
**Cc:** andrealmedrano@yahoo.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM  
**Attachments:** OPPOSE HB 1668.doc

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Andrea Medrano  
Organization: Individual  
E-mail: [andrealmedrano@yahoo.com](mailto:andrealmedrano@yahoo.com)  
Submitted on: 1/30/2012

Comments:

OPPOSE HB 1668

Representative Takumi, Chair of Education  
Representative Della Au Bellati, Vice-Chair

I am writing to you to express my strong opposition to HB 1668 relating to Teacher Tenure.

Your bill will end tenure for those who are currently tenured teachers and not allow for future teachers to become tenured. I worked very hard to achieve my goal to be a tenured teacher and I am very proud of that fact. I teach my students about goal setting in my classroom all of the time. I have never told them that once you achieve the goal, someone might make a law that takes it away. I teach them to be good citizens, follow the law, and set goals to achieve. Why would you want to take this away from me?

Our Union has a right to bargain this under the Constitution and I don't want to lose my rights to have them do that for me. Please stop this bill immediately from going forward and let us work together to protect our right to tenure.

Thank you.

Andrea Medrano  
Kea'au Middle School Teacher

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Monday, January 30, 2012 6:44 PM  
**To:** EDNtestimony  
**Cc:** stacey.harutunian@gmail.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Stacey Harutunian  
Organization: Individual  
E-mail: [stacey.harutunian@gmail.com](mailto:stacey.harutunian@gmail.com)  
Submitted on: 1/30/2012

**Comments:**

I am writing in strong opposition to HB 1668. I am a teacher at Nanakuli High and Intermediate School and I came to Hawaii as a part of Teach for America. I joined Teach for America because ALL children deserve to have an equal and top quality education. I elected to be a secondary math teacher because I know qualified teachers in this subject and grade level are particularly difficult to find. I wanted to do my part.

As an 8th grade math teacher, I am responsible for a state-tested grade level. This responsibility falls almost completely on my shoulders alone. I work extremely hard every day to do what it takes to help each and every one of my students to learn. I live far from my family, who I love dearly, because I know I can continue to help in a community that is struggling get all students on grade-level and graduate from high school. I also know very few other teachers who would want to teach my line. I love my line and would not want to trade it.

This bill is misdirected frustration by our government. We are all frustrated by the problems in our public education system. I grew up admiring my mother, a current public school teacher of 36 years. The landscape is changing and is growing ugly and disrespectful. Taking away collective bargaining rights and tenure is not a means to the end we are looking for. Ask, us, the teachers (the professionals), for real ideas that would make meaningful changes for our school. Do not look to us and to our Constitutional right to participate in a union as the scapegoat. This will not get us to our mutual goals.

I am saddened and discouraged to learn that our state government is considering taking away our rights to collectively bargain and earn tenure. I am not a tenured teacher yet because I began teaching while concurrently completing a license and masters program at University of Hawaii Manoa. I am dedicated to being the best teacher possible, and I know the other teachers and all administrators at my school are dedicated to that as well. I know that there are many crucial reforms needed in our schools, but targeting teachers in this way is not a logical step towards helping our keiki. That is the goal, in the end, right? I will continue to dedicate myself to my students. I will hope that our representatives will think very carefully about how much they really know about the classroom and what will be steps towards the real goal: providing the best education to each and every child in the state.

Do not target us. We are here for the kids.

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Monday, January 30, 2012 6:44 PM  
**To:** EDNtestimony  
**Cc:** ccampbell4@comcast.net  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Carol Campbell  
Organization: Individual  
E-mail: [ccampbell4@comcast.net](mailto:ccampbell4@comcast.net)  
Submitted on: 1/30/2012

**Comments:**

I am a retired teacher and my husband and children are teachers---one is a teacher in Hawaii. I oppose tenure based on student performance because students come to us with diverse backgrounds and we must pick up where the students are and go from there... it is our obligation. Some students in a given class could have growth and still be far behind and test scores could be too low....but not because the teacher failed. Before we put teachers in this unfair position, we must really, really know if tests acutally show growth and teacher success. I don't think we now have a test or an evaluation that honestly tells us how a teacher is doing or what a student knows. Please do not put teachers in these politically fired positions. Let them do the work they have been trained to do and DO Not blame them for the situations in our schools. It is much more complicated than just checking student performance...look at administrators' records and look at parenting...big factors in student success. Teachers are in the trenches and most are working hard. Go and have a look for yourself. Find a better way to spend public money. Tenure protects the teacher from unwarranted and wanton dismissal for doing unpopular but right things, such as failing influential students. No on HB1668.

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Monday, January 30, 2012 6:46 PM  
**To:** EDNtestimony  
**Cc:** rgordon@hawaii.edu  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Ronald Gordon  
Organization: Individual  
E-mail: [rgordon@hawaii.edu](mailto:rgordon@hawaii.edu)  
Submitted on: 1/30/2012

**Comments:**

I have heard just this afternoon, 1/30/12, of Bill 1668. This bill is a frightening proposal. To do away with all future tenure would be a serious issue enough, but to erase existing tenure for thousands of teachers around Hawai'i would be a draconian measure of the most devastating and ill-advised sort.

If future tenure-granting in the DOE were to be modified in any way, perhaps the probationary period should be extended beyond two years (as i believe it currently is). This is an issue worthy of consideration and debate. But to seriously propose that teachers who already hold tenure should be stripped of their tenure, this would be yet further destructive of an already-challenged educational system within our state.

This notion is extremely offensive on the face of it, and would have far-reaching negative consequences on our educational system, in terms of system morale, teacher recruitment, and educational quality. It would destabilize an already struggling DOE system in the most flagrant fashion. THIS is not the answer. There may be problems that need to be addressed, to be sure, but this is no solution to them. This is the worst idea imaginable, and whoever is seriously proposing as an answer to problems in the DOE is desperately lacking in problem-solving vision. You don't take away what people have earned and been granted. This not only fails to solve the original problems, it is tremendously counterproductive in its consequences. We don't want to go there. There are ways to make things better within the DOE without this kind of aggressively malicious approach. We live in the Aloha state. Let us find more constructive ways to address the problems faced by the state and the DOE.

Thank you for listening to this sincere view.

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Monday, January 30, 2012 6:59 PM  
**To:** EDNtestimony  
**Cc:** terencepmurphy@yahoo.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Carol Murphy  
Organization: Individual  
E-mail: [terencepmurphy@yahoo.com](mailto:terencepmurphy@yahoo.com)  
Submitted on: 1/30/2012

**Comments:**

I am a tenured teacher working for the past 23 years in Hawaii public schools. I passed my 2 year probationary status and have passed all of my evaluations since with no problems. Why would you even consider doing away with tenure for dedicated, experienced professionals who work so hard educating Hawaii's children? I do not understand the reasoning behind this or if there is any reasoning. Please do teachers the courtesy of explaining your position. Or better yet, stop the bill NOW! Aloha, Carol



**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Monday, January 30, 2012 7:12 PM  
**To:** EDNtestimony  
**Cc:** akitakevakitakev@yahoo.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Kevin  
Organization: Individual  
E-mail: [akitakevakitakev@yahoo.com](mailto:akitakevakitakev@yahoo.com)  
Submitted on: 1/30/2012

**Comments:**

Please take my testimony into consideration in opposition to bill 1668. As an elementary teacher in the Leeward district tenure allows me to freely express my feelings for the benefit of my students. If I feel that there is something that needs to be improved or changed tenure gives me the support to speak out openly to administration. I have no fear of losing my job due to personal biases or opinions. Tenure eliminates my fear of retribution for sharing my thoughts with my administration; thus benefiting everyone at my school and in my community. It is important in our society for all individuals to feel free to express themselves even if that means disagreeing with others; tenure allows me to do that! Thank you.

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Monday, January 30, 2012 7:29 PM  
**To:** EDNtestimony  
**Cc:** biggusreddus@gmail.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Jason Jestice  
Organization: Individual  
E-mail: [biggusreddus@gmail.com](mailto:biggusreddus@gmail.com)  
Submitted on: 1/30/2012

**Comments:**

As a new teacher still on probation, I was shocked to hear that the State of Hawaii was thinking of eliminating teacher tenure. I have been working hard, attending graduate school while working as a special education teacher with an IEP case load of 15 elementary students. Some of my students have severe emotional, behavioral, and physical challenges. I am typically at school nine hours a day and then go home and work on lesson plans and IEP's for another two to three hours nightly, then I start my grad school work. All this to join a profession that is under fire from all where I am under valued and under paid. Now you want to remove a well earned professional designation that helps maintain teachers rights. I can not tell you how against this bill I am. I would threaten to quit but I don't work for designations or even really for the paycheck. I work to see the faces of my students when they accomplish something they never thought was possible to do. Please reconsider any support you have for this bill. Teachers work hard and deserve the recognition and support that tenure brings.

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Monday, January 30, 2012 7:31 PM  
**To:** EDNtestimony  
**Cc:** maureen\_pescaia@notes.k12.hi.us  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Comments Only  
Testifier will be present: No  
Submitted by: Maureen Pescaia  
Organization: HSTA member  
E-mail: [maureen\\_pescaia@notes.k12.hi.us](mailto:maureen_pescaia@notes.k12.hi.us)  
Submitted on: 1/30/2012

**Comments:**

Teachers are increasingly being targeted for greater scrutiny. Further, we are being asked to do more and more, with less and less. It is no wonder that teacher's burn out within five years of entering the education field. The demands are those of a Wall Street investor with the pay of a street vendor. So disappointing!

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Monday, January 30, 2012 7:41 PM  
**To:** EDNtestimony  
**Cc:** rstewart99489@hawaii.rr.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Roxane K. Stewart  
Organization: Individual  
E-mail: [rstewart99489@hawaii.rr.com](mailto:rstewart99489@hawaii.rr.com)  
Submitted on: 1/30/2012

**Comments:**

I am a tenured public school teacher born & raised in Hilo, a community that I want to serve as a teacher for the rest of my career. I am extremely upset at how the legislature is handling this situation by trying to circumvent our collective bargaining rights through legislation. It sickens me and reiterates the fact that the legislature has no clue as to what is really going on in the public education system. Tenure is not the problem, tenure does not keep "unsatisfactory" teachers in the classroom. All of us as teachers, tenured or not are subject to evaluation. Having an effective evaluative tool and qualified, effective evaluators is key in addressing the underlying concern people seem to have about teachers. The legislature seems to be taking aim at teachers who work for free countless hours "off the clock", spend a lot of our personal money on our classrooms because the money our students should have never seem to make it to the classroom after being passed through the beaurocratic layers of the D.O.E.. I hold a Master's Degree but yet I have to work a second part time job to be able to pay the bills every month. Teachers livelihoods are being continuously attacked and legislatively taking away job security for hard-working teachers is another slap in the face. Teachers are being expected to work miracles in the classroom but year after year, politics is leaving us with less and less to do our job. How do you expect to retain our local teachers who are vested in the communities we grew up in and live in when we are treated like pi#241;ata hanging from the rafters. I strongly oppose HB1668 and the cruel intent in which it was drafted. I invite any legislator to come and see what it's like to do what I do everyday in my classroom.

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Monday, January 30, 2012 7:49 PM  
**To:** EDNtestimony  
**Cc:** petmongoose@yahoo.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Sheryl Ogawa  
Organization: Individual  
E-mail: [petmongoose@yahoo.com](mailto:petmongoose@yahoo.com)  
Submitted on: 1/30/2012

**Comments:**

Honorable Legislators,

I am a teachers of 21 years at Pahoehoe High & Intermediate School.

Please kill this bill because tenure is a valuable support teachers need to stay steady on the course to carry out 1) increased DOE mandates, 2) increased plans that require constant planning and focus established by a stable workforce that tenure insures, 3) increased demands that students need to achieve to thrive in the 21st century global market.

Why do you, Joe Legislator, need terms more than 2 or 4 years? exactly! to carry out your plans to fruition. Same with teachers. Stability in the workforce in school results in better student progress. The proof is in the data! Schools with minimum turnover results in more progress.

Kill the Bill  
Sheryl Ogawa

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Monday, January 30, 2012 7:49 PM  
**To:** EDNtestimony  
**Cc:** gohmosch@hotmail.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Support  
Testifier will be present: No  
Submitted by: Walter Mosch  
Organization: Honoka'a High School  
E-mail: [gohmosch@hotmail.com](mailto:gohmosch@hotmail.com)  
Submitted on: 1/30/2012

**Comments:**

As a high school teacher I am frustrated by the fact that there are too many teachers who misuse their tenured status. The union spends entirely too much energy protecting incompetent and/or lazy teachers. Make tenure more difficult to get and make teachers earn it and then have it reviewed every so often. In my opinion, the union's continued protection of the worst teachers is the main obstacle to school improvement. I know this is not a popular stand among those in the profession, but feel free to attach my name to these words. I feel very strongly about this.

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Monday, January 30, 2012 7:52 PM  
**To:** EDNtestimony  
**Cc:** tseffrood@yahoo.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Troy Seffrood  
Organization: Individual  
E-mail: [tseffrood@yahoo.com](mailto:tseffrood@yahoo.com)  
Submitted on: 1/30/2012

**Comments:**

Making the conditions worse for our working teachers will not help to attract &quot;more qualified&quot; teachers. No responsible person should have voted for the last contract, when it was not even specified on how they would be evaluated.

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Monday, January 30, 2012 7:53 PM  
**To:** EDNtestimony  
**Cc:** jenicakyoko@yahoo.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Jenica Wadsack  
Organization: Teacher  
E-mail: [jenicakyoko@yahoo.com](mailto:jenicakyoko@yahoo.com)  
Submitted on: 1/30/2012

**Comments:**

This undermines fundamental principles of collective bargaining by essentially making teachers "at will";.

This will demoralize an already demoralized teaching core.



**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Monday, January 30, 2012 7:58 PM  
**To:** EDNtestimony  
**Cc:** timothysanthony@hotmail.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Tim Anthony  
Organization: Individual  
E-mail: [timothysanthony@hotmail.com](mailto:timothysanthony@hotmail.com)  
Submitted on: 1/30/2012

**Comments:**

Please vote against hb 1668. Teachers need to be able to devote their lives to their students and their profession without playing politics with students, administrators and politicians. Tenure has a purpose. Without it, teachers can lose their jobs due to budget cuts, nepotism (immediate and extended families) and factors such as physical attractiveness and personality traits. Fair evaluation is good, but don't discourage and disempower our teachers by making them play the same games that go on in many other businesses just to hold their job. Let teachers put their focus on the pursuit of truth.

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Monday, January 30, 2012 4:41 PM  
**To:** EDNtestimony  
**Cc:** mhiro2006@yahoo.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Meryle Hirotsu  
Organization: Individual  
E-mail: [mhiro2006@yahoo.com](mailto:mhiro2006@yahoo.com)  
Submitted on: 1/30/2012

**Comments:**

I oppose the elimination of teacher tenure. Teaching is a very difficult profession with a high stress level. Eliminating tenure will destroy the stability of the profession and will increase the amounts of teachers leaving the profession.

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Monday, January 30, 2012 4:45 PM  
**To:** EDNtestimony  
**Cc:** cmukai@hawaii.edu  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Cecilia Mukai  
Organization: Individual  
E-mail: [cmukai@hawaii.edu](mailto:cmukai@hawaii.edu)  
Submitted on: 1/30/2012

**Comments:**

I wish to oppose HB 1668 that would remove tenure to BOE teachers. I believe there should be stricter guidelines toward attaining tenure and evaluation processes post-tenure to maintain cultivate teaching. With the low salary that teachers have, the loss of tenure may be detrimental to maintaining a strong workforce to educate our children. The state of Hawaii public education at the K-12 level needs upgrading, but taking away tenure from teachers is not the right solution. Holding teachers accountable for their work and rewarding them for high quality teaching needs to be implemented. Rewards rather than punishments is always the better method to deal with problematic behaviors.

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Monday, January 30, 2012 5:23 PM  
**To:** EDNtestimony  
**Cc:** heathermorgado@gmail.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Heather Morgado  
Organization: Individual  
E-mail: [heathermorgado@gmail.com](mailto:heathermorgado@gmail.com)  
Submitted on: 1/30/2012

**Comments:**

My name is Heather Morgado and I am a veteran teacher at Kapaa Middle School. I am writing to you because I am vehemently opposed to HB 1668, which relates to tenure, and HB 2527, which relates to performance evaluations. I feel both will have a negative impact on public education in Hawaii for the reasons outlined below.

**HB 1668:**

First, I would like to remind you that tenure is only earned after a teacher has been duly observed and evaluated, and has successfully demonstrated his/her professional competence throughout the probationary period.

Furthermore, tenure does not guarantee a teacher a job, but rather, ensures that due process is followed. In other words, effective teachers are allowed to continue to teach without the constant distraction of having to wonder if they will have a job the following year. Without tenure, teachers may be arbitrarily dismissed. For example, more experienced teachers may be unfairly targeted simply because their salaries are more costly. On the other hand, a tenure system establishes a process by which struggling teachers may receive additional support needed. At the same time, the tenure and evaluation system weeds out those individuals unsuited to this demanding profession. This is important because a bad teacher brings us all down.

Doing away with the possibility of tenure, coupled with erosion of public employee benefits and recent measures targeting public school teacher in particular, make the task of recruiting and retaining highly qualified teachers increasingly difficult.

Finally, tenure is and always has been a subject of collective bargaining. To strip us of tenure previously bargained and earned would, in my opinion, be a violation of our statutory and constitutional right to collectively bargain over wages, hours, and conditions of work.

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Monday, January 30, 2012 3:06 PM  
**To:** EDNtestimony  
**Cc:** findcatfryer@yahoo.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Catherine Fryer  
Organization: Individual  
E-mail: [findcatfryer@yahoo.com](mailto:findcatfryer@yahoo.com)  
Submitted on: 1/30/2012

Comments:

Aloha,

I am writing to you to express my strong opposition to HB 1668 relating to Teacher Tenure. Your bill will end tenure for those who are currently tenured teachers and not allow for future teachers to become tenured. I worked very hard to achieve my goal to be a tenured teacher and I am very proud of that fact.

I teach my students about goal setting in my classroom all of the time. I have never told them that once you achieve the goal, someone might make a law that takes it away. I teach them to be good citizens, follow the law, and set goals to achieve.

Why would you want to take this away from me? Please stop this bill immediately.

Thank you.  
Catherine fryer

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Monday, January 30, 2012 3:22 PM  
**To:** EDNtestimony  
**Cc:** karla.hayashi@member.uhpa.org  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Karla Hayashi  
Organization: Individual  
E-mail: [karla.hayashi@member.uhpa.org](mailto:karla.hayashi@member.uhpa.org)  
Submitted on: 1/30/2012

Comments:

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Monday, January 30, 2012 3:29 PM  
**To:** EDNtestimony  
**Cc:** konadays@yahoo.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Bill Armijo  
Organization: Individual  
E-mail: [konadays@yahoo.com](mailto:konadays@yahoo.com)  
Submitted on: 1/30/2012

Comments:  
OPPOSE HB 1668

Representative Takumi, Chair of Education Representative Della Au Bellati, Vice-Chair

I am writing to you to express my strong opposition to HB 1668 relating to Teacher Tenure. Your bill will end tenure for those who are currently tenured teachers and not allow for future teachers to become tenured. I worked very hard to achieve my goal to be a tenured teacher and I am very proud of that fact. I teach my students about goal setting in my classroom all of the time. I have never told them that once you achieve the goal, someone might make a law that takes it away. I teach them to be good citizens, follow the law, and set goals to achieve. Why would you want to take this away from me?

Our Union has a right to bargain this under the Constitution and I don't want to lose my rights to have them do that for me. Please stop this bill immediately from going forward and let us work together to protect our right to tenure.

Thank you.

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Monday, January 30, 2012 3:51 PM  
**To:** EDNtestimony  
**Cc:** konateacher@live.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Jana Bennett  
Organization: Individual  
E-mail: [konateacher@live.com](mailto:konateacher@live.com)  
Submitted on: 1/30/2012

Comments:  
Aloha,

&#160;I am writing to you to express my STRONG opposition to HB 1668 relating to Teacher Tenure.&#160; I have worked hard for 23 years in the Hawaii School system. Your bill will end tenure for those who are currently tenured teachers and not allow for future teachers to become tenured.&#160; I worked very hard to achieve my goal to be a tenured teacher and I am very proud of that fact.&#160; I teach my students about goal setting in my classroom all of the time.&#160; I have never told them that once you achieve the goal, someone might make a law that takes it away.&#160; I teach them to be good citizens, follow the law, and set goals to achieve.&#160; Why would you want to take this away from me? Please stop this bill immediately.  
&#160;



**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Monday, January 30, 2012 3:56 PM  
**To:** EDNtestimony  
**Cc:** cayasuda@yahoo.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Corey Yasuda  
Organization: Individual  
E-mail: [cayasuda@yahoo.com](mailto:cayasuda@yahoo.com)  
Submitted on: 1/30/2012

**Comments:**

I am writing as an individual to express my strong opposition to HB 1668 relating to Teacher Tenure. This bill will end tenure for those who are currently tenured teachers and not allow for future teachers to become tenured. I believe in supporting a person's right to due process.

Tenure does not mean a 'job for life,' as many people believe. It means 'just cause' for discipline and termination, be the reason incompetence or extreme misconduct. And it means 'due process,' the right to a fair hearing to contest charges. Quite simply, any tenured teacher can be fired for a legitimate reason, after school administrators prove their case. That's similar to what American citizens expect when charged with violation of a law.

As a Kindergarten Teacher, I want excellent teachers in every classroom. Every teacher wants to work besides an excellent teacher helping students learn and preparing him or her to succeed in life.

I am very proud of that fact I am a tenured teacher. Our Union has a right to bargain this under the Constitution and I don't want to lose my rights to have them do that for me. I want a system of due process so that teachers cannot be fired unfairly. Tenure simply ensures that teachers are notified of performance problem, and given a hearing before dismissal.

I oppose HB 1668 relating to Teacher Tenure.

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Monday, January 30, 2012 4:10 PM  
**To:** EDNtestimony  
**Cc:** Jana7777777@hotmail.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Jana Faltermeyer  
Organization: Individual  
E-mail: [Jana7777777@hotmail.com](mailto:Jana7777777@hotmail.com)  
Submitted on: 1/30/2012

Comments:

Aloha,

I cannot believe that you would even entertain the idea of stopping tenure after hundreds of teachers work diligently to care for our children of Hawaii. I have worked with commitment to educate our precious students.

If you have done any research regarding keeping trained professionals on our islands you might want to reconsider your position on this bill.

It is another slap in the face to individuals who work tirelessly to train Hawaii's children for the future.

Sincerely, Jana Faltermeyer

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Monday, January 30, 2012 4:11 PM  
**To:** EDNtestimony  
**Cc:** mitch@hawaii.edu  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Mitchell Anderson  
Organization: Individual  
E-mail: [mitch@hawaii.edu](mailto:mitch@hawaii.edu)  
Submitted on: 1/30/2012

**Comments:**

There are aspects of removing tenure with which I surely agree. I would much rather operate under a merit basis since I work hard and am effective. This would also allow us to deal with faculty who are not productive. However, at the university level the removal of tenure introduces too many negative aspects. First, junior faculty must be much more careful when providing their opinion on administrative matters. This bill would in effect make us all too careful to speak up. Second, administrators come and go and what they consider important would change from appointment to appointment, thereby unfairly putting at risk good faculty. I would support measures that override tenure privileges under extreme cases. Thank you. I have been both a student and faculty member at UH since 1977.

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Monday, January 30, 2012 4:22 PM  
**To:** EDNtestimony  
**Cc:** davewebb15@yahoo.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: James David Webb  
Organization: Individual  
E-mail: [davewebb15@yahoo.com](mailto:davewebb15@yahoo.com)  
Submitted on: 1/30/2012

Comments:

I am in strong opposition to the passing of this bill.

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Monday, January 30, 2012 9:08 PM  
**To:** EDNtestimony  
**Cc:** penguin6699@hotmail.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Nicole Schorn  
Organization: Individual  
E-mail: [penguin6699@hotmail.com](mailto:penguin6699@hotmail.com)  
Submitted on: 1/30/2012

**Comments:**

Tenure is something that teachers earn after successfully demonstrating their abilities as a qualified teacher during a probationary period. Tenure is something to be proud of and something I was very happy to achieve when I completed my probation. It was gratifying to know that all my hard work and effort were recognized and that I was now deemed tenured as a result of that. Earning tenure does not guarantee any in our profession of a lifelong job, it protects us from being unjustly fired. It grants us the right to due process if there is any just cause for an investigation into misconduct or incompetence and for granting consequences, much like how American citizens expect due process in court after being accused of a violation of the law.

When teachers are awarded tenure, it is done through observation of practice and evaluation and insures that standards have been met by the teacher. Tenure helps outline and set achievable goals for future teachers. It sets the standard for good practice and recognizes those that do so daily in their classrooms. Tenure is important to continue to attract people to the teaching profession and keep experienced teachers in the profession. Taking tenure away from teachers who have already earned it would be an insult to those that have worked so hard, that spend so many hours in and out of the classroom giving their all to teach Hawaii's future.

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Monday, January 30, 2012 9:07 PM  
**To:** EDNtestimony  
**Cc:** sue.namaste@gmail.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Susan LEE  
Organization: Department of education  
E-mail: [sue.namaste@gmail.com](mailto:sue.namaste@gmail.com)  
Submitted on: 1/30/2012

**Comments:**

Please do not support this bill. It undermines the professionalism of teaching and will guarantee that teachers will be hard to find, especially qualified ones. We all agree that education needs help, but this is not the way to go about it. Blaming teachers for the current state of education is like blaming doctors for cancer. Taking away our stability will not improve teaching, it will only create divisiveness, fear and once again, the children will suffer. Please support our teachers, make us accountable in a fair way.

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Monday, January 30, 2012 9:05 PM  
**To:** EDNtestimony  
**Cc:** writenow1@hawaiiantel.net  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Alan Isbell  
Organization: Individual  
E-mail: [writenow1@hawaiiantel.net](mailto:writenow1@hawaiiantel.net)  
Submitted on: 1/30/2012

**Comments:**

The electorate might applaud HB 1668 that would abolish tenure for Hawaii's public school teachers, because many have bought into attempts by politicians to cast teachers as scapegoats for the ills of Hawaii's public school system. Nonetheless, support of the bill on the basis that tenure protects bad teachers is misinformed..

Tenure does not protect bad teachers. Tenure protects good teachers from administrators and others who would fire them as a result of personal vendettas.

Tenure does not guarantee jobs. Tenured teachers are fired frequently. However, tenure does guarantee due process. A case must be made to fire tenured teachers. It cannot occur arbitrarily.

Tenure is earned. Probationary periods have been in place since tenure was established, and probationary teachers must demonstrate that they are up to the task of teaching. If a principal wants a probationary teacher out, they are free to do so without providing cause. In essence, this is what happens in well-managed corporations. Managers must provide a sound basis backed by evidence to fire employees.

Anti-tenure is simply a thin disguise for many who are anti-union.

If the bill prevails, along with other attempts to further cut pay and erode benefits for the teaching profession, the state will find it increasingly difficult to recruit more teachers to deal with a growing shortage.

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Monday, January 30, 2012 9:04 PM  
**To:** EDNtestimony  
**Cc:** Terqu2004@yahoo.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Dr. Angie Miyashiro  
Organization: Individual  
E-mail: [Terqu2004@yahoo.com](mailto:Terqu2004@yahoo.com)  
Submitted on: 1/30/2012

**Comments:**

I strongly oppose HB 1668. It is ludicrous to say the least. Teachers pour their heart and soul into their teaching and are constantly looking for ways to improve. I just finished my doctorate three years ago and am Nationally Board Certified. I live and teach education and believe in being an example of a lifelong learner. Tenure gives us the strength and freedom to pursue our dreams of lifelong learning and to pass this passion on to our students. Please do not take it away...Sincerely, Dr. Angie Miyashiro



**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Monday, January 30, 2012 9:02 PM  
**To:** EDNtestimony  
**Cc:** lostinkauai@gmail.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Mary Carlson  
Organization: Individual  
E-mail: [lostinkauai@gmail.com](mailto:lostinkauai@gmail.com)  
Submitted on: 1/30/2012

**Comments:**

I am currently a teacher who holds a master's degree in English and I am at a point in my life where I am embarrassed to say what I do for a living. A large part of this embarrassment has to do with the fact that I can barely make ends meet and I am constantly berated in the media. If you pass this bill, it will make it that much easier for me to quit my job and seek employment at a community college or university because my tenure position is the only reason why I have not already walked away. Passing this bill will send a negative message to teachers that the state of Hawaii does not appreciate their educators nor do they value their service. Isn't it enough that our salaries have been greatly reduced while the cost of living continues to rise? Do you seriously think that a tenure teacher can be so easily replaced? Unless you have ever worked within a classroom, you have no "real" knowledge of the kinds of pressures that teachers have to handle every day. You have no "real" knowledge on how hard we work outside of the classroom. You have no "real" knowledge on how most of our summers are spent. We do not walk away from our work when the last bell rings. We do not take entire weekends away from our work. We do not take off entire summers from our work. Teaching is a non-stop marathon. I urge you, if you really cared about the education of Hawaii's children, you would spend a week with a teacher and I am most certain that you would not support a bill that undermines the core philosophy on what it means to dedicate oneself to one's profession. Please vote no on HB 1668.

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Monday, January 30, 2012 8:57 PM  
**To:** EDNtestimony  
**Cc:** kkom@hawaii.rr.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Kathy Okumoto  
Organization: Individual  
E-mail: [kkom@hawaii.rr.com](mailto:kkom@hawaii.rr.com)  
Submitted on: 1/30/2012

**Comments:**

After a dozen years of teaching high school science, I've heard numerous times ....&quot;I don't see how you do it!&quot; Do you think teachers will put up with the stressful days, mountains of work & educational requirements for no future security?

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Monday, January 30, 2012 8:48 PM  
**To:** EDNtestimony  
**Cc:** hirayamasan1@hawaiiantel.net  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Joy Hirayama  
Organization: DOE teacher  
E-mail: [hirayamasan1@hawaiiantel.net](mailto:hirayamasan1@hawaiiantel.net)  
Submitted on: 1/30/2012

**Comments:**

I am Joy Hirayama a 25 year veteran teacher. I am writing in opposition to this bill. Should this bill pass, Hawaii's teachers will leave the profession because there will be no guarantee of a job. We need to retain our teachers. There's already a mechanism in place to get rid of unsatisfactory teachers. You will force our young local teachers look for employment elsewhere where there is job security. I strongly urge you to do what's right for Hawaii's keiki and vote NO.

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Monday, January 30, 2012 8:43 PM  
**To:** EDNtestimony  
**Cc:** nikarak05@yahoo.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Nicole Arakawa  
Organization: Individual  
E-mail: [nikarak05@yahoo.com](mailto:nikarak05@yahoo.com)  
Submitted on: 1/30/2012

Comments:

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Monday, January 30, 2012 8:25 PM  
**To:** EDNtestimony  
**Cc:** cheryltat@hotmail.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Cheryl Cotten  
Organization: Individual  
E-mail: [cheryltat@hotmail.com](mailto:cheryltat@hotmail.com)  
Submitted on: 1/30/2012

**Comments:**

I am disappointed that the Legislature continues its harassment of teachers by even considering this bill. I have been a teacher for over 16 years and have very few benefits in my profession. One of them is that I have seniority over new teachers in the hiring process and have the right to due process if I am dismissed.

I don't understand what purpose taking away tenure can possibly serve. Tenure does not guarantee my job, only that due process is followed if I am to lose it. Attaining tenure was a goal to reach and strive for when I was a probationary teacher, just like continuing to improve my teaching is my goal now.

However, I am rapidly becoming disillusioned by the continual degradation of teachers and their chosen profession. I see no other public employee being degraded, targeted and blamed for so much that is systemic in origin. I beg you to rethink this insensitive and unnecessary bill. It undermines what it means to become a teacher and the teaching profession as a whole.

Thank you for your time,  
Cheryl Cotten

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Monday, January 30, 2012 8:12 PM  
**To:** EDNtestimony  
**Cc:** mrwalje@hotmail.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: John Walje IV  
Organization: Individual  
E-mail: [mrwalje@hotmail.com](mailto:mrwalje@hotmail.com)  
Submitted on: 1/30/2012

**Comments:**

It would be wrong to take away tenuousness from teachers. You would be disrespecting current teachers that have put their time into the system. I have worked extremely hard to get to position that I'm currently in. You would be discrediting my hardwork and that of others.

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Tuesday, January 31, 2012 12:52 AM  
**To:** EDNtestimony  
**Cc:** Villarmin001@hawaii.rr.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Norma Villarmia  
Organization: Individual  
E-mail: [Villarmin001@hawaii.rr.com](mailto:Villarmin001@hawaii.rr.com)  
Submitted on: 1/31/2012

**Comments:**

The proposed legislation plays to the myth that tenured teachers cannot be fired. Existing law and contract already provide for basis to discipline or dismissal for misconduct or poor performance under HRS76. I don't like that you are wasting your time on this bill for it being somewhat redundant of HRS76. Representative Takumi, what are you thinking? I believed that you were once highly supportive of teachers. I live in Pearl City. I am not pleased with this bill at all.

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Tuesday, January 31, 2012 4:45 AM  
**To:** EDNtestimony  
**Cc:** Nuuanueha@aol.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position:  
Testifier will be present: No  
Submitted by: Stephen Santos  
Organization: Individual  
E-mail: [Nuuanueha@aol.com](mailto:Nuuanueha@aol.com)  
Submitted on: 1/31/2012

**Comments:**

I strongly oppose this idea on the basis of being a teacher for the past 30 years and know that my profession has dedicated professionals that deserve tenure.



**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Tuesday, January 31, 2012 5:26 AM  
**To:** EDNtestimony  
**Cc:** west.hawaii@gmail.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: James West  
Organization: Individual  
E-mail: [west.hawaii@gmail.com](mailto:west.hawaii@gmail.com)  
Submitted on: 1/31/2012

**Comments:**

This bill endorses the worse possible scenario for public education in Hawai'i. Tenuring of teachers provides the necessary job security to allow voices in education to respresent democracy and critical issues before our people and our state without fear of job loss. Many of the advances we have made on Hawaiian issues, labor issues and the preparation of students for active participation in our society occur due to the wisdom and courage of our teachers. If the intent of the bill is to help education -- provide a decent salary to teachers and increase monetary support to the public school system in general.

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Tuesday, January 31, 2012 5:55 AM  
**To:** EDNtestimony  
**Cc:** m\_moriguchi@hotmail.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Melissa Moriguchi  
Organization: Individual  
E-mail: [m\\_moriguchi@hotmail.com](mailto:m_moriguchi@hotmail.com)  
Submitted on: 1/31/2012

Comments:

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Tuesday, January 31, 2012 6:08 AM  
**To:** EDNtestimony  
**Cc:** konajduggan@hotmail.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Jeff Duggan  
Organization: Individual  
E-mail: [konajduggan@hotmail.com](mailto:konajduggan@hotmail.com)  
Submitted on: 1/31/2012

Comments:

Representative Takumi, Chair of Education Representative Della Au Bellati, Vice-Chair

I am writing to you to express my strong opposition to HB 1668 relating to Teacher Tenure. Your bill will end tenure for those who are currently tenured teachers and not allow for future teachers to become tenured. I worked very hard to achieve my goal to be a tenured teacher and I am very proud of that fact. I teach my students about goal setting in my classroom all of the time. I have never told them that once you achieve the goal, someone might make a law that takes it away. I teach them to be good citizens, follow the law, and set goals to achieve. Why would you want to take this away from me?

Our Union has a right to bargain this under the Constitution and I don't want to lose my rights to have them do that for me. Please stop this bill immediately from going forward and let us work together to protect our right to tenure.

Thank you.

Jeff Duggan, Konawaena High School

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Tuesday, January 31, 2012 6:25 AM  
**To:** EDNtestimony  
**Cc:** islandgirl29@live.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: marie kerby  
Organization: Individual  
E-mail: [islandgirl29@live.com](mailto:islandgirl29@live.com)  
Submitted on: 1/31/2012

Comments:

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Tuesday, January 31, 2012 6:42 AM  
**To:** EDNtestimony  
**Cc:** trusso@hawaii.rr.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Lilian Y. Yamasaki  
Organization: Individual  
E-mail: [trusso@hawaii.rr.com](mailto:trusso@hawaii.rr.com)  
Submitted on: 1/31/2012

**Comments:**

This testimony is being submitted in opposition to HB 1668 regarding the elimination of tenure for public school teachers.

As a public school teacher, I consider the measure a simplistic approach to a far more complex problem in public education. Abolishing tenure does nothing to address problems of poverty, language barriers, underfunding, lack of resources, or the teacher shortage. Instead, it penalizes and makes the teaching profession a convenient scapegoat to undermine collective bargaining in Hawaii.

Tenure does not protect bad teachers, it protects due process rights. Once tenured, a teacher can still be fired for just cause. But there is a process in place to protect against arbitrary, capricious or abusive practices on the part of the employer.

For the legislature to seek to eliminate this process, is questionable at best and unconscionable at worst. There is a Department of Education, there are procedures and there is a contract, even if it is an imposed one.

Rather than focus on teachers and their tenure, it would behoove this legislature to recognize and address the true problems behind the abysmal state of education in Hawaii. One of them is surely legislative interference.

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Tuesday, January 31, 2012 6:46 AM  
**To:** EDNtestimony  
**Cc:** JMForney@gmail.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Jessica Forney  
Organization: Individual  
E-mail: [JMForney@gmail.com](mailto:JMForney@gmail.com)  
Submitted on: 1/31/2012

**Comments:**

I am a teacher in the public school system, and work very hard each and every day for my students. I STRONGLY SUPPORT the use of evaluations to determine teacher effectiveness and linking our performance to our pay, as long as this is done in a logical and ethical way. Teachers every day, including myself, work with students from various backgrounds and home lives. We work with students with special needs. I personally have taught 2 years of special education, and am now in my 2nd year of teaching 1st grade inclusion as the general education teacher. I am working on my masters degree right now, and obviously am continually learning. I depend upon my tenure status to be able to advocate strongly for my students, including those from low socio-economic levels, as well as those with special needs. By taking away my tenure, you WILL shut down a strong voice of advocacy for my students. Without tenure, I would not be able to speak out to help my students. Is that what the legislature is trying to do? Perhaps if you shut down those teachers who are such strong advocates for their students, then you won't have as many demands that funds be appropriately allocated to schools and students in need....

Yes, there are poor teachers, and I agree there are teachers who need to be supported, or even leave the profession. But this measure will not get rid of those teachers who have done the minimum, it will only ensure that teachers like me, who strongly advocate for their students, will be silenced. Our students cannot afford to lose the only advocates who they have who truly understand their educational needs; and neither can the education system in the state of Hawaii.

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Tuesday, January 31, 2012 6:51 AM  
**To:** EDNtestimony  
**Cc:** mhoy\_9092@hotmail.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Margaret Hoy  
Organization: Individual  
E-mail: [mhoy\\_9092@hotmail.com](mailto:mhoy_9092@hotmail.com)  
Submitted on: 1/31/2012

**Comments:**

My name is Margaret Hoy and I am a veteran teacher at Kohala High School I am writing to you to express my strong opposition to HB 1668 relating to Teacher Tenure. Your bill will end tenure for those who are currently tenured teachers and not allow for future teachers to become tenured. I worked very hard to achieve my goal to be a tenured teacher and I am very proud of that fact. I teach my students about goal setting in my classroom all of the time. I have never told them that once you achieve the goal, someone might make a law that takes it away. I teach them to be good citizens, follow the law, and set goals to achieve. Why would you want to take this away from me?

When I was awarded tenure, it was done through observation of practice and evaluation and insured that I had met the standards of the DOE. I have continually taken courses on Saturdays, during the summer breaks and online during the school year. I spend much of my weekends preparing for the week's instruction. I am deeply committed to the success of my students. I put them at the center of instructional process and I am constantly working to improve that.

Our Union has a right to bargain this under the Constitution and I don't want to lose my rights to have them do that for me. Please stop this bill immediately from going forward and let us work together to protect our right to tenure.

Thank you.

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Tuesday, January 31, 2012 7:21 AM  
**To:** EDNtestimony  
**Cc:** mlgm.kauai@hawaiiantel.net  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Lita M Davenport  
Organization: Individual  
E-mail: [mlgm.kauai@hawaiiantel.net](mailto:mlgm.kauai@hawaiiantel.net)  
Submitted on: 1/31/2012

**Comments:**

Teachers are public employees, and should maintain same rights and protections as civil service employees.  
This will be detrimental to the profession & will demoralize an already demoralized teaching core, there by greatly affecting recruitment of good teachers.  
Proposed law demonstrates lack of understanding of what teachers do.



**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Tuesday, January 31, 2012 7:22 AM  
**To:** EDNtestimony  
**Cc:** mlgm.kauai@hawaiiantel.net  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Michael G Davenport  
Organization: Individual  
E-mail: [mlgm.kauai@hawaiiantel.net](mailto:mlgm.kauai@hawaiiantel.net)  
Submitted on: 1/31/2012

**Comments:**

Teachers are public employees, and should maintain same rights and protections as civil service employees.

This will be detrimental to the profession & will demoralize an already demoralized teaching core, there by greatly affecting recruitment of good teachers.

Proposed law demonstrates lack of understanding of what teachers do.

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Tuesday, January 31, 2012 7:32 AM  
**To:** EDNtestimony  
**Cc:** pohaimm@gmail.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Caroline  
Organization: Individual  
E-mail: [pohaimm@gmail.com](mailto:pohaimm@gmail.com)  
Submitted on: 1/31/2012

Comments:

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Tuesday, January 31, 2012 8:09 AM  
**To:** EDNtestimony  
**Cc:** brucec002@Hawaii.rr.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Carmen Bruce  
Organization: Individual  
E-mail: [brucec002@Hawaii.rr.com](mailto:brucec002@Hawaii.rr.com)  
Submitted on: 1/31/2012

**Comments:**

I am Extremely Opposed to HB 1668. This bill is unconstitutional! This bill will destroy the teaching profession! Teachers have worked Long & Hard for their tenure. Teachers are dedicated to the children of Hawaii and this is your response to their dedication? Teachers deserve so much more than they receive now! Do not pass this bill! It is a vindictive response to teachers voting No to the contract.

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Tuesday, January 31, 2012 8:27 AM  
**To:** EDNtestimony  
**Cc:** egeynon@yahoo.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Elizabeth Peel  
Organization: Individual  
E-mail: [egeynon@yahoo.com](mailto:egeynon@yahoo.com)  
Submitted on: 1/31/2012

**Comments:**

I am relatively new to the profession and the state, having worked here for 1.5 years. Having experienced education systems in other states, let me tell you, you don't need an additional reason to make teaching in Hawaii less attractive. This bill will only create bigger problems for the state because it will create more turnover, enticing even more teachers away from the profession. It will make it harder to attract the best and brightest. It lowers standards, giving administrators license to do away with teachers due to their whims instead of due to lack of performance. Please re-think this measure. It is a horrible idea that will only lower our standard of education when we want to be attracting and keeping our best teachers.

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Tuesday, January 31, 2012 8:30 AM  
**To:** EDNtestimony  
**Cc:** haws@aol.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Maria Haws  
Organization: Individual  
E-mail: [haws@aol.com](mailto:haws@aol.com)  
Submitted on: 1/31/2012

**Comments:**

I strongly oppose this bill which would remove all protection from instructors and would hamper the ability to recruit well qualified instructors to the State. Educational reform should not depend on eliminating one of the fundamental principles that allow good instructors to have protection under the law. It also threatens the rights of instructors to organize.

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Tuesday, January 31, 2012 8:39 AM  
**To:** EDNtestimony  
**Cc:** nanditaranisharma@gmail.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Nandita Sharma  
Organization: Individual  
E-mail: [nanditaranisharma@gmail.com](mailto:nanditaranisharma@gmail.com)  
Submitted on: 1/31/2012

**Comments:**

I oppose HB 1668 which eliminates tenure for all K-12 teachers and principals.

Job security is an essential aspect to having great teachers and principals. Take that away and you are guaranteeing a decline in the qualifications of teachers.

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Tuesday, January 31, 2012 8:42 AM  
**To:** EDNtestimony  
**Cc:** rhorie@lava.net  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Ruth Horie  
Organization: Individual  
E-mail: [rhorie@lava.net](mailto:rhorie@lava.net)  
Submitted on: 1/31/2012

**Comments:**

I believe that tenure is a necessary component of academic freedom in teaching.

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Tuesday, January 31, 2012 8:48 AM  
**To:** EDNtestimony  
**Cc:** valeskamatsue@yahoo.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Eileen Valeska  
Organization: Individual  
E-mail: [valeskamatsue@yahoo.com](mailto:valeskamatsue@yahoo.com)  
Submitted on: 1/31/2012

**Comments:**

- Pass this bill and see how hard it will be to recruit new teachers and keep the veteran teachers.
- In the past Hawaii has had such a difficult time getting teachers to fill various positions. What are you thinking? Or maybe you're not.
- Scenario: Veteran 12 year teacher just getting to the master level applies for the same position as a 22 year old right out of college - who do you think the principal will hire? With lump sum budgeting he will save \$10-15 thousand by hiring the recent grad!!! TENURE IS IMPORTANT!
- If this is the way the state wants to rid the system of poor performing teachers then they should take a long hard look at the probation period and get down on the principals who do not weed out at this time thats why it's called the probationary period.



**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Tuesday, January 31, 2012 8:48 AM  
**To:** EDNtestimony  
**Cc:** augustwest9999@yahoo.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: George Scondras  
Organization: Individual  
E-mail: [augustwest9999@yahoo.com](mailto:augustwest9999@yahoo.com)  
Submitted on: 1/31/2012

**Comments:**

I completely OPPOSE HB1668. It will only lead to misuse of power by the government or anyone else in charge. The bill will also drive away anyone with quality, intelligence, and someone who would benefit the teaching profession. I know that I will personally move out of state if it passes and seek a job elsewhere, because Hawaii is already low paying for the high standard of living and this will completely push me over the edge.

Thank you  
George Scondras

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Tuesday, January 31, 2012 8:54 AM  
**To:** EDNtestimony  
**Cc:** charoapario1@msn.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Rosario Aparicio Bill  
Organization: Individual  
E-mail: [charoapario1@msn.com](mailto:charoapario1@msn.com)  
Submitted on: 1/31/2012

**Comments:**

I am writing to you to express my strong opposition to HB 1668 relating to Teacher Tenure. Your bill will end tenure for those who are currently tenured teachers and not allow for future teachers to become tenured. I worked very hard to achieve my goal to be a tenured teacher and I am very proud of that fact. I teach my students about goal setting in my classroom all of the time. I have never told them that once you achieve the goal, someone might make a law that takes it away. I teach them to be good citizens, follow the law, and set goals to achieve. Why would you want to take this away from me? Please stop this bill immediately.

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Tuesday, January 31, 2012 9:40 AM  
**To:** EDNtestimony  
**Cc:** lyon@hawaii.rr.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position:  
Testifier will be present: No  
Submitted by: Liz  
Organization: Individual  
E-mail: [lyon@hawaii.rr.com](mailto:lyon@hawaii.rr.com)  
Submitted on: 1/31/2012

**Comments:**

I oppose HB 1668 which eliminates tenure for all K-12 teachers and principals. I have been teaching 23 years and have earned the right to support my family,

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Tuesday, January 31, 2012 9:41 AM  
**To:** EDNtestimony  
**Cc:** lauligai@hotmail.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Laurie Blumstock  
Organization: Individual  
E-mail: [lauligai@hotmail.com](mailto:lauligai@hotmail.com)  
Submitted on: 1/31/2012

**Comments:**

I am writing to voice my extreme opposition to HB 1668 which seeks to remove tenure for Hawaii's 13,000 public school teachers. My thoughts are as follows:

- 1.HB1668 undermines fundamental principles of collective bargaining by essentially making teachers "at will";.
- 2.Teachers are public employees, and should maintain the same rights and protections as all civil service employees.
- 3.HB1668 plays to the myth that tenured teachers cannot be fired.
- 4.Existing law and our contract already provides a basis for discipline or dismissal for misconduct or poor performance under HRS 76.
- 5.Stripping away teacher tenure is extremely detrimental to the profession, and will only serve to further demoralize an already demoralized teaching core.
- 6.Stripping away teacher tenure will have a negative impact on recruitment of teachers in the future.
- 7.HB1668 blatantly demonstrates a fundamental lack of understanding on the part of our elected officials of what teachers do.
- 8.HB 1668 assigns "blame" to teachers as if they are the sole cause of the many problems in public education, while ignoring the reality of the lack of adequate funding and support, or the socio-economic challenges facing our most needy children.
- 9.With a public school teaching corps of 13,000 teachers, HB 1668 wrongfully assumes there are many "bad" teachers without any supporting data to back up this flawed assumption.
- 10.Last but not least, HB 1668 deeply disrespects the thousands of great and dedicated teachers in Hawaii.

Lawrence Wayman from Farrington High School shared his thoughts to the State legislators through the HSTA Facebook. I agree completely with Mr. Wayman. His letter succinctly voices my thoughts and feelings re HB1668. The following are some excerpts from his letter:

"This proposed legislation reflects the poisoned assumption by some outside of the profession that employment stability is a stumbling block for developing a dependable education work force. It assumes that no evaluation and assessment is taking place and that teachers are unwilling to improve their skills on a regular basis. As one who spent the entire summer last year taking classes in my teaching field at two separate mainland universities, I would like to strongly refute this assumption. Each year my colleagues and I actively search for opportunities to upgrade our skills and effectiveness, in order to meet the expanding demands and expectations of our profession. This legislation minimizes our efforts, and marginalizes the fundamental philosophy of our calling that teachers continually learn in order continually improve."

Please support Hawaii's 13,00 teachers and leave our tenure rights alone!

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Tuesday, January 31, 2012 9:51 AM  
**To:** EDNtestimony  
**Cc:** gelbarda0001@yahoo.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Adam Gelbard  
Organization: Individual  
E-mail: [gelbarda0001@yahoo.com](mailto:gelbarda0001@yahoo.com)  
Submitted on: 1/31/2012

**Comments:**

I believe taking away what many of us have worked so hard for is just another way the state tries to treat us like second class citizens. Many of my fellow educators say we are professional, in our state that is not the case at all. I have always felt like hired help that could be thrown away at a moments notice because the state doesnt understand the concept of teach to fish. Like our state we want the fish given to us and we have never been taught this is why our economy has been so poor for many year and still will b for many years to come while rich get richers and the poor get poorer. I have always felt if anyone in our state had half a brain they would understand without their own knowledge gained through out life it was never on their own. You always need help learning from the beginning till the very end. Who was the teacher of your knowledge it was us the dedicated teachers of Hawaii. I like many strongly oppose this any any other bill that negitivly effects teachers. We need to be treated fairly not even better than others or same because that will never happen but fairly. You people need to stop thinking of yourselves and think of our future and your children. Like 75% of the members of this state most know this state is completely backwards for everything. Can't our elected people finally help with a problem instead of creating new ones. Its pathetic.

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Tuesday, January 31, 2012 9:58 AM  
**To:** EDNtestimony  
**Cc:** shanahanm001@hawaii.rr.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Mark Shanahan  
Organization: Individual  
E-mail: [shanahanm001@hawaii.rr.com](mailto:shanahanm001@hawaii.rr.com)  
Submitted on: 1/31/2012

**Comments:**

I am a graduate of Duke University and have been teaching science in the DOE since 1987. This bill is an insult to the teaching profession. The pay I have received over the years has always been less than my classmates in the private sector. This disparity became even more true when I received a Master's degree compared to those in the private sector with a Master's degree. I have used the logic that I was doing a much needed job in society and at least the health benefits were solid and we had enough job security after probation to not have to constantly justify our existence while trying to teach effectively at the same time. Now our health benefits are being sliced and this bill is introduced. If you are trying to kill the desire of any intelligent individual from getting into or staying in teaching this is certainly the way to go about it.

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Tuesday, January 31, 2012 10:16 AM  
**To:** EDNtestimony  
**Cc:** kscsm2001@hotmail.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Brad Kusunoki  
Organization: Individual  
E-mail: [kscsm2001@hotmail.com](mailto:kscsm2001@hotmail.com)  
Submitted on: 1/31/2012

Comments:



**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Tuesday, January 31, 2012 10:26 AM  
**To:** EDNtestimony  
**Cc:** dkideoka@hotmail.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Keith Ideoka  
Organization: Individual  
E-mail: [dkideoka@hotmail.com](mailto:dkideoka@hotmail.com)  
Submitted on: 1/31/2012

Comments:

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Monday, January 30, 2012 9:08 PM  
**To:** EDNtestimony  
**Cc:** aobra72@gmail.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM  
**Attachments:** Oppose HB 1668.pdf

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Alexandra  
Organization: Individual  
E-mail: [aobra72@gmail.com](mailto:aobra72@gmail.com)  
Submitted on: 1/30/2012

Comments:

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Monday, January 30, 2012 9:09 AM  
**To:** EDNtestimony  
**Cc:** happyscrappersjam@yahoo.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Sally Pestana  
Organization: Individual  
E-mail: [happyscrappersjam@yahoo.com](mailto:happyscrappersjam@yahoo.com)  
Submitted on: 1/30/2012

**Comments:**

Eliminating tenure for K-12 teachers will take Hawaii further back in the struggle for education reform. Such a move will make the teaching profession much less attractive to those considering choosing teaching as a profession or experienced teachers choosing to teach in Hawaii. Tenure allows teachers to use innovation for improving learning without the fear of failure. Without such innovation, the status quo will remain the norm, with little to no chance for moving ahead with creative reforms that our keiki deserve.

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Monday, January 30, 2012 8:30 AM  
**To:** EDNtestimony  
**Cc:** sup4972@gmail.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Robert Sternthall  
Organization: Individual  
E-mail: [sup4972@gmail.com](mailto:sup4972@gmail.com)  
Submitted on: 1/30/2012

**Comments:**

Representative Takumi, Chair of Education Representative Della Au Bellati, Vice-Chair

I am writing to you to express my strong opposition to HB 1668 relating to Teacher Tenure. Your bill will end tenure for those who are currently tenured teachers and not allow for future teachers to become tenured. I worked very hard to achieve my goal to be a tenured teacher and I am very proud of that fact. I teach my students about goal setting in my classroom all of the time. I have never told them that once you achieve the goal, someone might make a law that takes it away. I teach them to be good citizens, follow the law, and set goals to achieve. Why would you want to take this away from me?

Our Union has a right to bargain this under the Constitution and I don't want to lose my rights to have them do that for me. Please stop this bill immediately from going forward and let us work together to protect our right to tenure.

Thank you.

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Monday, January 30, 2012 8:28 AM  
**To:** EDNtestimony  
**Cc:** ridefaster@hotmail.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Will Carlson  
Organization: Individual  
E-mail: [ridefaster@hotmail.com](mailto:ridefaster@hotmail.com)  
Submitted on: 1/30/2012

**Comments:**

I am writing to you to express my strong opposition to HB 1668 relating to Teacher Tenure. Your bill will end tenure for those who are currently tenured teachers and not allow for future teachers to become tenured. I worked very hard to achieve my goal to be a tenured teacher and I am very proud of that fact. I teach my students about goal setting in my classroom all of the time. I have never told them that once you achieve the goal, someone might make a law that takes it away. I teach them to be good citizens, follow the law, and set goals to achieve. Why would you want to take this away from me?

Our Union has a right to bargain this under the Constitution and I don't want to lose my rights to have them do that for me. Please stop this bill immediately from going forward and let us work together to protect our right to tenure.

Thank you.

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Monday, January 30, 2012 8:18 AM  
**To:** EDNtestimony  
**Cc:** mazzoli@hawaii.rr.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM  
**Attachments:** HB 1668To Whom It May Concern.docx

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Laurie Kirk Mazzoli  
Organization: HSTA  
E-mail: [mazzoli@hawaii.rr.com](mailto:mazzoli@hawaii.rr.com)  
Submitted on: 1/30/2012

Comments:

## **To Whom It May Concern:**

### **HB 1668**

The very idea of taking away our right to tenure and due process is ludicrous. We, as professionals with either bachelor and/or master's degrees, must not feel that our jobs could be terminated without any reason given and without due process. I have been working in the United States educational system for thirty-seven years, and have worked hard twice to achieve tenure, both in New Jersey and Hawaii. It is something of which I am very proud. Tenure is earned through observation, the PEPT and through a rigorous evaluation from administration as to whether or not we have met the standards that the state dictates. Not only that, but we have to pay every year to have our license renewed, even though we are tenured. Tenure does not guarantee that I can do whatever I want to do in the classroom. It merely allows me the right of "due process", the right to a fair hearing to contest charges. If the administration can prove "just cause" for discipline or termination due to incompetence or extreme misconduct, I will gladly step down, but administrators and many others are biased just as any other human being can be.

Our Union has a right to bargain this under the Constitution. I do not want to lose my rights to fight for what I believe I have earned over the last thirty-five years. Please stop this bill immediately from going forward and let us work together to protect our right to tenure.

Laurie Kirk Mazzoli  
Kaua`i High School

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Monday, January 30, 2012 8:17 AM  
**To:** EDNtestimony  
**Cc:** ack519@gmail.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Anne C. K. Cross  
Organization: Individual  
E-mail: [ack519@gmail.com](mailto:ack519@gmail.com)  
Submitted on: 1/30/2012

Comments:  
OPPOSE HB 1668

Representative Takumi, Chair of Education Representative Della Au Bellati, Vice-Chair

I am writing to you to express my strong opposition to HB 1668 relating to Teacher Tenure. Your bill will end tenure for those who are currently tenured teachers and not allow for future teachers to become tenured. I worked very hard to achieve my goal to be a tenured teacher and I am very proud of that fact. I teach my students about goal setting in my classroom all of the time. I have never told them that once you achieve the goal, someone might make a law that takes it away. I teach them to be good citizens, follow the law, and set goals to achieve. Why would you want to take this away from me?

Our Union has a right to bargain this under the Constitution and I don't want to lose my rights to have them do that for me. Please stop this bill immediately from going forward and let us work together to protect our right to tenure.

Thank you,  
Anne C. K. Cross  
Special Education Teacher  
Kea`au Elementary School



**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Monday, January 30, 2012 7:18 AM  
**To:** EDNtestimony  
**Cc:** mlgm.kauai@hawaiiantel.net  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Michel G Davenport  
Organization: Individual  
E-mail: [mlgm.kauai@hawaiiantel.net](mailto:mlgm.kauai@hawaiiantel.net)  
Submitted on: 1/30/2012

**Comments:**

For the most part, tenured teachers are dedicated work professionals. They put in way more hours than contracted for to stay on top of their students needs, sacrificing personal & family time. Yes we need to weed out those that don't do there job properly but to say those that stay in for the long haul are no different than those that just started is ridiculous.If you want to have and keep professionals that bring the best out of their students, be very carefull about what you try to change.

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Monday, January 30, 2012 7:16 AM  
**To:** EDNtestimony  
**Cc:** mlgm.kauai@hawaiiintel.net  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Lita M Davenport  
Organization: Individual  
E-mail: [mlgm.kauai@hawaiiintel.net](mailto:mlgm.kauai@hawaiiintel.net)  
Submitted on: 1/30/2012

**Comments:**

For the most part, tenured teachers are dedicated work professionals. They put in way more hours than contracted for to stay on top of their students needs, sacrificing personal & family time. Yes we need to weed out those that don't do there job properly but to say those that stay in for the long haul are no different than those that just started is ridiculous.If you want to have and keep professionals that bring the best out of their students, be very carefull about what you try to change.

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Monday, January 30, 2012 6:55 AM  
**To:** EDNtestimony  
**Cc:** lisad123@hawaii.rr.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Lisa Daly  
Organization: Individual  
E-mail: [lisad123@hawaii.rr.com](mailto:lisad123@hawaii.rr.com)  
Submitted on: 1/30/2012

**Comments:**

Hawaii will have a very difficult time recruiting teachers if this bill passes. Perhaps there is a way to give tenure and then if the teacher is unsatisfactory a better way than present to give warning and guidance for a period of time before tenure is taken away. I do realize now that if tenure is given it is very difficult to get rid of a not effective teacher now. But there needs to be a way to do it with some dignity and respect.

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Monday, January 30, 2012 6:27 AM  
**To:** EDNtestimony  
**Cc:** aarontmartin@yahoo.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM  
**Attachments:** OPPOSE HB 1668.doc

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Aaron Martin  
Organization: Individual  
E-mail: [aarontmartin@yahoo.com](mailto:aarontmartin@yahoo.com)  
Submitted on: 1/30/2012

Comments:

**January 30, 2012**

**Representative Takumi, Chair of Education  
Representative Della Au Bellati, Vice-Chair**

I write this letter to voice my strong opposition to bill relating to Teacher Tenure, HB 1668. I moved to Hawaii from the mainland very excited about my first teaching job, ready to use my talents and skills to help children learn and appreciate science. I knew I would be living far from my family and not see them as often as I would if I still lived on the mainland. I was displaced and homesick. But my sense of displacement was overcome by the new ohana I have become apart of here in Hawaii. One thing that helped me to feel a sense of belonging, so far from my mainland family, is my tenure.

My tenure helps me know I am truly a member of my community, not a transient that has to move on if I am not in total agreement with my principal or parent. Tenure helps me know that my teaching (while still improving) is of high quality and lets me know I am wanted at my school, that my move from the mainland is a welcome addition to my community. This privilege also lets my Hawaii ohana know I am not going to abandon them by moving back to the mainland, I am here to stay.

If I knew there was no tenure in the Hawaii school systems I would never bothered to apply, and I believe many bright and talented teachers would feel the same. This bill tells teachers, do not come to Hawaii, you're work is not appreciated.

Not allowing teachers to earn tenure is disrespectful, it tells teachers that the only thing we have to look forward to for all the hard work and dedication is cold contempt. I know that this is not the case, many individuals from all over the sate of Hawaii appreciate teachers and understand the hard work we do. Please be one of these individuals, do not take away my tenure.

Sincerely,

Aaron Martin  
7<sup>th</sup> grade Science Teacher  
Kapaa Middle School

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Monday, January 30, 2012 6:17 AM  
**To:** EDNtestimony  
**Cc:** leonard\_wilson@mac.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM  
**Attachments:** testimony HB1668.pdf

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Leonard Wilson  
Organization: Individual  
E-mail: [leonard\\_wilson@mac.com](mailto:leonard_wilson@mac.com)  
Submitted on: 1/30/2012

Comments:

February 1, 2012

Representative Roy M. Takumi  
Chairperson  
Committee on Education  
Hawaii State Legislature  
415 South Beretania Street  
Honolulu, Hawaii 96813

TESTIMONY CONCERNING HB 1668

Dear Sir:

HB 1668 seeks to undermine constitutional protection of due process by eliminating tenure for teachers as part of collective bargaining. HB 1668 represents nothing less than hostile action towards teachers who for the first time gathered their collective voice into a NO vote for a six year contract. Please know that teachers perceive this proposed bill as both a threat and as punishment.

Whatever has led the House Committee down the present path of worshipping the "bad teacher myth" needs to be halted as adoption of HB 1668 will destroy public education. Whoever the experts are in the national policy debate concerning education reform need to be identified as anti-democratic. The core of an open society is the free expression of ideas. Within the field of education, teachers' only protection from the vagaries of ignorance is tenure. Tenure does not guarantee teachers jobs for life, but rather affords teachers due process against the whims of self-interest. Learning about the world cannot be scripted to the narrow confines of any particular ideology, unless the goal of education is to inculcate, rather than liberate human potential.

Hawaii represents itself as an open society that welcomes all points of view. HB 1668 will pave the way for an autocratic society and render education as an instrument of authority. Please place HB1688 into the trash can of bad ideas.

Sincerely,

Leonard J. Wilson  
Public School Teacher

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Monday, January 30, 2012 6:07 AM  
**To:** EDNtestimony  
**Cc:** rhanda\_vickery@notes.k12.hi.us  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Rhanda Vickery  
Organization: DOE  
E-mail: [rhanda\\_vickery@notes.k12.hi.us](mailto:rhanda_vickery@notes.k12.hi.us)  
Submitted on: 1/30/2012

**Comments:**

I am writing to you to express my strong opposition to HB 1668 relating to Teacher Tenure. Your bill will end tenure for those who are currently tenured teachers and not allow for future teachers to become tenured. I worked very hard to achieve my goal to be a tenured teacher and I am very proud of that fact. I teach my students about goal setting in my classroom all of the time. I have never told them that once you achieve the goal, someone might make a law that takes it away. I teach them to be good citizens, follow the law, and set goals to achieve. Why would you want to take this away from me?

Our Union has a right to bargain this under the Constitution and I don't want to lose my rights to have them do that for me. Please stop this bill immediately from going forward and let us work together to protect our right to tenure.

Thank you



**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Monday, January 30, 2012 5:55 AM  
**To:** EDNtestimony  
**Cc:** jmgillentine@hawaii.rr.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Jonathan Gillentine  
Organization: Individual  
E-mail: [jmgillentine@hawaii.rr.com](mailto:jmgillentine@hawaii.rr.com)  
Submitted on: 1/30/2012

**Comments:**

There are any number of reasons to oppose this bill: it violates the spirit of our labor history in denying continuation of employment despite acceptable performance; it creates two classes of educators - professors who earn tenure and teachers who do not; and it eliminates necessary due process provisions.

The primary reason to oppose, however, is much more immediate and concrete - it will decimate the ranks of potential teacher candidates. The young people in our community who are contemplating entering the teaching profession will hear this grave news and likely do one of two things: complete their program and go to the mainland to seek tenure-track positions; or change their minds altogether and seek employment in other fields. When we already know that teacher recruitment and retention have been clearly identified as important issues in improving teacher quality, this bill proceeds in the opposite direction by reducing both recruitment and retention efforts.

Thanks for the opportunity to submit testimony,

Aloha,  
Jonathan Gillentine, PhD, NBCT

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Monday, January 30, 2012 4:57 AM  
**To:** EDNtestimony  
**Cc:** julia\_davison@msn.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Julia Davison  
Organization: Individual  
E-mail: [julia\\_davison@msn.com](mailto:julia_davison@msn.com)  
Submitted on: 1/30/2012

**Comments:**

Representative Takumi, Chair of Education Representative Della Au Bellati, Vice-Chair

I am writing to you to express my strong opposition to HB 1668 relating to Teacher Tenure. Your bill will end tenure for those who are currently tenured teachers and not allow for future teachers to become tenured. I worked very hard to achieve my goal to be a tenured teacher and I am very proud of that fact. I teach my students about goal setting in my classroom all of the time. I have never told them that once you achieve the goal, someone might make a law that takes it away. I teach them to be good citizens, follow the law, and set goals to achieve. Why would you want to take this away from me?

Our Union has a right to bargain this under the Constitution and I don't want to lose my rights to have them do that for me. Please stop this bill immediately from going forward and let us work together to protect our right to tenure.

Thank you. Julia Davison

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Monday, January 30, 2012 12:57 AM  
**To:** EDNtestimony  
**Cc:** lorac55@yahoo.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Carol K.  
Organization: HSTA  
E-mail: [lorac55@yahoo.com](mailto:lorac55@yahoo.com)  
Submitted on: 1/30/2012

**Comments:**

I am writing to you to express my strong opposition to HB 1668 relating to Teacher Tenure. Your bill will end tenure for those who are currently tenured teachers and not allow for future teachers to become tenured. I worked very hard to achieve my goal to be a tenured teacher and I am very proud of that fact. I teach my students about goal setting in my classroom all of the time. I have never told them that once you achieve the goal, someone might make a law that takes it away. I teach them to be good citizens, follow the law, and set goals to achieve. Why would you want to take this away from me?

Our Union has a right to bargain this under the Constitution and I don't want to lose my rights to have them do that for me. Please stop this bill immediately from going forward and let us work together to protect our right to tenure.

Thank you.

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Sunday, January 29, 2012 10:40 PM  
**To:** EDNtestimony  
**Cc:** trombone\_goddess1@hotmail.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM  
**Attachments:** To Whom It May Concern.docx

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Michelle  
Organization: Member, HSTA  
E-mail: [trombone\\_goddess1@hotmail.com](mailto:trombone_goddess1@hotmail.com)  
Submitted on: 1/29/2012

Comments:

To Whom It May Concern:

I am a Hawaii State tenured teacher. I have been teaching in Hawaii since 1995. I have passed all of my evaluations. What concerns me is this bill to end tenure. It is a big mistake. If you are not a teacher in this system, then you do not comprehend the travesties of justice that happen to good, valuable, competent teachers every single day.

If your administrator does not like you for personal reasons, he can already take steps to terminate you or force you into early retirement. I have witnessed such things. I am one such teacher. I began my teaching career in the State of Ohio in 1988. I have been teaching in Hawaii since 1995. From 1988 to 2007, there were no complaints filed against me by student, parent or colleague. I was never deemed marginal or unsatisfactory in my evaluations. My record is still clean.

However, since a new principal came to my school in 2007, I have received a truckload of complaints by students, parents and colleagues. My principal asks my students to write down things I say that they don't like and show him. He encourages parents and other teachers to file complaints against those he feels threatened by. He solicits complaints from people. His "investigations" are a complete sham. There are blatant lies about what I have supposedly said and/or done. That is the way around tenure, my friends.

I have spent the last 5 years with my HSTA representative going to countless meetings in order to follow the process of finding out whether or not these arbitrary and false complaints against me have credibility. Not one has been found to be credible yet.

This form of harassment is unconscionable. I have done nothing wrong. I am a good teacher. This is the only way for him to try to have me terminated (if enough people lie for him to save their jobs) or he hopes I will give up and quit or transfer as so many of my other colleagues have done under this administration.

The only thing that is keeping me from being punished and/or terminated unfairly is TENURE and HSTA. Otherwise, the reward for 17 years I have unfailingly served the students of Hawaii would be termination.

I am a single parent. I would lose my home, my belongings, everything. I would also lose custody of my son if I had no means to support him. I worry for my future every single day. Just because he doesn't like me.

Tenure does not guarantee you never get fired! Tenure is like a tiny lifeboat you get into amongst a sea of sharks. If not for Tenure, we all are working or are out of a job at the **whim** of an administrator. That is NOT right.

Please reject this bill. It is bad for Hawaii's teachers and children. The only people it serves are some of the sociopathic administrators that are allowed to run amok and cause fear and tension on our campuses. If you are worried about bad teachers, come into our classrooms. You'll get all the data you need to put someone back on an evaluation or give them a mentor.

What you need to worry about is poor administrators. They do the real damage.

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Sunday, January 29, 2012 10:39 PM  
**To:** EDNtestimony  
**Cc:** lorinelson53@gmail.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM  
**Attachments:** HB 1668 testimony.docx

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Lori Jane Nelson  
Organization: Individual  
E-mail: [lorinelson53@gmail.com](mailto:lorinelson53@gmail.com)  
Submitted on: 1/29/2012

**Comments:**

I am a teacher, and I oppose HB 1668 because it is unnecessary, and because it will create conditions that (further) encourage good teachers to leave Hawaii.

I am a special education teacher. I currently teach Kindergarten Special Education at Makaha Elementary School in the Leeward District of Oahu. Last year, I was a teacher at Kealakehe High School on the Big Island, teaching Special Education Physics, Chemistry, and Agriculture in cooperative teaching, inclusion classrooms. For five years prior to that, I taught the medically fragile special education students at Nanakuli Elementary School in the Leeward District of Oahu. And before that, I taught Special Education grades K-8 in Pennsylvania, along with teaching college classes in remedial reading and special education, for nine years.

I am writing to express my opposition to HB 1668, which would strip tenure from current teachers, and prevent new teachers from gaining tenure.

In Pennsylvania, I worked with an incredibly gifted third grade general education teacher who annually developed ulcerative colitis when it was time to state our classroom preferences and wait to hear if we would be assigned to them, or to another class, or let go. It was a private school that did not offer tenure. She was a superb teacher who every year, along with the rest of us, held her psychological breath for three months until she was sure of her job for another year. I watched for nine years as this annual process eroded her sense of well-being (I was their only certified special education teacher and therefore was not as concerned about my job security). It was horrific to see her, and her colleagues to a lesser extent, assess every smile and frown of the principal between January and April. Did that frown mean I'm out? Does her smile mean I can relax? Will I be able to keep paying my mortgage? These kinds of questions, and that kind of economic uncertainty, impacted teacher sleep, teacher anxiety levels, and ultimately teacher performance, but not in a good way.

Please don't do this to our teachers here in Hawaii.

The other point I would like to make is that passage of this bill will give all teachers one more reason to leave Hawaii (along with the economic dis-incentives for remaining of our current so-called contract). The best teachers are the ones who will be hireable elsewhere, and so it will be the best teachers who leave for states and districts that can reasonably guarantee job stability. Why do you want to drive off the best teachers?

The probationary period, used appropriately, should cull those persons who might not make it as teachers. The evaluation process, used appropriately, will bring teachers who may be slipping back up to the standards that earned them tenure in the first place. And due process allows the removal of even tenured teachers, for just cause. It is a school's administrators who either use these tools effectively, or don't. Encourage *them* to do their jobs! We do *not* need this punitive and damaging bill, to ensure that Hawaii's children have the best teachers possible.



**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Sunday, January 29, 2012 10:31 PM  
**To:** EDNtestimony  
**Cc:** martysunderland@yahoo.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM  
**Attachments:** HB 1668.docx

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Martha Sunderland  
Organization: Individual  
E-mail: [martysunderland@yahoo.com](mailto:martysunderland@yahoo.com)  
Submitted on: 1/29/2012

Comments:

I was appalled to learn of HB 1668, and the intent to eliminate teacher tenure. As teachers, we have worked hard to deserve the public trust in educating our children. Respect for the work we do should especially come from the legislature.

As college students we teachers realized that the rewards of our profession would not be financial, but rather the reward of doing our best for the children, and therefore the families whose lives we touch. We chose this profession because we care.

When I began my training as a teacher, I had already had another career for 20 years. I worked two jobs to help support my family while completing my post-graduate education to achieve certification. My goal to become a tenured teacher was that important to me. I, and all other teachers in Hawaii, continue Professional Development to ensure that we offer our students the best education we can. We also dedicate many hours of our own time during evenings and on weekends to prepare to present the lessons that will reach all our students.

The tenure that was a part of my contract when I began teaching in Hawaii, as well as that of all the other teachers in Hawaii, is a trust between the State and those who would help to create an educated citizenry for the State's future. To rescind that trust is to trivialize the contributions that we make and to discourage the best and brightest teachers from teaching here. I ask that you honor our Constitution and that trust, and demonstrate the priority you place on education by preventing this Bill from going forward.

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Sunday, January 29, 2012 10:05 PM  
**To:** EDNtestimony  
**Cc:** mlin\_edu@yahoo.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Melody Lin  
Organization: Individual  
E-mail: [mlin\\_edu@yahoo.com](mailto:mlin_edu@yahoo.com)  
Submitted on: 1/29/2012

Comments:

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Sunday, January 29, 2012 9:32 PM  
**To:** EDNtestimony  
**Cc:** toni\_reynolds@email.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Antoinette &quot;Toni&quot; Reynolds  
Organization: Individual  
E-mail: [toni\\_reynolds@email.com](mailto:toni_reynolds@email.com)  
Submitted on: 1/29/2012

**Comments:**

Honorable State Legislators: Please remember tenure is an accomplishment hard-earned after teachers have completed an extensive probationary period. During the 4-6 semesters of probation, teachers can be dismissed without due cause. Tenure is a protection from arbitrary decisions by administrators who may wish to isolate or intimidate more outspoken, proactive educators. Tenure is necessary as long as political decisions are made that affect the lives of our students and teachers. Tenure is a necessary job protection, especially now, when educators and public workers are being attacked across the country. Please reject this proposal.

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Sunday, January 29, 2012 9:27 PM  
**To:** EDNtestimony  
**Cc:** gdesa808@yahoo.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Genevieve DeSa  
Organization: Individual  
E-mail: [gdesa808@yahoo.com](mailto:gdesa808@yahoo.com)  
Submitted on: 1/29/2012

Comments:

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Sunday, January 29, 2012 9:20 PM  
**To:** EDNtestimony  
**Cc:** mary\_christopher@notes.k12.hi.us  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Mary Christopher  
Organization: Individual  
E-mail: [mary\\_christopher@notes.k12.hi.us](mailto:mary_christopher@notes.k12.hi.us) Submitted on: 1/29/2012

**Comments:**

The proposal to eliminate tenure for teachers is just another egregious action to undermine the rights that teachers have fought to preserve. We the teachers have been bullied into taking what the State dishes out for pay, benefits, and working conditions, and now the state wants to further limit one of the only rights we still have for job security. If you vote to take away tenure, will the state reimburse us for all the lost wages we have been denied? Will the state, in turn, give us back our right to a fair salary ongoing and step raises that we have earned but never received? Will the state incorporate Obamacare into the health plans in order for teachers to be able to afford coverage for themselves and their families? Will the state offer to increase the amount they pay into our retirement fund, to offset the loss of job security? I doubt that there will be any trade-off. Once the state takes something away, the assumption is that whatever they took away; wages, benefits, job security, is lost forever and we got along without it so far, so why not forever? This is another attempt by the state to devalue education, educators, students, the community rights to fair and quality education and enhances the low morale that has resulted from the plethora of take-aways teachers have been forced into to date. This state government is nothing short of the Mickey Mouse club on steroids, if they allow the governor or anyone at the dept. of education to push this through. We are fed up with the way we have been treated as second class citizens and non-essential employees.

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Sunday, January 29, 2012 9:17 PM  
**To:** EDNtestimony  
**Cc:** scent\_of\_flowers06@yahoo.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Karen Jaremski  
Organization: Individual  
E-mail: [scent\\_of\\_flowers06@yahoo.com](mailto:scent_of_flowers06@yahoo.com)  
Submitted on: 1/29/2012

**Comments:**

As a teacher with over 25 years experience, I am opposed to the passing of the bill HB1668. Tenure is an EARNED privilege for any teacher who can last in this lousy school system you call "paradise". It is not something that is granted just for showing up and doing "your job". Those of us that are tenured have earned that right, and with one stroke of the pen, you want to wipe out those years of experience as if they mean nothing. If you look up the definition of "tenure" it is defined as "the status of holding a job permanently, granted to some teachers and civil service workers after certain requirements are met." I have never been in such a poorly run school system as this one, and IF a teacher can last through such a system, they not only deserve to have tenure, they deserve a medal of honor! Why single out ONLY the tenure of teachers? Start at the top and get rid of Abercrombie! Seems to me his tenure was up a long time ago! I totally blame him for this ludicrous legislative attempt to punish the teachers, just because we voted no to ratification. Will the rest of you follow him blindly, or do the right thing and vote NO as you TRULY speak and think for YOURSELVES? Thank you for allowing me to testify.

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Sunday, January 29, 2012 9:03 PM  
**To:** EDNtestimony  
**Cc:** handmo@hawaii.rr.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM  
**Attachments:** tenure bill.doc

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Cori Muraoka  
Organization: Individual  
E-mail: [handmo@hawaii.rr.com](mailto:handmo@hawaii.rr.com)  
Submitted on: 1/29/2012

Comments:



**Representative Takumi, Chair of Education**  
**Representative Della Au Bellati, Vice-Chair**

I am writing to you to express my strong opposition to HB 1668 relating to Teacher Tenure. Your bill will end tenure for those who are currently tenured teachers and not allow for future teachers to become tenured. When I first started teaching 14 years ago, I couldn't get a job to teach in Hawaii because there were none available. Therefore, I went to another state so I could do what I always wanted which was to make a difference in children's lives.

A year later, I was able to get a job in Hawaii and moved back home. After the first year in Hawaii, I lost my position because I was a probationary teacher and had to pack all of my personal belongings and take it home. Luckily, I was rehired but after the 2<sup>nd</sup> year, lost my position again because I was a probationary teacher. Once again, I packed up all my personal belongings and took it home. Fortunately for me, I was rehired again and was able to get tenured. During those probationary years and thereafter, I worked from 6:30 am – 6:30 pm preparing lessons, correcting papers and more to be the best teacher I could be. I have sacrificed more than I would have ever imagined becoming a tenured teacher.

Becoming tenured was a big milestone in my teaching career. It would deeply disappoint and anger me if I lost my tenure status after everything I've been through. Why would you want to take away something that I earned through hard work and dedication? If you did this, the message to me would be that I'm not valued and everything I did to become a tenured teacher was for nothing. I feel that tenure laws ensure that education employees are treated in a fair and equitable manner. This bill would unfairly target me and other experienced teachers who gave so much of themselves to be tenured.

Please stop this bill immediately from going forward and let us work together to protect our right to tenure.

Thank you.

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Sunday, January 29, 2012 8:29 PM  
**To:** EDNtestimony  
**Cc:** konagirl71@hawaiiintel.net  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM  
**Attachments:** Testimony\_tenure.doc

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Hannah Loyola  
Organization: Individual  
E-mail: [konagirl71@hawaiiintel.net](mailto:konagirl71@hawaiiintel.net)  
Submitted on: 1/29/2012

Comments:

January 29, 2012

To Whom It May Concern:

I am writing to strongly oppose HB 1668 relating to Teacher Tenure.

As a professional educator, I would like to make you aware of the harm this bill will inflict upon effective teachers. It would be a violation of our constitutional and statutory right to collectively bargain over wages, hours, and conditions of work. It inhibits collaboration at the school level and opens the door to favoritism and potential nepotism.

Tenure allows me freedom of professional speech. I am able to voice my concern about issues I feel strongly about and sometimes disagree with my Principal, in a safe democratic fashion. Our current school structure allows teachers a voice through a safe decision making process regarding our financial plan, academic plan, and operational procedures. Representatives meet with the Principal and together make decisions and resolve issues or concerns. I have served on the Instructional Leadership Team for many years and have been responsible for working with this team to make curriculum decisions in addition to the formation and review of the School Academic Plan. Each year I learn and grow in both my teaching and in professionalism as I work collaboratively with my Principal and my colleagues.

Tenure protects creative/critical thinking. If we are required to foster critical thinking in our students, shouldn't we teachers exercise that same skill? In our schools we face decisions that require creative thinking such as, "how do we support the needs of these students with limited resources and time?" I am proud of the discussions we've had to address these types of questions openly and how we have resolved many of them together as a "team."

Loss of tenure removes this collaboration and wealth of ideas brought by different individuals and relies solely on the ideas or judgment of the Principal. Loss of tenure would prohibit freedom of speech and create a system where teachers would feel intimidated and resist sharing of ideas and transform our school from being collaborative and democratic to being a dictatorship. Teachers would be targeted for ideas that stray from the norm and persecuted with the loss of their job.

Tenure allows me the freedom to focus on what matters most. The longevity gives me peace of mind to invest my time in: differentiating to meet individual students' needs, reading and taking courses that will help me to advance in my practice, participate in Professional Learning Communities, accept leadership roles in various committees, and the building of school structures that contribute to overall student achievement.

As you review this bill, please consider the detrimental ramifications of it. Teachers who have successfully passed probation deserve this right.

Thank you for your attention and I look forward to your active support of what is right for teachers.

Sincerely,

Hannah Loyola  
Kindergarten Teacher  
Konawaena Elementary School

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Sunday, January 29, 2012 8:27 PM  
**To:** EDNtestimony  
**Cc:** stephenieblakemore@sbcglobal.net  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Stephenie Blakemore  
Organization: Individual  
E-mail: [stephenieblakemore@sbcglobal.net](mailto:stephenieblakemore@sbcglobal.net) Submitted on: 1/29/2012

**Comments:**

This bill totally ignores foundational practice in leadership and organizational excellence. Employees must feel secure and that means they have to be paid a living wage, benefits and feel secure about their tenure. Without proving himself the governor has been given 4 years of tenured employment and income, plus health and retirement benefits. This legislative action can only be seen as totally hypocritical in that light, as well as punitive towards the one thing about education that is working: teachers. A teacher's merit should not be based on the test results of students, and tenure should not be withheld from employees who work an unpaid 20 hours extra per week without a contract. This bill is unfair. If the state is interested in improving education, then it should dismantle the HIDOE and allow the schools to be run at the county level. The state is obligated to support the public education as stated in the Federal law of the land, the US Constitution, but the state wide school district is not working. Let the local communities decide what is right for their children, and their children's teachers. Support for this bill must be viewed as absolute folly.

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Sunday, January 29, 2012 8:12 PM  
**To:** EDNtestimony  
**Cc:** jenningse001@yahoo.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM  
**Attachments:** test 1.docx

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Erik Jennings  
Organization: HSTA  
E-mail: [jenningse001@yahoo.com](mailto:jenningse001@yahoo.com)  
Submitted on: 1/29/2012

Comments:

Hello and thank-you for listening to my testimony.

Please vote against HB1668

My name is Erik Jennings and I teach students with Developmental Impairments and Autism. This would greatly affect students with special needs. Many programs in the education system take time to development and become effective for students. By taking away tenure, you take away job security for teachers who are trying to develop good programs in school. In the position I currently teach, I keep the same students from age 14 to sometimes 20. These students have trouble with transition, which includes transition from teacher to teacher. Often when my students are freshman, they have trouble communicating with a new face. Can you imagine if a student with autism had to make a new communication connection with a new teacher every year?

Many other programs at our high school are over a period of 4 years. For example, our current CTE pathways. Students choose a career pathway which they can become a completer in. This is a four year process, in which often students grow a connection with a teacher than becomes an avenue to a career. Without consistency, these programs would fail.

In any business, it takes time and money to re train staff. I was hired by the State of Hawaii in a time where there were not many qualified special education teachers on island. The state paid me to move to Hawaii. A cost to all taxpayers, but in returns qualified teachers. Having teacher on year-to-year contract could cost the state more money by having to have job fairs, hiring processes, and training to make sure teacher are highly qualified. All at cost to the state and tax payers.

Thank you for your time

Erik Jennings

Special Education Teacher

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Sunday, January 29, 2012 8:10 PM  
**To:** EDNtestimony  
**Cc:** languay1@hawaii.rr.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Laurie Anguay  
Organization: Individual  
E-mail: [languay1@hawaii.rr.com](mailto:languay1@hawaii.rr.com)  
Submitted on: 1/29/2012

**Comments:**

Representative Takumi, Chair of Education Representative Della Au Bellati, Vice-Chair

I am writing to you to express my strong opposition to HB 1668 relating to Teacher Tenure. Your bill will end tenure for those who are currently tenured teachers and not allow for future teachers to become tenured. I worked very hard to achieve my goal to be a tenured teacher and I am very proud of that fact. I teach my students about goal setting in my classroom all of the time. I have never told them that once you achieve the goal, someone might make a law that takes it away. I teach them to be good citizens, follow the law, and set goals to achieve. Why would you want to take this away from me?

Our Union has a right to bargain this under the Constitution and I don't want to lose my rights to have them do that for me. Please stop this bill immediately from going forward and let us work together to protect our right to tenure.

Thank you.



**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Sunday, January 29, 2012 7:59 PM  
**To:** EDNtestimony  
**Cc:** artistmarasaltz@hotmail.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM  
**Attachments:** testimony bill 1668.docx

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Mara Saltzman Matsumura  
Organization: Individual  
E-mail: [artistmarasaltz@hotmail.com](mailto:artistmarasaltz@hotmail.com)  
Submitted on: 1/29/2012

Comments:

Dear Hawaii State Legislators:

I am a special education, elementary school teacher on the Big Island of Hawaii. I am pleased that educational reform is at the forefront of Hawaii legislation recently and I sympathize with the intent of HB 1668. We all want better schools. However, I am writing to you in strong opposition to HB 1668. I have numerous reasons for my strong opposition, which I explain below.

First, I want to let you know that I am a committed, licensed, experienced teacher with a MA degree in education from a top university. I have thirteen years' experience as a k-12 teacher, with 5 years completed in Hawaii as a special educator. The DOE teacher salary is not my motivating force behind my work. My motivating force behind my work is that I want my student to succeed in class and in their lives. I want my special education students to have opportunities in life to succeed, just as their non-disabled peers have opportunities.

Tenure is an incentive for teachers to stay and hone their skills when a competitive salary is not, at all, an incentive in Hawaii. My question to you as you consider HB 1668 is how does the state plan to draw in and keep highly qualified teachers? What role do the principals play in teachers' success? Under what conditions are teachers successful? How will HB1668 help struggling learners?

My biggest fear about HB 1668 is NOT a fear of losing my tenure or job. My biggest fear about HB 1668 is that it will stifle teacher input and creativity, it will silence insightful teacher discourse, and it will force teachers to follow leaders even if the leaders are inept, misinformed, or rushing to follow protocols and to make fast decisions. I believe that the biggest strength of any school that I have ever worked in was that teachers openly discussed their ideas on how to improve the larger school system, the school, and their own classroom. Teachers that I know regularly share their strengths and weaknesses with their colleagues and administrators in order to process what is happening in their classrooms, to grow as professionals, and to help their colleagues learn and grow as well. Teachers critique state-wide and school wide initiatives, not because we feel hopeless, but because we want to advocate for positive change and make minor and larger adjustments that help our students. For example, the Hawaii State Alternate Assessment (HSAA) is possibly an unreliable way to measure the learning and skills of the most profoundly disabled students. When I have gone to trainings for the HSAA, I have shared my input about what works and what does not work with that assessment. The training leaders have asked me come back and share again but if I am under pressure to share what works and I am under pressure to not mention what does not work, my input is worthless. I fear that one day soon I will be sitting in meetings where my colleagues, who truly know what I know about education and children, end up saying what they heard they should say to keep their jobs and not what they know to be truths about their own classrooms and schools.

Additionally, when school systems and principals value teacher input, they will be better able to recruit the best and brightest teachers. Critical thinkers and good planners analyze issues from all sides and discuss the possible repercussions before taking action. A school without critical thinkers and planners will have thoughtless followers leading 21<sup>st</sup> century children into the future. That truly scares me.

I also have a fear of working in a system that does not acknowledge what I do to do my job well. Loss of tenure is another strike against teachers across the board. I also want to let you know that I tutor other teachers' students on my own time for no extra pay or acknowledgement, I voluntarily attend committees and trainings on my own time outside of school hours, and then I take home and additional 36 hours a week of paperwork (special education documents to write, lessons to plan, papers to assess, materials to make) which I complete in the evenings, on weekends, and on holidays. If legislators are concerned about why underperforming teachers' employment has been maintained, then legislators should look at the leadership in the school system as well. How effectively have principals evaluated teachers in recent years, what research-based strategies do they employ to help their teachers grow, how do they go above and beyond state expectations (not just test scores), and what do they do to promote student growth and parent involvement?

I see that principals have great difficulty getting the required Pep-T evaluations done at the current rate for probationary and tenured teachers. I heard from colleagues across the state that principals don't have time to visit their classrooms and often complete "ghost" or phony evaluations just to get it done. Does the state have a plan to support principals in getting the evaluations done and for ensuring that the evaluations are based on actual, reliable pieces of evidence? Is there a plan for validating evaluations that remove teachers from their positions or is removal at the sole discretion of the principal, who may be bias, unknowledgeable, rushed, or under pressure?

Tenure is not "job for life security." That is a huge misconception. Tenure is due process and tenure ensures academic freedom. By academic freedom, I am referring to what I said in the paragraph above regarding teachers having the "freedom" to share ideas, to implement innovative pedagogical techniques, and to help their colleagues. By insisting that legislators protect due process, I am mean that systems need to be in place before legislation is passed to ensure that administrators cannot make arbitrary decisions regarding a teacher's employment status and that administrators cannot simply replace expensive, experienced, and effective teachers in order to save money, to silence opposing opinions, or to hire their cronies.

I understand that Hawaii has had great difficulty recruiting Highly Qualified (licensed, trained) teachers in several license areas, including special education. HB1668 would undermine the state's previous efforts to fill vacancies. The issue of recruiting and keeping highly qualified special educators is a big issue here. Does the state have plan in place to ensure that underperforming and challenged students (particularly special education students) will have highly qualified, licensed, experienced teachers? Do the state assessments, as well as the alternate state assessments for the most profoundly disabled students, accurately measure what students have learned in a given year? What if special education teachers' students don't make the score quotas? Does the state plan to fire highly qualified, experienced, compassionate special educators based on scores on tests that don't meet the students at their level?

In the effort to provide equal opportunity and the same learning opportunities to all children, the state is forgetting to meet students where they are. How could we possibly get them to where they need to go if we don't meet them at the level where they really are? Please, before you enact this bill, look at the Hawaii State Alternate Assessment and see if it's reliable, "cheat" proof, and practical for the most profoundly disabled students. Principals and administrators may not really know what the Hawaii State Alternate Assessment (HSAA) entails and may wrongly dismiss teachers required to give the HSAA to students who have no chance of passing them. I hate to say that students have no chance of passing because I really believe in equal opportunity. However, I always question if we are wasting our time when we spend less on toileting skills for some disabled students and more on abstract reasoning. For example, how could a student that can't add 3+4 possibly multiply a fraction? In the end, it's not equal opportunity, any way you look at it, when we don't have time to reinforce students' current abilities, build on what they know, and provide them with needed life skills because we are too busy teaching students who can't talk, count by 1's, or use the toilet independently how to form inferences, multiply fractions, calculate volume, or identify character traits in Romeo and Juliet.

Schools in my area on the Big Island have great difficulty replacing teachers who leave the island or who leave teaching altogether. Unlicensed substitutes with minimal training in education replace those teachers and such a system is a great disservice to the students. Administration is slow to complete the necessary paperwork to hire new, highly qualified teachers. I have been told that new teacher paperwork is processed slowly at the state and district levels, prohibiting principals from hiring teachers in a timely fashion. Interviews and hiring is done late each summer on a regular basis here on the Big Island. Many other states hire highly qualified, licensed, experienced "leave-replacement" teachers for extended leaves. In Hawaii, the schools are forced to hire under-trained, unlicensed substitutes to teach in long term leave replacement situations (several months at a time). Leave-replacement positions do

not exist as they do in other states. I ask, what systems are in place in Hawaii to prevent this problem from growing if more teachers are to be replaced? Tenure is an incentive for teachers to stay and hone their skills when a competitive salary is not, at all, an incentive in Hawaii. How does the state plan to draw in and keep highly qualified teachers?

Legislators, I implore you to consider these questions I have asked above before you enact HB 1668. I have to say that this is the most important letter I have ever written in my life. I hope this is not the last chance I am able to reach out to you to fix our schools with my real name on the letter. A future without freedom and opportunity is not a future for my students, for me, or for any of your constituents.

Sincerely,

Mara Saltzman Matsumura

Teacher in Hilo and Resident of Kea'au in Puna

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Sunday, January 29, 2012 7:17 PM  
**To:** EDNtestimony  
**Cc:** ccainecc@yahoo.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Catherine Caine  
Organization: Individual  
E-mail: [ccainecc@yahoo.com](mailto:ccainecc@yahoo.com)  
Submitted on: 1/29/2012

Comments:  
To Whom it May Concern;

This bill is very negative for the teaching profession. Tenure continues at the University of Hawaii and has not been even discussed for removal so why is this being presented at this time? Tenure is an important aspect of the teaching profession. While the argument can be made that it retains perhaps teachers who are not as qualified I would say the opposite. There are many more teachers who are qualified and protected by such a system than those who shouldn't be. I have been teaching for 25 years and continue to work hard with every student and parent. In 2008 I became Nationally Certified and am now taking research course at the university in order to understand assessing my students more effectively. I am not an exceptional teacher but the norm. We work hard and care more than most professions can image. I ask you to consider voting "NO" on this politically negative action against keeping and retaining highly qualified teachers.

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Sunday, January 29, 2012 7:12 PM  
**To:** EDNtestimony  
**Cc:** lisa\_leach@notes.k12.hi.us  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Lisa E. Leach  
Organization: Individual  
E-mail: [lisa\\_leach@notes.k12.hi.us](mailto:lisa_leach@notes.k12.hi.us)  
Submitted on: 1/29/2012

**Comments:**

As a teacher and library media specialist I have accomplished many professional goals. I have successfully completed a Bachelors of Arts Degree in Natural Science, teaching certification, and a Masters Degree in Library and Information Science. I have passed probationary requirements to become a tenured teacher and continue to pass Pep T evaluation. I continue to pursue learning that enhances my profession on my own time and at my own expense. I oppose HB 1668 because it subjects me to employment without protection against political corruption, favoritism or nepotism. I have a right to due process against false accusations. HB 1668 takes away my rights as a citizen and professional. Thank you for hearing my testimony.

Lisa E. Leach  
Library Media Specialist  
Kalaniana'ole Elementary and Intermediate School

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Sunday, January 29, 2012 7:05 PM  
**To:** EDNtestimony  
**Cc:** davidmireles@gmail.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: David  
Organization: Individual  
E-mail: [davidmireles@gmail.com](mailto:davidmireles@gmail.com)  
Submitted on: 1/29/2012

**Comments:**

OPPOSE HB 1668

&#160;

Representative Takumi, Chair of Education Representative Della Au Bellati, Vice-Chair &#160;  
I am writing to you to express my strong opposition to HB 1668 relating to Teacher  
Tenure.&#160; Your bill will end tenure for those who are currently tenured teachers and not  
allow for future teachers to become tenured.&#160; I worked very hard to achieve my goal to  
be a tenured teacher and I am very proud of that fact.&#160; I teach my students about goal  
setting in my classroom all of the time.&#160; I have never told them that once you achieve  
the goal, someone might make a law that takes it away.&#160; I teach them to be good  
citizens, follow the law, and set goals to achieve.&#160; Why would you want to take this  
away from me?

&#160;

Our Union has a right to bargain this under the Constitution and I don't want to lose my  
rights to have them do that for me.&#160; Please stop this bill immediately from going  
forward and let us work together to protect our right to tenure.

&#160;

Thank you.



**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Sunday, January 29, 2012 7:00 PM  
**To:** EDNtestimony  
**Cc:** shanae.ubando@gmail.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM  
**Attachments:** HB1668.docx

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Shanae Hatchell  
Organization: Individual  
E-mail: [shanae.ubando@gmail.com](mailto:shanae.ubando@gmail.com)  
Submitted on: 1/29/2012

Comments:

I am writing to you to express my strong opposition to HB1668 relating to teacher tenure. I am currently a teacher at a local public high school. HB 1668 will end tenure status for those who have earned it and will prevent future teachers from becoming tenured. Tenure status is given to teachers who have successfully passed a probationary period after being evaluated through observations and other means. Tenured status does not mean "job for life" but rather means "just cause for discipline and termination." Shouldn't that right be awarded to every person in this country? I am currently a probationary teacher who has worked very hard to educate my students. For me, tenure status just means that I was recognized for doing a great job. Tenure status also means that I will be treated fairly in the future with regards to my employment. I have seen so many "at will" workers get terminated from employment because an immediate supervisor did not like them. To me, tenure status means that teachers who do their jobs will be treated fairly and justly. There are so many great, tenured teachers that I work with. Like every other teacher that I know, my students are my priority. People do not become teachers for the money.

Taking away tenure status from veteran teachers and preventing future teachers from becoming tenured will do more harm than good. Please stop this bill immediately.

Thank you,

Shanae Hatchell

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Sunday, January 29, 2012 6:36 PM  
**To:** EDNtestimony  
**Cc:** nicole\_arihood@notes.k12.hi.us  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM  
**Attachments:** tenure.doc

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Nicole Arihood  
Organization: HSTA  
E-mail: [nicole\\_arihood@notes.k12.hi.us](mailto:nicole_arihood@notes.k12.hi.us)  
Submitted on: 1/29/2012

Comments:

1/29/12

Representative Takumi, Chair of Education  
Representative Della Au Bellati, Vice-Chair,

I am writing to you to express my strong opposition to HB 1668 relating to Teacher Tenure. Your bill will end tenure for those who are currently tenured teachers and not allow for future teachers to become tenured. I worked very hard to achieve my goal to be a tenured teacher as of May of this year, and I am very proud of that fact. I teach my students about goal setting in my classroom all of the time. I have never told them that once you achieve the goal, someone might make a law that takes it away. I teach them to be good citizens, follow the law, and set goals to achieve. Why would you want to take this away from me?

Our Union has a right to bargain this under the Constitution and I don't want to lose my rights to have them do that for me. Please stop this bill immediately from going forward and let us work together to protect our right to tenure.

Mahalo,  
Nicole Arihood  
5<sup>th</sup> Grade Teacher, Wailuku Elementary School, Maui

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Sunday, January 29, 2012 6:34 PM  
**To:** EDNtestimony  
**Cc:** gkea@hawaiiantel.net  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM  
**Attachments:** Re HB 1668.docx

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: George-ann Kealoha  
Organization: Individual  
E-mail: [gkea@hawaiiantel.net](mailto:gkea@hawaiiantel.net)  
Submitted on: 1/29/2012

Comments:

Re HB 1668

Oppose

Representative Takumi a and Committee

I oppose this bill taking tenure away from teachers. I am a special education teacher and have worked for the DOE for over 20 years often advocating for my special needs student rights. There were times when the employer did not agree with what I felt my student needed especially if it was a cost item. I have always felt that as a tenured teacher I am able to speak up for my students even when my employer has a different opinion. Please protect teacher's rights to do what is best for our students by protecting our rights. Please do not penalize older teachers by taking away our hard earned rights. As a special educator I work long hours and am required to do federally mandated reports called IEPs for each of my students. There is no paid time to do these reports or conduct these meetings. We do this on our own time/weekends/holidays. It is difficult to recruit good /qualified special education teachers. We go into this field because we want to help our students. Please help us recruit and retain special education teachers by maintaining academic freedom and tenure. Protect our rights. Thank-you!  
George-ann Kealoha

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Sunday, January 29, 2012 6:05 PM  
**To:** EDNtestimony  
**Cc:** pascocj@gmail.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM  
**Attachments:** HB 1668 testimony.doc

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Colleen Pasco  
Organization: Individual  
E-mail: [pascocj@gmail.com](mailto:pascocj@gmail.com)  
Submitted on: 1/29/2012

Comments:

I am a 27-year teacher with the Hawaii Department of Education. I got my teacher certificate from the University of Hawaii at Manoa and completed my two years probationary period before becoming a tenured teacher in a public school. I have taken courses to stay current in my teaching strategies, keep up with technology, and move up on my union negotiated pay scale. My career is pretty much my life and that is too often dictated by the actions of politicians and people who have never walked in my shoes.

I am writing to you to express my strong opposition to HB 1668 relating to Teacher Tenure. Your bill will end tenure for those who are currently tenured teachers and not allow for future teachers to become tenured. I worked very hard to achieve my goal to be a tenured teacher and I am very proud of that fact. I teach my students about goal setting in my classroom all of the time. I have never told them that once you achieve the goal, someone might make a law that takes it away. I teach them to be good citizens, follow the law, and set goals to achieve. Why would you want to take this away from me?

What we as teachers do everyday in our classrooms for the youth of Hawaii and this country is hard enough without having to keep looking over our shoulders to see what else is coming to take us down. The loss of tenure may not seem like much to you, but it will effect how many of us will do our jobs in the future. Tenure protects us from administrators who are controlling, vindictive, or power mongers. Tenure allows us as teachers to say what we think about the course our school may be taking and advocate for our students and our colleagues. Tenure is not a tool to protect bad teachers; it a mechanism to protect the good teachers from bad administrators.

Please stop this bill immediately from going forward and let us work together to protect our right to tenure.

Thank you.

Colleen Pasco  
P.O. Box 597  
Kapaau, HI 96755



**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Sunday, January 29, 2012 5:29 PM  
**To:** EDNtestimony  
**Cc:** tbari36@yahoo.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Terese Barich  
Organization: Individual  
E-mail: [tbari36@yahoo.com](mailto:tbari36@yahoo.com)  
Submitted on: 1/29/2012

**Comments:**

Please vote not on HB1668. The teaching profession is one that requires an extensive education. Teaching programs through out the country include a four year undergraduate degree plus one year of post-graduate classes. Many teachers complete a Masters Degree. After being hired, teachers must complete a two-year probation in order to earn tenure. For the duration of a teaching career, teachers must take classes in order to maintain a state teaching license as well attend workshops and seminars to ensure professional development. With this depth of education and training, teachers become more proficient. They are hired based on state guidelines. Tenure ensures that teachers maintain and execute a high level of competency. Tenure also assures teachers that they follow the state and national guidelines of quality professionalism. On a side note, Governor Abercrombie appreciated tenure when he was a teacher. Please vote no on HB 1668. Thank you for your help. Aloha, Terese Barich

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Sunday, January 29, 2012 5:03 PM  
**To:** EDNtestimony  
**Cc:** kettyfong@gmail.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Ketty Fong  
Organization: Individual  
E-mail: [kettyfong@gmail.com](mailto:kettyfong@gmail.com)  
Submitted on: 1/29/2012

Comments:  
OPPOSE HB 1668

Representative Takumi, Chair of Education Representative Della Au Bellati, Vice-Chair

I am writing to you to express my strong opposition to HB 1668 relating to Teacher Tenure. Your bill will end tenure for those who are currently tenured teachers and not allow for future teachers to become tenured. I am currently a 3rd year teacher, and even though I have passed my Probationary period, I am and do continue to work very hard for my students in my classroom. I worked very hard to achieve my goal to be a tenured teacher and I am very proud of that. I teach my students about goal setting, putting time and effort, and working hard in my classroom all of the time. I have never told them that once you achieve the goal, someone might make a law that takes it away. I teach them to be good citizens, follow the law, and set goals to achieve. Why would you want to take this away from me?

Being tenured also allows teachers who have made a lot of sacrifice and worked hard a chance to be recognized. In connection with tenure is years of service. It gives teachers the opportunity to find other opportunities at other school. For example, I am a teacher and graduate student at the University of Hawaii at Manoa. I live in Liliha and commute to Ewa Beach every morning and evening and twice a week have to commute to the university as well. With tenure and years of experience I am hoping to secure a job in town where it is difficult to find a position. However with tenure, it gives me a possibly higher chance to secure a job. Along with the hard working hours I put in everyday, including weekends, I have to put in time to commute. I am dedicated to my job and sacrifice many hours and money. How can you expect hardworking teachers to stay in a field where they are not appreciated and looked on as professionals?

Our Union has a right to bargain this under the Constitution and I don't want to lose my rights to have them do that for me. Please stop this bill immediately from going forward and let us work together to protect our right to tenure.

Thank you.

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Sunday, January 29, 2012 5:02 PM  
**To:** EDNtestimony  
**Cc:** ktwitch524@aol.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM  
**Attachments:** Testimony.docx

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Karen Twitchell  
Organization: Individual  
E-mail: [ktwitch524@aol.com](mailto:ktwitch524@aol.com)  
Submitted on: 1/29/2012

Comments:

## **OPPOSE HB 1668**

**Representative Takumi, Chair of Education**  
**Representative Della Au Bellati, Vice-Chair**

I am writing to you to express my strong opposition to HB 1668 relating to Teacher Tenure. Your bill will end tenure for those who are currently tenured teachers and not allow for future teachers to become tenured. I worked very hard to achieve my goal to be a tenured teacher and I am very proud of that fact. I spent the first two years of my career in probationary status. I was observed several times each year by my administration and I prepared portfolios that showed evidence of my professionalism. After the probationary period administration continues to evaluate teachers several times a year.

I continue to participate in professional development courses, to keep myself abreast of current theories and research concerning child development. I work diligently to provide my students with a rigorous and relevant curriculum that follows the Hawaii State Standards.

I do not understand where taking away my status of an accomplished teacher who goes above and beyond could benefit anyone. It certainly does not show respect for my profession or my dedication to my students.

Our Union has a right to bargain this under the Constitution and I don't want to lose my rights to have them do that for me. Please stop this bill immediately from going forward and let us work together to protect our right to tenure.

Thank you.

Karen Twitchell  
King Kamehameha III Elementary School  
Lahaina, Maui, Hawaii

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Sunday, January 29, 2012 4:59 PM  
**To:** EDNtestimony  
**Cc:** christinaellis3@gmail.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM  
**Attachments:** Save teacher tenure.pages

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Christina  
Organization: Individual  
E-mail: [christinaellis3@gmail.com](mailto:christinaellis3@gmail.com)  
Submitted on: 1/29/2012

Comments:

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Sunday, January 29, 2012 4:42 PM  
**To:** EDNtestimony  
**Cc:** kluczon@gmail.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM  
**Attachments:** I have been teaching since 1986 in the Department of Education.docx

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Esther G. Luczon  
Organization: HSTA  
E-mail: [kluczon@gmail.com](mailto:kluczon@gmail.com)  
Submitted on: 1/29/2012

Comments:

I have been teaching since 1986 in the Department of Education-Hawaii.

I oppose bill **HB 1668** – eliminating all current teacher tenure status. I also oppose bill **HB 2527** holding all educators, including superintendents and principals, accountable, for student achievement.

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Sunday, January 29, 2012 4:41 PM  
**To:** EDNtestimony  
**Cc:** aloharunner@hotmail.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Stephanie McLaughlin  
Organization: Individual  
E-mail: [aloharunner@hotmail.com](mailto:aloharunner@hotmail.com)  
Submitted on: 1/29/2012

**Comments:**

DO NOT ELIMINATE TENURE FOR TEACHERS! TEACHERS HAVE EARNED THEIR TENURE. IF YOU TAKE IT AWAY, NO ONE WILL WANT TO BE A TEACHER IN HAWAII.



**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Sunday, January 29, 2012 4:32 PM  
**To:** EDNtestimony  
**Cc:** jmlandes@gmail.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: J Michael Landes  
Organization: Individual  
E-mail: [jmlandes@gmail.com](mailto:jmlandes@gmail.com)  
Submitted on: 1/29/2012

**Comments:**

I am writing to you to express my strong opposition to HB 1668 relating to Teacher Tenure. Your bill will end tenure for those who are currently tenured teachers and not allow for future teachers to become tenured. I worked very hard to achieve my goal to be a tenured teacher and I am very proud of that fact. I teach my students about goal setting in my classroom all of the time. I have never told them that once you achieve the goal, someone might make a law that takes it away. I teach them to be good citizens, follow the law, and set goals to achieve. Why would you want to take this away from me?

Our Union has a right to bargain this under the Constitution and I don't want to lose my rights to have them do that for me. Please stop this bill immediately from going forward and let us work together to protect our right to tenure.

Please remember that teachers and other union members constitute a large voting bloc in this state. Unlike some other states where a Republican majority has taken a very anti-union stance and the Democrats have banded with their pro-union allies in recalls and protests, our Democratic majority is now taking an anti-union stance. Please recognize that following the governor's footsteps into into this type of union busting will not go unnoticed in the upcoming elections.

Thank you.

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Sunday, January 29, 2012 4:16 PM  
**To:** EDNtestimony  
**Cc:** theatacamakid@gmail.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: David Duffy  
Organization: Individual  
E-mail: [theatacamakid@gmail.com](mailto:theatacamakid@gmail.com)  
Submitted on: 1/29/2012

Comments:

Dear Members of the Committee.

I apologize for the brevity of this and its informality. I am recovering from surgery four days ago and can only work for brief periods of time so I apologize if this lacks the polish or fullness it should have.

I understand the frustration with the teachers and the need to move forward on education in Hawaii. Both my children graduated from public schools and I can talk story about problems and suggest solutions, but getting rid of tenure is not one of them.

A fair evaluation process, rewarding good teachers, a freedom from capricious administrative decisions, and more help to the front line teachers would be where I would put my effort.

This bill will just make things worse.

Best wishes,

David Duffy

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Sunday, January 29, 2012 4:06 PM  
**To:** EDNtestimony  
**Cc:** obrienj008@hawaii.rr.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: James O'Brien  
Organization: Individual  
E-mail: [obrienj008@hawaii.rr.com](mailto:obrienj008@hawaii.rr.com)  
Submitted on: 1/29/2012

**Comments:**

Representative Takumi, Chair of Education Representative Della Au Bellati, Vice-Chair

I am writing to you to express my strong opposition to HB 1668 relating to Teacher Tenure. Your bill will end tenure for those who are currently tenured teachers and not allow for future teachers to become tenured. I worked very hard to achieve my goal to be a tenured teacher and I am very proud of that fact. I teach my students about goal setting in my classroom all of the time. I have never told them that once you achieve the goal, someone might make a law that takes it away. I teach them to be good citizens, follow the law, and set goals to achieve. Why would you want to take this away from me?

Our Union has a right to bargain this under the Constitution and I don't want to lose my rights to have them do that for me. Please stop this bill immediately from going forward and let us work together to protect our right to tenure.

Thank you, James O'Brien

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Sunday, January 29, 2012 4:02 PM  
**To:** EDNtestimony  
**Cc:** sedgekitty1608@gmail.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM  
**Attachments:** OPPOSE HB 1668.doc

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Elizabeth L. Baclayon  
Organization: Individual  
E-mail: [sedgekitty1608@gmail.com](mailto:sedgekitty1608@gmail.com)  
Submitted on: 1/29/2012

Comments:

**OPPOSE HB 1668**

**Representative Takumi, Chair of Education**  
**Representative Della Au Bellati, Vice-Chair**

As a 17 year veteran teacher and a James Madison Fellow, I am writing to you to express my strong opposition to HB 1668 relating to Teacher Tenure. Your bill will end tenure for those who are currently tenured teachers and not allow for future teachers to become tenured. I worked very hard to achieve my goal to be a tenured teacher and I am very proud of that fact. I teach my students about goal setting in my classroom all of the time. I have never told them that once you achieve the goal, someone might make a law that takes it away. I teach them to be good citizens, follow the law, and set goals to achieve. Why would you want to take this away from me?

Our Union has a right to bargain this under the Constitution and I don't want to lose my rights to have them do that for me. Please stop this bill immediately from going forward and let us work together to protect our right to tenure.

Thank you.

Elizabeth L. Baclayon  
8<sup>th</sup> Grade Social Studies Teacher  
Cheifess Kamakahahei Middle School  
Lihue, Kauai

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Sunday, January 29, 2012 4:00 PM  
**To:** EDNtestimony  
**Cc:** lclay7910@gmail.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM  
**Attachments:** Legislature 2012.docx

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Laurel Clay  
Organization: Individual  
E-mail: [lclay7910@gmail.com](mailto:lclay7910@gmail.com)  
Submitted on: 1/29/2012

Comments:

Aloha,

I am a 23-year classroom veteran, and now, a National Board Certified teacher. I am writing to you to express my **strong** opposition to HB 1668 relating to Teacher Tenure. Your bill will end tenure for those who are currently tenured teachers and not allow for future teachers to become tenured. I worked very hard to achieve my goal to be a tenured teacher and I am very proud of that fact. I teach my students about goal setting in my classroom all of the time. I have never told them that once you achieve the goal, someone might make a law that takes it away. I teach them to be good citizens, follow the law, and set goals to achieve. **Why** would you want to take this away from me? Especially since I've dedicated my life's work to teaching in Hawaii's public schools?

## belatti2 - Kate

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Sunday, January 29, 2012 3:54 PM  
**To:** EDNtestimony  
**Cc:** imelda\_corpuz-amano@notes.k12.hi.us  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Imelda Amano  
Organization: Individual  
E-mail: [imelda\\_corpuz-amano@notes.k12.hi.us](mailto:imelda_corpuz-amano@notes.k12.hi.us)  
Submitted on: 1/29/2012

### Comments:

Representative Takumi, Chair of Education Representative Della Au Bellati, Vice-Chair

I am writing to you to express my strong opposition to HB 1668 relating to Teacher Tenure. Your bill will end tenure for those who are currently tenured teachers and not allow for future teachers to become tenured.

In the last 20 years, I've worked very hard to maintain my tenure and I am very proud of that fact. Not a week goes by that I think and reflect upon the lessons made and delivered during the course of that week.

A part of teaching is REFLECTION or making the time to constantly improve upon the quality of our work. I think about the parents of the children that I teach and fashion my lessons not only to meet standards but also the expectations that parent's desire.

In addition, tenure provides and secures these opportunities and rights for my colleagues and I:

- Tenure is important to continue to attract people to the teaching profession and keep experienced teachers.
- When teachers are awarded tenure, it is done through observation of practice and evaluation and insures that standards have been met by the teacher.
- Tenure helps outline and set achievable goals for future teachers. It sets the standard.
- Tenured Teacher means an employee who has successfully completed probation and who has been appointed on a continuous basis to a permanent unobligated position.
- Tenure does not mean a 'job for life,' as many people believe. It means 'just cause' for discipline and termination, be the reason incompetence or extreme misconduct. And it means 'due process,' the right to a fair hearing to contest charges. Quite simply, any tenured teacher can be fired for a legitimate reason, after school administrators prove their case. That's similar to what American citizens expect when charged with violation of a law.
- Tenure laws ensure that education employees are treated in a fair and equitable manner.

Our Union has a right to bargain this under the Constitution and I don't want to lose this fundamental right. Please stop this bill immediately from going forward.

Lastly, like you, my fellow teachers and I want excellence in every classroom so let's work together instead for better school facilities, stronger curriculums and collaborative, effective partnerships for our keiki.



**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Sunday, January 29, 2012 3:48 PM  
**To:** EDNtestimony  
**Cc:** lschafer747@yahoo.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM  
**Attachments:** OPPOSE HB 1668.docx

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Laurie Schafer  
Organization: Individual  
E-mail: [lschafer747@yahoo.com](mailto:lschafer747@yahoo.com)  
Submitted on: 1/29/2012

Comments:

## **OPPOSE HB 1668**

I am writing to you to express my strong opposition to HB 1668 relating to Teacher Tenure. Your bill will end tenure for those who are currently tenured teachers and not allow for future teachers to become tenured. I worked very hard to achieve my goal to be a tenured teacher and I am very proud of that fact. I teach my students about goal setting in my classroom all of the time. I have never told them that once you achieve the goal, someone might make a law that takes it away. I teach them to be good citizens, follow the law, and set goals to achieve. Why would you want to take this away from me?

Our Union has a right to bargain this under the Constitution and I don't want to lose my rights to have them do that for me. Please stop this bill immediately from going forward and let us work together to protect our right to tenure.

Thank you.

Laurie Schafer

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Sunday, January 29, 2012 3:11 PM  
**To:** EDNtestimony  
**Cc:** Ddkaoki@mac.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Diane Aoki  
Organization: Individual  
E-mail: [Ddkaoki@mac.com](mailto:Ddkaoki@mac.com)  
Submitted on: 1/29/2012

**Comments:**

I am a 5th grade teacher at Kealakehe Elementary School in Kona, on the Big Island. I writing in opposition to HB 1668, the bill proposing the elimination of tenure.

For professional educators like myself, who work grueling 12 or more hour days, who agonize over how best to meet the needs of our students, who exalt in planning and implementing lessons that will be engaging, meaningful, and relevant to their students, who bypass other career opportunities because of the sheer love of the profession and children, it is a tremendous insult. ¶ ¶ ¶ The granting of tenure ¶ is the mark of professionalism, just as doctors are granted their status as doctors after a successful stint as an intern. Tenure means you have gone through your education courses and probationary period and during that time, your supervisor has sufficiently assessed your skills and abilities. You have proven yourself capable and worthy to enter into the profession. It does not mean a job for life, as if once you get tenure, you then can slide into incompetence. You still need to be evaluated by your principal on a regular basis and if there is just cause, if the principal has followed due process, ¶ then a tenured teacher who is proven to not meet the standards of the profession, can be fired.¶

Without tenure protections, there is no way to defend against an unfair and inaccurate evaluation. There is no way to protect against favoritism, against nepotism, against incompetence on the part of the evaluator.

We do not choose this profession to have an easy state job, short days, summers. There are few tangible benefits, but one can at least give us job security in return for the sacrifices that we have made to commit to this profession. Let us keep our tenure rights.

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Sunday, January 29, 2012 2:48 PM  
**To:** EDNtestimony  
**Cc:** lnishizuka@gmail.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Lisa Yamagata  
Organization: Individual  
E-mail: [lnishizuka@gmail.com](mailto:lnishizuka@gmail.com)  
Submitted on: 1/29/2012

**Comments:**

To Whom it May Concern:

I am in opposition to this bill that takes away teachers' tenure status. I do not see any reasonable justification for the passing and implementation of this bill. In my mind, this only drives away highly-qualified teachers and does nothing to help attract and retain teachers in Hawaii. Tenure serves as teachers' job security, and protects them from unfair practices by the employer.

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Sunday, January 29, 2012 2:23 PM  
**To:** EDNtestimony  
**Cc:** littler004@hawaii.rr.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM  
**Attachments:** Representative Takumi.doc

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: marcia h little  
Organization: Individual  
E-mail: [littler004@hawaii.rr.com](mailto:littler004@hawaii.rr.com)  
Submitted on: 1/29/2012

Comments:

**Representative Takumi, Chair of Education**  
**Representative Della Au Bellati, Vice-Chair**

I oppose HB 1668 relating to Teacher Tenure. I entered into an agreement with the State in good faith and have fulfilled all of the requirements for tenure as stated in my contract. Why is the state going back on its word?

Please let us 'kokua' on this for the 'sake of Hawaii's children' as our Governor stated.

Mahalo.

Marcia H. Little  
Teacher

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Sunday, January 29, 2012 2:22 PM  
**To:** EDNtestimony  
**Cc:** jonesybcool@yahoo.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: Yes  
Submitted by: Linda jones  
Organization: Individual  
E-mail: [jonesybcool@yahoo.com](mailto:jonesybcool@yahoo.com)  
Submitted on: 1/29/2012

**Comments:**

Do not take tenure from teachers. If you do, the admin, which is rife with corruption that goes UNCHECKED due to fear of retaliation, will only get worse and worse. Some one some where please stand up for the teachers instead of trying to advance your own political career on the backs of dedicated hard working teachers. Every governor wooed the HSTA and their 13,000 members to get elected and then turn around and throw us under the bus. STAND UP FOR THE TEACHERS!!!!

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Sunday, January 29, 2012 2:21 PM  
**To:** EDNtestimony  
**Cc:** rows001@hawaii.rr.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Sharon Rowe  
Organization: Individual  
E-mail: [rows001@hawaii.rr.com](mailto:rows001@hawaii.rr.com)  
Submitted on: 1/29/2012

**Comments:**

Please do not continue pursuing HB 1668. This bill appears to be punitive to all public school teachers in the state of Hawaii. While there are serious problems with our public school system, we cannot continue to lay the blame for those problems at the feet of teachers-- individuals who are given perhaps the greatest amount of individual responsibility, and the least authority to act as professionals. Serious problems require that serious minds come together to think through decades of mismanagement and misdirection, not poorly thought through legislation that will only further undermine the morale of our state teachers.



**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Sunday, January 29, 2012 2:06 PM  
**To:** EDNtestimony  
**Cc:** dolini@gmail.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Doreen Stone  
Organization: Individual  
E-mail: [dolini@gmail.com](mailto:dolini@gmail.com)  
Submitted on: 1/29/2012

**Comments:**

Representative Takumi, Chair of Education Representative Della Au Bellati, Vice-Chair

I am writing to you to express my strong opposition to HB 1668 relating to Teacher Tenure. Your bill will end tenure for those who are currently tenured teachers and not allow for future teachers to become tenured. I worked very hard to achieve my goal to be a tenured teacher and I am very proud of that fact. I teach my students about goal setting in my classroom all of the time. I have never told them that once you achieve the goal, someone might make a law that takes it away. I teach them to be good citizens, follow the law, and set goals to achieve. Why would you want to take this away from me?

Our Union has a right to bargain this under the Constitution and I don't want to lose my rights to have them do that for me. Please stop this bill immediately from going forward and let us work together to protect our right to tenure.

Thank you.

Doreen Stone

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Sunday, January 29, 2012 1:56 PM  
**To:** EDNtestimony  
**Cc:** Demarcj49@hotmail.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM  
**Attachments:** Why Tenure is so Important to Teacher Retention.docx

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Joseph DeMarco  
Organization: Individual  
E-mail: [Demarcj49@hotmail.com](mailto:Demarcj49@hotmail.com)  
Submitted on: 1/29/2012

Comments:  
Teachers deserve respect.

## Why Tenure is so Important to Teacher Retention

Over fifty percent of Hawaii's public school teachers leave within five years of being hired, a statistic the state seems to have forgotten in the face of bill HB1668. This bill presented by Roy Takumi will essentially eliminate tenure for all teachers. At a time when experienced teachers are needed to help turn around struggling schools, meet federal requirements for "highly qualified" teachers and reach ambitious school reform goals, this new bill will only drive away more teachers, who are sick and tired of a system that under pays them and abuses them. Teachers are tired of this idea that we are failing the state. The reality is the majority of Mainland teachers come out for two years after college and then head back home. It is not inconceivable for a child on the Waianae Coast to have a first year teacher in every grade in elementary school. I only bring this up, because I see it as a severe problem that is usually blamed on the teachers and the failing DOE, when it really should be blamed on the state and the lackluster pay. If HB1668 is turned into a law, we will further exacerbate a situation that is already bad. We will also scare away the best and brightest young minds, eliminating tenure might also bring back past abuses by those in power who would replace older teachers with younger ones for less pay or fill teaching jobs through nepotism.

While the majority of the public think eliminating tenure is a good idea, I really think it will just make the school system that much worse. Critics who have most likely never been in the classroom perpetuate the myth that tenure secures a job for life. What they don't realize is that our jobs are often stressful, overwhelming and at times, just downright awful and only someone that loves teaching would continue to work under these conditions. There is this image of the lazy teacher who does nothing, when the reality is teachers who don't measure up are often given more difficult lines or classes with extremely problematic students. The reality is principals, as well as teachers are under tremendous pressure under No Child Left Behind and there is little room for incompetence. Tenure merely provides the teacher with due process. Teachers are dismissed for incompetence, misconduct, or insubordination, but only after having been given the right to defend themselves. If a teacher is rated unsatisfactory under the current PEP-T evaluation they are put on probation and can be terminated. What is wrong with this current system, perhaps they should just be stricter with these evaluations rather than take away all teacher's tenure.

One of the other great risks would be to academic freedom. It is essential that teachers be allowed to practice their profession without undue interference and fear of backlash or worse termination because they spoke up about curriculum or injustices at their school.

I earned my tenure and worked hard for it, and I do not think it is in good faith that the legislature take it away. If you support education and your child's teacher, please vote NO on bill HB1668.

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Sunday, January 29, 2012 1:33 PM  
**To:** EDNtestimony  
**Cc:** honua@mac.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM  
**Attachments:** HB 1668.docx

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Terry Low  
Organization: Individual  
E-mail: [honua@mac.com](mailto:honua@mac.com)  
Submitted on: 1/29/2012

Comments:

Dear Congress Members:

House Bill 1668 is clearly an unwarranted attack on teachers, probably stimulated by the possibility of the state losing "Race to the Top" funding. Those funds are fairly significant, but the actual benefit to Hawaii's schools overall is small. Even the schools that those funds are intended to benefit will likely see only a small fraction of those funds directly used in the classroom to help students, with much going to educational vendors who are looking to profit from programs they are selling. Why the state is in danger of losing those funds has nothing to do with classroom teachers. The Department of Education failed to have thought through the logistics of their plan when they submitted it for "Race to the Top" funding. Attacking teachers for that failure is disrespectful, especially given the sacrifices teachers have had to make in recent years to help balance the state's budget. Auwe!

Tenure is and always has been a mandatory subject of bargaining for HSTA. Adopting such legislation would be a violation of our statutory and constitutional right to collectively bargain over wages, hours, and conditions of work. It is also a direct attack on our membership, our profession, and a lack of recognition and respect for the valuable service that our veteran teachers provide to the State of Hawaii.

It is incomprehensible that the legislature would even consider hearing this bill that will basically negate our rights to employment without political corruption, favoritism, or nepotism.

If the legislature wants to unite teachers in educating Hawaii's children, denying tenure to experienced and skilled teachers is certainly not the course of action take. Denying tenure is a certain way to unite teachers, like never before, in a fight that will certainly be a distraction from what they feel most passionate about doing: Teaching!

Aloha,  
Terry J. Low  
Kauai High School

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Sunday, January 29, 2012 1:23 PM  
**To:** EDNtestimony  
**Cc:** jonmon@hawaii.rr.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Monica Johnson  
Organization: Individual  
E-mail: [jonmon@hawaii.rr.com](mailto:jonmon@hawaii.rr.com)  
Submitted on: 1/29/2012

**Comments:**

Keep teachers tenure. Teachers have worked hard to earn tenure status. Tenure teachers have met strict criteria, evaluations, tests and completed student teaching experiences to be a qualified teacher. Would you say let's take away your law degree because it doesn't show that you have met the criteria and experience? No, you earned it to be a quality lawyer. Keep teacher tenure. Tenure shows quality and rights earned.

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Sunday, January 29, 2012 1:20 PM  
**To:** EDNtestimony  
**Cc:** trreed@hawaii.edu  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Todd R. Reed  
Organization: Individual  
E-mail: [trreed@hawaii.edu](mailto:trreed@hawaii.edu)  
Submitted on: 1/29/2012

**Comments:**

Tenure is the fundamental mechanism for protecting academic freedom. It is less a matter of an employment guarantee than a promise of the ability of perform one's professional responsibilities without undue (e.g., political, religious) influence. It is also a critical factor in attracting and retaining quality personnel.

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Sunday, January 29, 2012 1:15 PM  
**To:** EDNtestimony  
**Cc:** dearshawn@hawaii.rr.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Shawn M. Bus  
Organization: Individual  
E-mail: [dearshawn@hawaii.rr.com](mailto:dearshawn@hawaii.rr.com)  
Submitted on: 1/29/2012

**Comments:**

As a public school teacher on the Big Island of Hawaii, I wish to express opposition to HB 1668 which seeks to eliminate my tenure, and the tenure of my colleagues and future colleagues here in Hawaii. Please keep in mind the following:

- I was not 'given' tenure. I earned it after successful completion of established administrative evaluations and criteria. I am proud of this accomplishment and it should not be taken away from me
- Tenure is not a job guarantee. It does not forbid the termination of incompetent teachers. It protects good teachers by providing fair and equitable due process against unjust termination.
- HB 1668 and other recent actions are disrespectful and injurious to teachers, and consequentially, hurtful to children.
- A long term effect (among others) of eliminating the tenure of established teaching professionals, as well as future ones, will be to discourage young people from entering the teaching profession, and from coming to Hawaii to teach if they have chosen teaching as a career.

I must ask, why would you support a bill that hurts me, my colleagues, my profession, and the children I teach. I am not the enemy. Please, DO NOT support HB 1668.

Sincerely,

Shawn M. Bus, MA in Education



**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Sunday, January 29, 2012 1:01 PM  
**To:** EDNtestimony  
**Cc:** madato@gmail.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Support  
Testifier will be present: No  
Submitted by: Mark Adato  
Organization: James Campbell High School  
E-mail: [madato@gmail.com](mailto:madato@gmail.com)  
Submitted on: 1/29/2012

**Comments:**

As a public school teacher in one of the lower income schools on the Leeward side, I FULLY SUPPORT this measure. I doubt many teachers will agree with me, but in my opinion, tenure is the one and only thing that teacher's unions should get rid of and is one of the biggest obstacles to education reform in this country. A teacher's worth should not be measured by their years in the classroom, but by their effectiveness with their students. Too many teachers abuse their tenured status and cost countless students their right to a quality education. This certainly does not apply to all (nor even most) of tenured teachers; however, ALL schools have that group of educators who do not give their job the time and effort it requires, and they're untouchable because of this archaic tradition of tenure. If a teacher is effective, then they're effective, regardless of how many years they're spent teaching. And if they have been doing it for a while, then they should be great at it and won't need to worry about being replaced.

That being said, this bill MUST be accompanied by some sort of intelligent plan to evaluate teachers. HB 2627 takes a great step in proposing implementing a system for evaluation, but it would be foolish and unfair to implement an untested system which was not created with care. Teacher evaluations have been explored by many organizations, and it is a tricky subject which needs the time and attention of experts. Along with a system of accountability, there should be a system of rewards to go with it. Just like bad teachers should be removed, good teachers should be rewarded for their efforts through compensation; else Hawai'i's poor teacher retention rate will continue to suffer if not worsen.

There is no other job in the world where performance is measured by time spent on the job without regard to performance, and no other job where quality effort and dedication to the profession is very often rewarded with pay cuts and reduced benefits. It's time teachers were held to the same standards, and given the same rights, as everybody else.

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Sunday, January 29, 2012 12:58 PM  
**To:** EDNtestimony  
**Cc:** chelseakalei@yahoo.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM  
**Attachments:** testimony.doc

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Chelsea Rice  
Organization: Individual  
E-mail: [chelseakalei@yahoo.com](mailto:chelseakalei@yahoo.com)  
Submitted on: 1/29/2012

Comments:

I am writing to voice my opposition to the bill HB 1668. I am a public school teacher and I see tenure as an accomplishment that must be earned. This bill will remove tenure altogether and I find that severely unjust. I had to show that I am an effective teacher to earn my tenure. Tenure is not special treatment but rather ensures fair treatment for teachers as professionals. I believe teachers should be recognized for all the hard work they put into a worthwhile, but often difficult profession. Tenure is one way to make sure that effective teachers stay in the classroom.

I believe this bill will also have a negative impact on our union's collective bargaining rights. Please reject this bill to protect our rights as professionals. As teachers we protect the right for our students to learn, I ask that you do us the justice of protecting our rights as well.

Thank you,

Chelsea Rice

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Sunday, January 29, 2012 12:49 PM  
**To:** EDNtestimony  
**Cc:** melissa1@hawaii.rr.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM  
**Attachments:** Testimony Related to HB 1668.doc

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Melissa Yoshimoto  
Organization: Individual  
E-mail: [melissa1@hawaii.rr.com](mailto:melissa1@hawaii.rr.com)  
Submitted on: 1/29/2012

Comments:

## Testimony Related to HB 1668: Teacher Tenure

I am a tenured Special Education Teacher in the Honolulu District. I have been teaching at the same school for 12 years. Over the past decade, I have seen our department grow and shrink and Special Education teachers leave, once they get over the learning curve and began to understand the unique climate of the school.

The climate of a school can shape the way you approach your fellow teachers, design lessons for students, and relate to parents. It takes a while to understand the nuances and hidden curriculum. If a teacher can navigate the inner workings of a school, then they will be much more effective to the student.

Tenure to a teacher has been a sense of comfort and control in a system that is so bureaucratic and often vindictive. One hears stories of Principal "Black lists" and phone calls that can prevent you from being hired or prevents you from being retained. This is not the way to hire but is the way of the DOE. Tenure is a means of keeping teachers at the same position/school to strengthen teaching and team building.

Tenure to all in the school system is important to build capacity over time. The issues to ponder are the complacency of teachers and administrators and the power to make and break people we just don't like.

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Sunday, January 29, 2012 12:44 PM  
**To:** EDNtestimony  
**Cc:** jenniferfixman@hotmail.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM  
**Attachments:** Testimony on HB1668.docx

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Jennifer Fixman-Kramer  
Organization: Individual  
E-mail: [jenniferfixman@hotmail.com](mailto:jenniferfixman@hotmail.com)  
Submitted on: 1/29/2012

**Comments:**

Dear Legislators,

Please vote no for HB1668. This bill is not in the best interest of our children or teachers. There are certainly issues with difficult tenure processes. There should certainly be an effective, efficient process of teacher evaluation and removal for teachers who are not doing their jobs. However, please realize that the purpose of tenure is to protect teachers' rights. Employers are required to remove tenured teachers with just cause, whereas with no tenure, teachers may be fired without just cause.

In this economy, we must ask ourselves if schools will truly make decisions based on teacher quality. We all have heard news stories of the older teacher, who has ineffectively taught children for the last 30 years, and should no longer be teaching. But what about the 30-year teacher who has achieved a high level on the pay scale through years of dedication to students and achievement in his classroom? Would a school benefit financially to forego this teacher's contract in return for two half-priced new teacher contracts? Is it possible that an unfair supervisor could remove a teacher due to skin color, because of her religion, or because of a disability? Or keep a lower-performing teacher due to favoritism or nepotism? Is lack of teacher protections through dismantling the tenure process really best for children and the future of education in Hawaii?

As teachers, we strive to provide quality education for all of Hawaii's keiki. "Tenure" has become a synonym for "evil" in the media these days, and words like "education reform" are being used as weapons against the truth—that teachers' rights to a fair process for hiring and firing is at stake.

Please work with HSTA to reform the tenure process, rather than dismantling tenure altogether. Please maintain our constitutional right to collectively bargain over wages, hours, and work conditions. This is the best decision for our teachers, our keiki and our entire educational system.

Thank You,

Jennifer Fixman-Kramer

Teacher, Waikele Elementary School

Testimony on HB1668: Eliminating tenure status

Dear Legislators,

Please vote no for HB1668. This bill is not in the best interest of our children or teachers.

There are certainly issues with difficult tenure processes. There should certainly be an effective, efficient process of teacher evaluation and removal for teachers who are not doing their jobs. However, please realize that the purpose of tenure is to protect teachers' rights. Employers are required to remove tenured teachers with just cause, whereas with no tenure, teachers may be fired without just cause.

In this economy, we must ask ourselves if schools will truly make decisions based on teacher quality. We all have heard news stories of the older teacher, who has ineffectively taught children for the last 30 years, and should no longer be teaching. But what about the 30-year teacher who has achieved a high level on the pay scale through years of dedication to students and achievement in his classroom? Would a school benefit financially to forego this teacher's contract in return for two half-priced new teacher contracts? Is it possible that an unfair supervisor could remove a teacher due to skin color, because of her religion, or because of a disability? Or keep a lower-performing teacher due to favoritism or nepotism? Is lack of teacher protections through dismantling the tenure process really best for children and the future of education in Hawaii?

As teachers, we strive to provide quality education for all of Hawaii's keiki. "Tenure" has become a synonym for "evil" in the media these days, and words like "education reform" are being used as weapons against the truth—that teachers' rights to a fair process for hiring and firing is at stake.

Please work with HSTA to reform the tenure process, rather than dismantling tenure altogether. Please maintain our constitutional right to collectively bargain over wages, hours, and work conditions. This is the best decision for our teachers, our keiki and our entire educational system.

Thank You,

Jennifer Fixman-Kramer

Teacher, Waikele Elementary School

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Sunday, January 29, 2012 12:26 PM  
**To:** EDNtestimony  
**Cc:** kscd11@aloha.net  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Charlesta Snyder  
Organization: Individual  
E-mail: [kscd11@aloha.net](mailto:kscd11@aloha.net)  
Submitted on: 1/29/2012

**Comments:**

As a successful and respected teacher of 40+ years I strongly urge you to oppose this tenure bill. Tenure protects teachers from capricious dismissal without due cause. It does not protect unsatisfactory teacher even if they somehow received tenure. Every teacher's due process rights should be protected. This is a bad bill. Charlesta Shyder



**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Sunday, January 29, 2012 12:03 PM  
**To:** EDNtestimony  
**Cc:** cherylsanford@hotmail.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: cheryl sanford  
Organization: Individual  
E-mail: [cherylsanford@hotmail.com](mailto:cherylsanford@hotmail.com)  
Submitted on: 1/29/2012

Comments:

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Sunday, January 29, 2012 12:01 PM  
**To:** EDNtestimony  
**Cc:** keaulanam001@hawaii.rr.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Marcia Keaulana  
Organization: HSTA  
E-mail: [keaulanam001@hawaii.rr.com](mailto:keaulanam001@hawaii.rr.com)  
Submitted on: 1/29/2012

**Comments:**

I am a teacher that fought hard to become a teacher. When I graduated it was the year the teachers went on strike for the first time, therefore there were no teaching jobs. To make my story short I waited 11 years for a teaching position. So to take away teacher tenure makes me very upset because I had to work hard to be where I am. To put me equal to a first year teacher, under minds the hard work that I have accomplished all these years.

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Saturday, January 28, 2012 10:44 PM  
**To:** EDNtestimony  
**Cc:** kimkspringer@gmail.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Kim Springer  
Organization: Individual  
E-mail: [kimkspringer@gmail.com](mailto:kimkspringer@gmail.com)  
Submitted on: 1/28/2012

**Comments:**

I am Kim Springer, a 30 veteran teacher. I am writing in opposition to this bill. Should this bill pass, Hawaii's teachers will leave the profession because there will be no guarantee of a job. We need to retain our teachers. There's already a mechanism in place to get rid of unsatisfactory teachers. I strongly urge you to do what's right for Hawaii's keiki and vote NO.

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Saturday, January 28, 2012 10:57 PM  
**To:** EDNtestimony  
**Cc:** mzpollock@gmail.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM  
**Attachments:** Tenure.doc

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Debra Pollock  
Organization: Individual  
E-mail: [mzpollock@gmail.com](mailto:mzpollock@gmail.com)  
Submitted on: 1/28/2012

Comments:

**To: Representative Takumi, Chair of Education**

I am writing to you to express my strong opposition to HB 1668 relating to Teacher Tenure. I am in my 12<sup>th</sup> year of teaching. I worked at Castle High for 7 years as a Special Education Science teacher, then 2 years in a Therapeutic program on campus. I am currently teaching Science to 9<sup>th</sup> graders at Farrington High after 2 years here in a special program with students who demonstrated the highest level of at risk behaviors.

Tenure simply ensures that teachers are notified of a performance problem, and given a hearing before dismissal. It amounts to due process. Tenure laws ensure that education employees are treated in a fair and equitable manner. When teachers are awarded tenure, it is done through observation of practice and evaluation and insures that certain standards have been met by the teacher. Please do not take this hard earned achievement away from us.

Sincerely,

Debra Pollock  
Farrington High School

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Saturday, January 28, 2012 11:01 PM  
**To:** EDNtestimony  
**Cc:** cherylctam@gmail.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Cheryl Tam  
Organization: Individual  
E-mail: [cherylctam@gmail.com](mailto:cherylctam@gmail.com)  
Submitted on: 1/28/2012

**Comments:**

I am writing as a teacher and a concerned citizen to to express my strong opposition to HB 1668 relating to Teacher Tenure. Your bill will end tenure for those who are currently tenured and not allow for future teachers to become tenured. I am tenured and have worked very hard to reach my goal. I have felt very proud of meeting standards, teaching students effectively, and have students know that they have a good teacher who has strived for the very best for her students.

I teach my students about goal setting in my classroom all of the time. I have never told them that when you achieve a goal, someone might make a law that takes it away. I teach them to be good citizens, follow the rules, and set goals to achieve. Taking away a teacher's tenure status tells a teacher and other teachers that there is no goal and there is no standard for becoming a great teacher.

I have been teaching for 24 years, and have worked daily to meet my personal goals set everyday. I have earned my tenure status and do not want it taken away. When teachers are awarded tenure, it is done through observation of practice and evaluation and insures that standards have been met by the teacher. I feel proud of my tenure status and know that it can be taken away if I don't do my best job. I work hard to keep my status and I hope that you will do the same for teachers who have set this goal in our lives.

Please stop this bill immediately from going forward and let us work together to protect our right to tenure.

Thank you,  
Cheryl Tam

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Saturday, January 28, 2012 11:04 PM  
**To:** EDNtestimony  
**Cc:** sybsmari@yahoo.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM  
**Attachments:** OPPOSE HB 1668.docx

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Sybil Ranada  
Organization: Individual  
E-mail: [sybsmari@yahoo.com](mailto:sybsmari@yahoo.com)  
Submitted on: 1/28/2012

Comments:

OPPOSE HB 1668

Representative Takumi, Chair of Education

Representative Della Au Bellati, Vice-Chair

I am writing to you to express my strong opposition to HB 1668 relating to Teacher Tenure. Your bill will end tenure for those who are currently tenured teachers and not allow for future teachers to become tenured. I worked very hard to achieve my goal to be a tenured teacher and I am very proud of that fact. I teach my students about goal setting in my classroom all of the time. I have never told them that once you achieve the goal, someone might make a law that takes it away. I teach them to be good citizens, follow the law, and set goals to achieve. Why would you want to take this away from me?

Our Union has a right to bargain this under the Constitution and I don't want to lose my rights to have them do that for me. Please stop this bill immediately from going forward and let us work together to protect our right to tenure.

Thank you.



**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Saturday, January 28, 2012 11:18 PM  
**To:** EDNtestimony  
**Cc:** sasilyc@yahoo.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Sasily Corr-Yorkman  
Organization: Individual  
E-mail: [sasilyc@yahoo.com](mailto:sasilyc@yahoo.com)  
Submitted on: 1/28/2012

**Comments:**

To whom is concerns,  
I am writing in opposition of HB 1668. I am currently a tenured 4th grade teacher on Kaua'i and I truly feel that this bill will dramatically effect teachers and all that is already going on. I have been teaching on Kaua'i for 4 years and I have been evaluated twice by two different principals on the PEPT program. I have worked very hard to earn my tenure and I feel that it would not be fair to take away something that I have already earned. I ask that you consider why you are considering taking this away and what benefit would it bring to you? I as a tenured teacher have never felt that because I am tenured that my job is automatically secured. Never, not once, have I felt that way, and I never would. I work hard and continuously try to better and change myself, my curriculum, my character, my teaching, etc. to meet the needs of each and everyone of my students and I feel that I have truly earned tenured status. I do feel that the way teachers are evaluated and observed could definitely be refined a lot more and that refinement would go had in hand with gaining tenured. Please consider my opposition. Thank you for your time and consideration.

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Saturday, January 28, 2012 11:58 PM  
**To:** EDNtestimony  
**Cc:** matcorrigan@yahoo.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Mary Tamaru  
Organization: Individual  
E-mail: [matcorrigan@yahoo.com](mailto:matcorrigan@yahoo.com)  
Submitted on: 1/28/2012

**Comments:**

Please do not attack teacher tenure. We are professionals and deserve to be treated with the respect that other professionals are afforded.

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Sunday, January 29, 2012 7:06 AM  
**To:** EDNtestimony  
**Cc:** jjbli@aol.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM  
**Attachments:** Oppose Elimination of Tenure.pages.zip

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Jennifer  
Organization: DOE  
E-mail: [jjbli@aol.com](mailto:jjbli@aol.com)  
Submitted on: 1/29/2012

Comments:

**OPPOSE HB 1668**

**Representative Takumi, Chair of Education**  
**Representative Della Au Bellati, Vice-Chair**

I am writing to you to express my strong opposition to HB 1668 relating to Teacher Tenure. Your bill will end tenure for those who are currently tenured teachers and not allow for future teachers to become tenured. I worked very hard to achieve my goal to be a tenured teacher and I am very proud of that fact. I teach my students about goal setting in my classroom all of the time. I have never told them that once you achieve the goal, someone might make a law that takes it away. I teach them to be good citizens, follow the law, and set goals to achieve. Why would you want to take this away from me?

Our Union has a right to bargain this under the Constitution and I don't want to lose my rights to have them do that for me. Please stop this bill immediately from going forward and let us work together to protect our right to tenure.

Thank you.

Jennifer

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Sunday, January 29, 2012 7:07 AM  
**To:** EDNtestimony  
**Cc:** alohahaley@yahoo.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Haley van Weemen van Noord  
Organization: Individual  
E-mail: [alohahaley@yahoo.com](mailto:alohahaley@yahoo.com)  
Submitted on: 1/29/2012

Comments:  
OPPOSE HB 1668

Representative Takumi, Chair of Education Representative Della Au Bellati, Vice-Chair

My great grandmother was a teacher, my father was a teacher, and now I am a teacher. Teachers have the power to inspire, console and enlighten. While teachers do everything in their power to do what is right for the future of this nation, we are being treated unfairly. Teaching is a career for those who are driven and compassionate, it is not a walk in the park.

I am writing to you to express my strong opposition to HB 1668 relating to Teacher Tenure. Your bill will end tenure for those who are currently tenured teachers and not allow for future teachers to become tenured. I worked very hard to achieve my goal to be a tenured teacher and I am very proud of that fact. As a 7th grade science teacher, I teach my students about goal setting in my classroom all of the time. I have never told them that once you achieve the goal, someone might make a law that takes it away. I teach them to use science to be good citizens, follow the law, and set goals to achieve. Why would you want to take this away from me?

Our Union has a right to bargain this under the Constitution and I don't want to lose my rights to have them do that for me. Please stop this bill immediately from going forward and let us work together to protect our right to tenure.

Thank you.  
Haley van Weemen van Noord  
Lahaina Intermediate School

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Sunday, January 29, 2012 7:22 AM  
**To:** EDNtestimony  
**Cc:** adrel.vicente@hawaiiantel.net  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM  
**Attachments:** OPPOSE HB 1668.doc

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Adrel Vicente  
Organization: HSTA  
E-mail: [adrel.vicente@hawaiiantel.net](mailto:adrel.vicente@hawaiiantel.net)  
Submitted on: 1/29/2012

Comments:

**OPPOSE HB 1668**

**Representative Takumi, Chair of Education**  
**Representative Della Au Bellati, Vice-Chair**

I am writing to you to express my strong opposition to HB 1668 relating to Teacher Tenure. Your bill will end tenure for those who are currently tenured teachers and not allow for future teachers to become tenured. I worked very hard to achieve my goal to be a tenured teacher and school counselor and I am very proud of that fact. I teach my students about goal setting all of the time. I have never told them that once you achieve the goal, someone might make a law that takes it away. I teach them to be good citizens, follow the law, and set goals to achieve. Why would you want to take this away from me?

Our Union has a right to bargain this under the Constitution and I don't want to lose my rights to have them do that for me. Please stop this bill immediately from going forward and let us work together to protect our right to tenure.

Thank you.

Adrel L. Vicente

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Sunday, January 29, 2012 7:35 AM  
**To:** EDNtestimony  
**Cc:** ponds4@hawaiiantel.net  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Suzanne Thompson Pond  
Organization: Individual  
E-mail: [ponds4@hawaiiantel.net](mailto:ponds4@hawaiiantel.net)  
Submitted on: 1/29/2012

**Comments:**

I am opposed to this bill. It unfairly targets the most experienced teachers . If alterations in the tenure process is needed for increased flexibility in instances, that could be addressed going forward. Eliminating tenure altogether.? II worked very hard to achieve my goal to be a tenured teacher and I am very proud of that fact. I teach my students about goal setting in my classroom all of the time. I have never told them that once you achieve the goal, someone might make a law that takes it away. I teach them to be good citizens, follow the law, and set goals to achieve. Why would you want to take this away from me?

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Our Union has a right to bargain this under the Constitution and I don't want to lose my rights to have them do that for me. Please stop this bill immediately from going forward and let us work together to protect our right to tenure.



**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Sunday, January 29, 2012 7:43 AM  
**To:** EDNtestimony  
**Cc:** nmatanane@yahoo.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM  
**Attachments:** testimony.docx

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Norine Matanane  
Organization: Individual  
E-mail: [nmatanane@yahoo.com](mailto:nmatanane@yahoo.com)  
Submitted on: 1/29/2012

Comments:

I am writing to you to express my strong opposition to HB 1668 relating to Teacher Tenure. Your bill will end tenure for those who are currently tenured teachers and not allow for future teachers to become tenured. I worked very hard to achieve my goal to be a tenured teacher and I am very proud of that fact. I teach my students about goal setting in my classroom all of the time. I have never told them that once you achieve the goal, someone might make a law that takes it away. I teach them to be good citizens, follow the law, and set goals to achieve. Why would you want to take this away from me?

Our Union has a right to bargain this under the Constitution and I don't want to lose my rights to have them do that for me. Please stop this bill immediately from going forward and let us work together to protect our right to tenure.

Thank you.

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Sunday, January 29, 2012 7:47 AM  
**To:** EDNtestimony  
**Cc:** sbeaner57@aol.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Starr Asselin  
Organization: Individual  
E-mail: [sbeaner57@aol.com](mailto:sbeaner57@aol.com)  
Submitted on: 1/29/2012

**Comments:**

I strongly oppose the proposed amendment HB1668 in regard to the elimination of teacher tenure and the right to keep it in future negotiations.

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Sunday, January 29, 2012 8:00 AM  
**To:** EDNtestimony  
**Cc:** jonesybcool@yahoo.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: Yes  
Submitted by: Linda Jones  
Organization: Individual  
E-mail: [jonesybcool@yahoo.com](mailto:jonesybcool@yahoo.com)  
Submitted on: 1/29/2012

**Comments:**

Teachers are being attacked on every level. I have extensive education in my field and 15 years experience in the classroom. I performed my duties during probation to be entitled to due process (tenure) so that I would be treated fairly in the event of a situation that an administrator could use to terminate me without "just cause". Administrators are not fair and without protection will turn the schools into their own personal fiefdoms. This is happening all time as it is. Take away our protection and it will become the rule of thumb. Protect the teachers, do not take what we have earned away from us. Do not break the constitution you were elected into office to uphold.

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Sunday, January 29, 2012 8:24 AM  
**To:** EDNtestimony  
**Cc:** mjohnnie@hawaiiantel.net  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM  
**Attachments:** Testimony\_oppose\_HB1668.doc

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Johnnie Murphy  
Organization: Individual  
E-mail: [mjohnnie@hawaiiantel.net](mailto:mjohnnie@hawaiiantel.net)  
Submitted on: 1/29/2012

Comments:

Dear Sirs,

I am writing this testimony in opposition to HB 1668.

I am mystified as to why this bill was submitted. Tenure for teachers after a probationary period was created to protect teachers from being summarily dismissed without due process. Why would anyone want to deny any worker in any field due process?

It is incomprehensible that the legislature would even consider hearing this bill that will basically negate teacher's rights to employment without political corruption, favoritism, or nepotism. The bill would effectively disrupt a teacher's security—security that is needed when a teacher delivers content that might be controversial, but is necessary for young men and women to develop higher level critical thinking skills.

The public has a misconception about tenure. Tenure does not guarantee a 'job'. It is a protection against capricious decisions against by an administrator who might disagree with how a teacher delivers educational content, the way they might dress, or perhaps even their political and religious beliefs.

Please stop considering this poor and unneeded piece of legislation, and let teachers get on with carrying out their primary function; that of teaching young men and women instead of constantly having to address these issues.

Thank you,

Johnnie Murphy

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Sunday, January 29, 2012 8:27 AM  
**To:** EDNtestimony  
**Cc:** ellenwalraven@yahoo.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Ellen Walraven  
Organization: Individual  
E-mail: [ellenwalraven@yahoo.com](mailto:ellenwalraven@yahoo.com)  
Submitted on: 1/29/2012

Comments:  
OPPOSE HB 1668

Representative Takumi, Chair of Education Representative Della Au Bellati, Vice-Chair

I am writing to you to express my strong opposition to HB 1668 relating to Teacher Tenure. Your bill will end tenure for those who are currently tenured teachers and would not allow any tenure for future teachers. I worked very hard to achieve my goal as a tenured teacher. Tenure is not a guarantee to a future job, but rather to "due process" rights. No one should support a law that would take that away, loss of your career based on WHAT? Why would you take due process rights away from anyone who has done nothing to warrant termination? This would only promote political favoritism and nepotism, as well as create unsettling working conditions.

Our Union has a right to bargain this under the Constitution and I don't want to lose my rights to have them do that for me. Please stop this bill immediately from going forward and let us work together to protect our right to tenure. Probationary teacher expectations could become more rigorous, but do not deny us our right to be treated as professionals.

Thank you.

Ellen Q. S. Walraven

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Sunday, January 29, 2012 8:29 AM  
**To:** EDNtestimony  
**Cc:** roadrunnersantos@yahoo.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM  
**Attachments:** Legislative Testimony.docx

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Ruth Ann Santos NBCT  
Organization: Individual  
E-mail: [roadrunnersantos@yahoo.com](mailto:roadrunnersantos@yahoo.com)  
Submitted on: 1/29/2012

**Comments:**

I am not directly impacted by this bill because I had to retire because of a brain tumor two years ago. I still care deeply about ALL students and my colleagues. From my perspective, this is the governor's vindictive way to assail the working school level members of the DOE and have them under his complete control. This new bill has NOTHING to do with saving the \$75 billion Race to the Top federal incentive monies! Usually, when a grant is given no matter what the amount, the grantor expects to see the money expended sooner rather than later. The DOE plan was already approved so why is the money not at the school level already helping students? That's an even bigger question that needs an immediate answer. Did big government say, "Get your teachers in line before you spend any money?" I dare say not!!!! Please put your effort and actions where they belong -- supporting principals and teachers so they can continue to improve student learning. Ruth Ann Santos National Board Certified Teacher



The DOE tenure system may not be perfect, BUT it is far better than the current bill's intention to eliminate it. IF the annual assessment process as outlined by the governor was reasonable and rational, then no good teacher would disagree with it. Allowing a person's viable income to be based on one person's evaluations, plus test scores is ludicrous! No teacher in their right mind would want to teach special needs students OR second language immigrants to Hawaii. YES all of these children can learn, but their improvement cannot be noted on standardized tests. Why? Think about this . . . a Pacific Islander student who has never been to school is placed in a ninth grade classroom because of his age. That same young man is tested at grade level and in English even though he can't even read his own language. This illiterate teenager may show marked gains with research-based informal assessments (Qualitative Reading Inventory, San Diego Quick, Critchlow, etc) which measure a student's improvement from their baseline regardless of grade level. Unfortunately, this is NOT how they will be assessed. An illiterate or below- level student will show NO GAINS on the HSA or SAT because the test is set at their grade level regardless of their actual reading or math level. The same is true for all students who are not reading at grade level!

I'm all for weeding out ineffective teachers who are merely collecting paychecks. Sadly, I have seen some in the system during the 28 years I have been teaching. Nonetheless, all teachers should not have to face the continuity of their livelihood being threatened by a principal who does not like them, low test scores, or even by student-generated evaluations. Hawaii already has a hard enough time retaining EXCELLENT teachers in an expensive economy with few monetary incentives.

Until the government can come up with **adequate and multiple rational measures** to decide upon the retention of teachers NO state official should cast a positive vote for this bill! To do so not only undermines teachers and principals . . . it destroys the very essence of education for all of our island children!

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Sunday, January 29, 2012 8:44 AM  
**To:** EDNtestimony  
**Cc:** brucec002@Hawaii.rr.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: Yes  
Submitted by: Carmen bruce  
Organization: Individual  
E-mail: [brucec002@Hawaii.rr.com](mailto:brucec002@Hawaii.rr.com)  
Submitted on: 1/29/2012

Comments:

I STRONGLY OPPOSE this bill. It is unconstitutional! This is an attack on teachers! I worked long & hard for my tenure. I am a licensed professional. I work tirelessly for the children of Hawaii. This bill is Bad. You won,t be able to keep teachers or bring in new ones, and then how do you plan on raising test scores? Obviosly the person that introduced this bill has Never been a licensed teacher! DO NOT pass this bill!

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Sunday, January 29, 2012 8:51 AM  
**To:** EDNtestimony  
**Cc:** maka.ohana@hawaiiantel.net  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM  
**Attachments:** Teacher Tenure.doc

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Sienna Makarewicz  
Organization: Individual  
E-mail: [maka.ohana@hawaiiantel.net](mailto:maka.ohana@hawaiiantel.net)  
Submitted on: 1/29/2012

Comments:

I am submitting written testimony to oppose HB 1668 relating to Teacher Tenure. I do not believe the problem is with Teacher Tenure. We need to have a stronger more effective probationary period. I have seen questionable teachers passed through the probationary period. This challenges all of us. It makes our profession come under attack. It is difficult for the students, the school and the other teachers that all need to try to overcome the fall out from an ineffective teacher. I worked hard for Teacher Tenure and I believe in the rights it supports. Please oppose this bill.

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Sunday, January 29, 2012 8:56 AM  
**To:** EDNtestimony  
**Cc:** Danalei\_fishy@yahoo.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Danalei koomoa  
Organization: Individual  
E-mail: [Danalei\\_fishy@yahoo.com](mailto:Danalei_fishy@yahoo.com)  
Submitted on: 1/29/2012

Comments:

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Sunday, January 29, 2012 9:16 AM  
**To:** EDNtestimony  
**Cc:** cheri\_alonzo@notes.k12.hi.us  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Cheri Alonzo  
Organization: Individual  
E-mail: [cheri\\_alonzo@notes.k12.hi.us](mailto:cheri_alonzo@notes.k12.hi.us)  
Submitted on: 1/29/2012

**Comments:**

Aloha,

Thank you for your time and attention to the important issues at hand. We hear how important teachers are and everything is for the benefit of our students. I don't think teachers need to prove that is true - we keep plugging along, wearing 10 different hats, carrying an over-stacked plate while juggling several balls. You get the picture and it is the truth with no exaggeration. The problem is actions speak louder than words and the actions do not support the words that teachers are important. I would say that if time, energy and yes money were invested in teachers, it would come back 10-fold. In regards to tenure, I do see that as an easy way to get rid of teachers. Are there some that may need to retire or leave the profession? Probably, a small number. There is a system in place to do that. Yes, it would take time. But, it is the right and fair way. Why not offer early retirement as a possibility? Please take your time to do the right thing and start showing that you do respect the teacher profession. Set an example for our students and their parents. Thank you, Cheri Alonzo, Sped Teacher

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Sunday, January 29, 2012 9:43 AM  
**To:** EDNtestimony  
**Cc:** paulbauer001@yahoo.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Paul  
Organization: Individual  
E-mail: [paulbauer001@yahoo.com](mailto:paulbauer001@yahoo.com)  
Submitted on: 1/29/2012

**Comments:**

Dear Representatives,

I am writing to express my OPPOSITION to HB 1668 relating to Teacher Tenure. Your bill will end tenure for those who are currently tenured teachers and not allow for future teachers to become tenured. I worked very hard to achieve my goal to be a tenured teacher and I am very proud of that fact. (SEE BELOW)

I have worked hard to earn my position and paid a hefty price financially to achieve my status. I have a Masters in Education from Columbia University which I am still struggling to pay off. I find it an attack on teachers that you would attempt to take away something I have earned by meeting standards on levels both educationally and through observations by my administrator. Please do NOT vote for such an attack on our rights.

Our Union has a right to bargain this under the Constitution and I don't want to lose my rights to have them do that for me. Please stop this bill immediately from going forward and let us work together to protect our right to tenure.

Thank you.

Paul Bauer

Public School Teacher, Ka'iulani Elementary School

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Sunday, January 29, 2012 9:47 AM  
**To:** EDNtestimony  
**Cc:** johnrvp@gmail.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: John  
Organization: Individual  
E-mail: [johnrvp@gmail.com](mailto:johnrvp@gmail.com)  
Submitted on: 1/29/2012

**Comments:**

Tenure is a primary reason adults enter education since there is an absence of a suitable income. You cannot have it both ways, low pay for teachers and no tenure for teachers. I am new to the teaching field having just finished a Masters in Education. I decided to pursue education not for the money but so I could give back to the youth. Now I am finding it hard to support my family without a second job with the cost of health insurance and the cost of living in general. I vote NO to eliminate tenure. Without tenure I would never have considered a second career in teaching.



**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Sunday, January 29, 2012 10:02 AM  
**To:** EDNtestimony  
**Cc:** hughesmoana@gmail.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM  
**Attachments:** testimony1.doc

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: David Hughes  
Organization: Individual  
E-mail: [hughesmoana@gmail.com](mailto:hughesmoana@gmail.com)  
Submitted on: 1/29/2012

**Comments:**

Representative Takumi, Chair of Education Representative Della Au Bellati, Vice-Chair

I am writing to you to express my strong opposition to HB 1668 relating to Teacher Tenure. Your bill will end tenure for those who are currently tenured teachers and not allow for future teachers to become tenured. I worked very hard to achieve my goal to be a tenured teacher and I am very proud of that fact. I teach my students about goal setting in my classroom all of the time. I have never told them that once you achieve the goal, someone might make a law that takes it away. I teach them to be good citizens, follow the law, and set goals to achieve. Why would you want to take this away from me?

Our Union has a right to bargain this under the Constitution and I don't want to lose my rights to have them do that for me. Please stop this bill immediately from going forward and let us work together to protect our right to tenure.

Thank you.

David Hughes

**Representative Takumi, Chair of Education**  
**Representative Della Au Bellati, Vice-Chair**

I am writing to you to express my strong opposition to HB 1668 relating to Teacher Tenure. Your bill will end tenure for those who are currently tenured teachers and not allow for future teachers to become tenured. I worked very hard to achieve my goal to be a tenured teacher and I am very proud of that fact. I teach my students about goal setting in my classroom all of the time. I have never told them that once you achieve the goal, someone might make a law that takes it away. I teach them to be good citizens, follow the law, and set goals to achieve. Why would you want to take this away from me?

Our Union has a right to bargain this under the Constitution and I don't want to lose my rights to have them do that for me. Please stop this bill immediately from going forward and let us work together to protect our right to tenure.

Thank you,

David Hughes

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Sunday, January 29, 2012 10:03 AM  
**To:** EDNtestimony  
**Cc:** townee@msn.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Naomi  
Organization: HSTA  
E-mail: [townee@msn.com](mailto:townee@msn.com)  
Submitted on: 1/29/2012

**Comments:**

Before going into teaching I worked in the private sector and understand that anyone can lose their job if they are not performing up to par or whatever reason the employer chooses. However, in the education field it is another story. In education, a person needs the due process to protect themselves from parents who, in today's society is filled with so much self-entitlement (aka the "me" generation). When a child gets into trouble or fails a test parents no longer ask, "What did my child do?" But, "What did the teacher do?" We also need protection from principals who may have their own agendas and will be given free reign to do as they please.

I think that everyone making these laws should go into the classroom for a month (a day or even a week will not suffice) and write lesson plans (that correlate to the State standards), participate in after-school activities (without extra pay of course), correct papers, prepare report cards, hold conferences for failing students (who do not do homework, have an attitude or some sort of personal issue), etc., etc., etc. Please don't misunderstand my rantings, because I love what I am doing, I'm just tired of being "walked on" and disrespected. Keep in mind as this bill is being reviewed . . . how did you get to where you are today?

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Sunday, January 29, 2012 10:07 AM  
**To:** EDNtestimony  
**Cc:** brydenbrans@gmail.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Bobbie Kawakami  
Organization: Individual  
E-mail: [brydenbrans@gmail.com](mailto:brydenbrans@gmail.com)  
Submitted on: 1/29/2012

**Comments:**

I am writing to you to share that I am a tenured kindergarten teacher who strongly opposes this bill. Please stop this bill immediately from moving forward. I have worked very hard to earn my tenure and don't think it's fair that it can be taken away. Tenure is one of the things that attract people to the teaching profession. With all the negative remarks from the media and the public about public schools and public school teachers, we have a hard enough time making it in the profession. Please don't make it any more difficult and please don't take anything more away from us. Thank you very much for your time.

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Sunday, January 29, 2012 10:16 AM  
**To:** EDNtestimony  
**Cc:** mattvarney@yahoo.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Matthew Varney  
Organization: Individual  
E-mail: [mattvarney@yahoo.com](mailto:mattvarney@yahoo.com)  
Submitted on: 1/29/2012

**Comments:**

In My mind, tenure gives a teacher just a little bit of economic job security tied to an otherwise noncompetitive pay, when compared to other professions requiring similar education and experience. It is not, and should not be, a lifetime guarantee of a job.

We need to figure out some efficient way to get rid of ineffective, incompetent teachers, but doing away with a legal commitment (set by the state and negotiated union contracts) to procedural due process will most certainly backfire.

If Hawaii thinks they have a problem attracting qualified people to teach right now, the problem will increase exponentially if people who consider entering the profession know that their livelihood could be destroyed, at the drop of a hat, by a disgruntled parent or administrator.

I don't care if you want to do away with the word tenure, but doing away with a process ensuring notice and providing a hearing for generally accepted reasons for termination, such as incompetency, insubordination, and immorality is completely unacceptable.

Like I said previously we do need to have a better way to get rid of the rotten apples but this is very definitely not the best way. The DOE needs to streamline the PROCESS that is due under tenure, not do away with it.

The balance between a teacher's individual rights and the school board's institutional responsibility can be a fairly efficient process. The extent of the procedural process that is "due" depends initially on the will of the public at the state legislative and local contractual level. It may be no more than reasonable written notice of the charges and a one- or two-night board hearing followed by a prompt, impartial review.

Respectfully submitted,  
Matthew Varney

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Sunday, January 29, 2012 10:18 AM  
**To:** EDNtestimony  
**Cc:** beckymoylan@hotmail.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: becky moylan  
Organization: Individual  
E-mail: [beckymoylan@hotmail.com](mailto:beckymoylan@hotmail.com)  
Submitted on: 1/29/2012

**Comments:**

I oppose the two bills that are now in progress, HB1668 and HB2627. I have been a teacher with the DOE for over 10 years. We are being treated like children by the governor. I am a professional and go the extra mile for my students. These bills are ridiculous, and is a slap in the face to all the teachers who work hard under stress everyday. Are we turning into a dictatorship? Yes, we should be held accountable. Let's put a plan in place that doesn't show favoritism to the rich students, and doesn't punish the teachers who have poor, non-English speaking students. Please don't approve these bills. There's got to be a better way.

Sincerely,  
Becky Moylan

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Sunday, January 29, 2012 10:35 AM  
**To:** EDNtestimony  
**Cc:** oellien@hawaii.rr.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Patricia Oellien  
Organization: Individual  
E-mail: [oellien@hawaii.rr.com](mailto:oellien@hawaii.rr.com)  
Submitted on: 1/29/2012

Comments:

OPPOSE HB 1668

Representative Takumi, Chair of Education Representative Della Au Bellati, Vice-Chair

I am writing to you to express my strong opposition to HB 1668 relating to Teacher Tenure. Your bill will end tenure for those who are currently tenured teachers and not allow for future teachers to become tenured. I worked very hard to achieve my goal to be a tenured teacher and I am very proud of that fact. I teach my students about goal setting in my classroom all of the time. I have never told them that once you achieve the goal, someone might make a law that takes it away. I teach them to be good citizens, follow the law, and set goals to achieve. Why would you want to take this away from me?

Our Union has a right to bargain this under the Constitution and I don't want to lose my rights to have them do that for me. Please stop this bill immediately from going forward and let us work together to protect our right to tenure.

Thank you.  
Patricia J Oellien

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Sunday, January 29, 2012 10:48 AM  
**To:** EDNtestimony  
**Cc:** richardtoynton@hotmail.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Richard Toynton  
Organization: Individual  
E-mail: [richardtoynton@hotmail.com](mailto:richardtoynton@hotmail.com)  
Submitted on: 1/29/2012

**Comments:**

I am writing to you to express my strong opposition to HB 1668 relating to Teacher Tenure. Your bill will end tenure for those who are currently tenured teachers and not allow for future teachers to become tenured. I worked very hard to achieve my goal to be a tenured teacher and I am very proud of that fact. I teach my students about goal setting in my classroom all of the time. I have never told them that once you achieve the goal, someone might make a law that takes it away. I teach them to be good citizens, follow the law, and set goals to achieve. Why would you want to take this away from me?

Our Union has a right to bargain this under the Constitution and I don't want to lose my rights to have them do that for me. Please stop this bill immediately from going forward and let us work together to protect our right to tenure.

Thank you.



**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Sunday, January 29, 2012 10:53 AM  
**To:** EDNtestimony  
**Cc:** marchetticj@yahoo.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: carlo marchetti  
Organization: Individual  
E-mail: [marchetticj@yahoo.com](mailto:marchetticj@yahoo.com)  
Submitted on: 1/29/2012

**Comments:**

Removing tenure, you remove Academic freedom, you remove Freedom of Speech from the school system.

You remove due process. So, if you have a different skin color, if you have a back ground that is Pacific Asain, Black, Latino, or any minority group, or if you speak out against bad DOE policy you may lose your job because you are different. There is no due process with the removal of tenure. There will be no Freedom of Speech, No Academic Freedom.

Tenure is a negotiable item in Chapter 89. Why do you want to remove it?

Oh, I know you want to act like your Nazis governor and remove collective Bargaining from Teachers.

You will have a worse teacher shortage if you remove this item from collective bargaining. No teacher will speak out against bad policy, for fear of their job. There will be no due process. 4 years of wage cuts, and no tenure, why would anyone want to work in Hawaii as a teacher?

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Sunday, January 29, 2012 10:49 AM  
**To:** EDNtestimony  
**Cc:** marchetticj@yahoo.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: carlo marchetti  
Organization: Individual  
E-mail: [marchetticj@yahoo.com](mailto:marchetticj@yahoo.com)  
Submitted on: 1/29/2012

**Comments:**

Removing tenure, you remove Academic freedom, you remove Freedom of Speech from the school system. The school system then will hire cousins, relatives and anyone who will not question authority. There will be no due process when attempting to remove someone who speaks out against bad policy, or who might talk about a religion in a religious study class that the local majority religion in the area does not approve of. Rigor will go out the window. You legislature people already have the most oppressive school system in the USA, why do you want to make it worse? UH has a longer tenure time. But a UH professor can tell his students, you miss 3 days in my class you are gone. A Public school teacher has to live with all behavior problems and deal with it. Tenure means Freedom of Speech, Due Process, and Academic Freedom. IF you want to throw out Due Process, Academic Freedom and Freedom of Speech then vote for this. Otherwise VOTE NO.

By the way, Tenure is a negotiable item, and you will be following your governor right down the path of Nazism in Hawaii. He has removed Collective Bargaining from the HSTA teachers contract.

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Sunday, January 29, 2012 10:55 AM  
**To:** EDNtestimony  
**Cc:** aasnc@yahoo.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Alicia Jacobson  
Organization: Individual  
E-mail: [aasnc@yahoo.com](mailto:aasnc@yahoo.com)  
Submitted on: 1/29/2012

**Comments:**

To Whom It May Concern,

I would like to express my opposition to this amendment to Chapter 89 HRS. First, I do not believe that adequate research has been done as to the resulting consequences of this policy. Foremost, this amendment would be a violation of our constitutional right to collectively bargain. Teachers deserve the respect and protection from unjust actions by administration especially after many years of service. There needs to be more exploration into the options for evaluating all teachers, tenured or not. As in any profession, respect for years of work and experience should be retained by educators. This bill should not be passed.

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Sunday, January 29, 2012 10:56 AM  
**To:** EDNtestimony  
**Cc:** thjaders@yahoo.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM  
**Attachments:** Tenure.docx

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Theodore Jaderstrom  
Organization: Individual  
E-mail: [thjaders@yahoo.com](mailto:thjaders@yahoo.com)  
Submitted on: 1/29/2012

**Comments:**

Regarding HB1668, teacher tenure:

I have been a teacher in the state of Hawaii continuously since September 1974. At that time, there was a huge surplus of teachers in Hawaii, and the graduating students of the University of Hawaii's College of Education were told that there were 5,000 people on the waiting list for teaching jobs in Hawaii. There were many unassigned, tenured teachers who were placed in a substitute teacher pool in their district, like day laborers waiting to be assigned a work site as it became available. In short, unless you were a Special Education major, getting a teaching job at that time, as a new teacher, was next to impossible.

I spent the first year after graduating from the University of Hawaii volunteering as a band teacher and working full time for \$1.70 an hour as a pizza cook at Chico's Pizza, to support a very humble life style.

After 1 year of this and writing numerous letters to school principals and many telephone calls to many different schools in an attempt to secure one of the few positions available, about 1 week before the start of the 1974 -1975 school year, I was able to get a job teaching Music at Pahoia High and Elementary School on the Big Island of Hawaii. The Personal person at the Department of Education called me to let me know that positions in the "Foundations Program" were created to provide high schools, with small enrollments, teachers for elective courses. I accepted the position. I made a trip from Honolulu to the Big Island to meet with the principal before the first day of school. On my first meeting with the principal, one of those whom I had contacted earlier by letter, I was told by him that Pahoia had not had a music program for a while, it was my job was to revive the music program, I have only \$200.00 to do that, and if I don't like it, he will get someone else. The new teachers at Pahoia High and Elementary School were referred to as "You 'probies'" during faculty meetings, and were sometimes reminded that if you don't like it, he could find someone else.

After that year and one year at Castle High School, I received my third teaching contract as a Traveling Music Teacher in the Honolulu District, and, as a result, received my tenure.

The teaching surplus continued for years after that. The newer teachers were very few, and we didn't always get the best of treatment from some of the administrators.

The road was long and hard. Over and over again, we needed to prove ourselves as competent teachers. Now there is legislature to take all of that away? I feel that it is time to show some respect, and maybe a little gratitude, to those teachers who have been loyal and have worked and sacrificed to help Hawaii's school children.

Please do the right thing and do not even consider HB1668.

submitted,

Respectfully

Theodore Jaderstrom

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Sunday, January 29, 2012 10:57 AM  
**To:** EDNtestimony  
**Cc:** denis2654@hawaiiantel.net  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM  
**Attachments:** HB 1668 - 1-28-12 - Denis.docx

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Lawrence Denis III  
Organization: Individual  
E-mail: [denis2654@hawaiiantel.net](mailto:denis2654@hawaiiantel.net)  
Submitted on: 1/29/2012

Comments:

January 29, 2012

To Whom This May Concern:

I am writing to you to express my strong opposition to HB 1668 relating to Teacher Tenure. Your bill will end tenure for those who are currently tenured teachers and not allow for future teachers to become tenured. I worked very hard to achieve my goal to be a tenured teacher and I am very proud of that fact.

Adopting such legislation would be a violation of our statutory and constitutional right to collectively bargain over wages, hours, and conditions of work. It is also a direct attack on our membership, our profession, and a lack of recognition and respect for the valuable service that our veteran teachers provide to the State of Hawaii.

Having worked at a Charter School where tenure was not possible, and where the administrator could let anyone go because he ran an "at will" school is one of the main reasons I left the Charter, to work for the DOE. I then had to earn tenure with the DOE.

I had a dear friend and colleague at a school whose administrator was more than unfair towards many of her teachers. In fact, the Labor Board ruled against the administrator in regards to all the claims – and the administrator was relieved of her duties and removed from the school. Without tenure, the teachers involved could've lost their jobs! Is that okay with you?

We have been hurt by so many – the governor, superintendent, senators, representatives, etc. – why would you want to hurt us even more by taking away our tenure? What will you gain by taking away our tenure? Nothing! Tenure already earned by teachers should NOT be taken away. Perhaps you could extend the length of time, or the process, to obtain tenure – but do NOT take it away from those of us who worked hard to obtain it.

Teachers want excellent teachers in every classroom. Every teacher wants to work besides an excellent teacher helping students learn and preparing them to succeed in life. Tenure laws ensure that education employees are treated in a fair and equitable manner. It is incomprehensible that the legislature would even consider hearing this bill that will basically negate our rights to employment without political corruption, favoritism, or nepotism.

Tenure reminds the employer that we have rights and it gives the employer a process to follow to help employees become more effective. It says the Employer cannot arbitrarily let us go because they want someone else.

Our Union has a right to bargain this under the Constitution and I don't want to lose my rights to have them do that for me. Please stop this bill immediately from going forward and let us work together to protect our right to tenure.

Thank you,

Lawrence Denis III

Computer Resource Teacher  
Waikoloa Elementary & Middle School

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Sunday, January 29, 2012 11:14 AM  
**To:** EDNtestimony  
**Cc:** petmongoose@yahoo.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Sheryl Ogawa  
Organization: Individual  
E-mail: [petmongoose@yahoo.com](mailto:petmongoose@yahoo.com)  
Submitted on: 1/29/2012

**Comments:**

Honorable Legislator,

I am strongly opposed to this Bill as I personally have worked hard and long hours to make gains. I am a teacher at Pahoa High & Intermediate. A school in the Zone of Innovation although our school has worked diligently towards making gains and our data proves it. Our Math Dept is not labeled "restructuring"; they have a "Good Standing" label. A stable group of teachers worked hard to achieve this. On the other hand The English Dept. met one year and did not meet the second year to achieve "Good Standing" status. But that doesn't mean we're bad teachers, it means we are dedicated to work even harder to meet AYP. A stable group of teachers is needed here more than ever to carry out plans the GROUP decided to plan and execute. We know what we need to do. Throw in new teachers and we have to plan again. We don't have time to plan because we have to teach!!! Tenure insures stable groups of teachers who can work together and plan growth! Tenure provides this. Tenure provides us with security to move forward without having to worry if our efforts will be for nothing. For example: If I work hard to get a grant for my school, tenure allows me to know I will be able to make use of the grant and fulfill the needs of the grants. Another example: politicians. When their "tenure" is almost over, they attention is divided into serving the public and trying to be re-elected. Teaching requires one's FULL attention, FULL dedication and FULL determination. Tenure insures the best practices. Please kill this bill now. It's only a form of retaliation and poor bargaining practices. There are other ways to do this without bullying teachers and threatening their tenure.

Sincerely,  
Sheryl Ogawa



**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Sunday, January 29, 2012 11:20 AM  
**To:** EDNtestimony  
**Cc:** chuyang\_baideme@notes.k12.hi.us  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Chuyang Baideme  
Organization: HSTA  
E-mail: [chuyang\\_baideme@notes.k12.hi.us](mailto:chuyang_baideme@notes.k12.hi.us)  
Submitted on: 1/29/2012

**Comments:**

1. To eliminate the tenure status of all teachers in some way is like to take away the license of a a lawyer, a doctor and other professionals.
2. The uncertainty of a teacher's employment status will have negative impact on students' learning since teaching and learning is a process that involves long and continuous activities.
- 3) Favoritism and or nepotism could cause problems like what happened in a charter school in Hawaii last year. Those problems not only will affect our student learning, but could also cause systemwide integrity issue.

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Sunday, January 29, 2012 11:46 AM  
**To:** EDNtestimony  
**Cc:** paulettcfeeney@gmail.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Paulette C. Feeney  
Organization: Individual  
E-mail: [paulettcfeeney@gmail.com](mailto:paulettcfeeney@gmail.com)  
Submitted on: 1/29/2012

**Comments:**

Teachers need to be assured of academic freedom while at the same time maintaining high institutional standards of instruction and outcomes measurement. The process of defining performance metrics should be variable, depending on a variety of factors such as socioeconomic differences and special education circumstances of students, needs to include educators.

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Sunday, January 29, 2012 11:42 AM  
**To:** EDNtestimony  
**Cc:** robinhilo@hotmail.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Robin Miller  
Organization: Individual  
E-mail: [robinhilo@hotmail.com](mailto:robinhilo@hotmail.com)  
Submitted on: 1/29/2012

**Comments:**

I am against this measure. I have worked hard for my right to tenure. I put in over 60 hours a week, well above my scheduled hours as a classroom teacher in order to provide the best I can for my students. While looking at this you might feel I would have nothing to worry about, but what if my admin took a disliking to me? Or if I became sick, and couldn't workI as hard one year? I feel that this move is a slap in the face for my collective bargaining rights. What a demotivating slap in the face! Robin Miller

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Sunday, January 29, 2012 11:54 AM  
**To:** EDNtestimony  
**Cc:** lesliefras@gmail.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: Yes  
Submitted by: Leslie Frasier  
Organization: Individual  
E-mail: [lesliefras@gmail.com](mailto:lesliefras@gmail.com)  
Submitted on: 1/29/2012

**Comments:**

I am writing to you to express my strong opposition to HB 1668 relating to Teacher Tenure. Your bill will end tenure for those who are currently tenured teachers and not allow for future teachers to become tenured. I worked very hard to achieve my goal to be a tenured teacher and I am very proud of that fact. I teach my students about goal setting in my classroom all of the time. I have never told them that once you achieve the goal, someone might make a law that takes it away. I teach them to be good citizens, follow the law, and set goals to achieve. Why would you want to take this away from me?

Our Union has a right to bargain this under the Constitution and I don't want to lose my rights to have them do that for me. Please stop this bill immediately from going forward and let us work together to protect our right to tenure.

Thank you.

Leslie Frasier

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Sunday, January 29, 2012 11:50 AM  
**To:** EDNtestimony  
**Cc:** lesliefras@gmail.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Leslie Frasier  
Organization: Individual  
E-mail: [lesliefras@gmail.com](mailto:lesliefras@gmail.com)  
Submitted on: 1/29/2012

**Comments:**

Tenure is and always has been a mandatory subject of bargaining for HSTA. Adopting such legislation would be a violation of our statutory and constitutional right to collectively bargain over wages, hours, and conditions of work. It is also a direct attack on our membership, our profession, and a lack of recognition and respect for the valuable service that our veteran teachers provide to the State of Hawaii.

It is incomprehensible that the legislature would even consider hearing this bill that will basically negate our rights to employment without political corruption, favoritism, or nepotism.

Tenure reminds the employer that you have rights and it gives the employer a process to follow to help employees become more effective. A tenured teacher has the protection of continued employment through due process. It says that you have completed a rigorous probationary period and are now tenured. If there are issues, the employer has to follow a process to help you be more effective. It says the Employer cannot arbitrarily let you go because they want someone else.

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Sunday, January 29, 2012 11:56 AM  
**To:** EDNtestimony  
**Cc:** nspencer001@hawaii.rr.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Isabella Noelani Spencer  
Organization: Individual  
E-mail: [nspencer001@hawaii.rr.com](mailto:nspencer001@hawaii.rr.com)  
Submitted on: 1/29/2012

**Comments:**

I am a teacher who has 26 years of teaching experience. I have dedicated 1/4 of my life to the state in the teaching profession--tenure is important to those who have dedicated so much of their life to this profession. It is becoming more challenging in our profession and we need to encourage new teachers into our profession. Many of the benefits that we received are gone and not inviting to young people entering teaching.

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Tuesday, January 31, 2012 12:58 PM  
**To:** EDNtestimony  
**Cc:** dalesarver@hawaii.rr.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Support  
Testifier will be present: No  
Submitted by: Dale Sarver  
Organization: Individual  
E-mail: [dalesarver@hawaii.rr.com](mailto:dalesarver@hawaii.rr.com)  
Submitted on: 1/31/2012

**Comments:**

I do not see why people in the DOE are treated differently than any other State employee. Why should they get a guaranteed job for life? This State cannot afford entitlements like this. I went to University at UH and saw numerous instances of tenured professors abusing the system badly. Once they got tenure they basically retired and did very little. It is a bad system and should be abolished. Nobody else in our country gets tenure, why should they?

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Tuesday, January 31, 2012 12:56 PM  
**To:** EDNtestimony  
**Cc:** bethkh@hawaii.edu  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Beth Kupper-Herr  
Organization: Individual  
E-mail: [bethkh@hawaii.edu](mailto:bethkh@hawaii.edu)  
Submitted on: 1/31/2012

**Comments:**

I am absolutely opposed to eliminating tenure for DOE teachers or principals in Hawaii.



**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Tuesday, January 31, 2012 12:54 PM  
**To:** EDNtestimony  
**Cc:** jakawaba@hawaii.rr.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM  
**Attachments:** HB1668.doc

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Jan Kawabata  
Organization: Individual  
E-mail: [jakawaba@hawaii.rr.com](mailto:jakawaba@hawaii.rr.com)  
Submitted on: 1/31/2012

Comments:

January 31, 2012

TESTIMONY BEFORE THE HOUSE COMMITTEE ON EDUCATION

RE: HB 1668 Eliminates the vesting of tenure for certain employees of the Department of Education.

FROM: Jan M. Kawabata  
5<sup>th</sup> Grade Teacher at Queen Ka`ahumanu Elementary School

Representative Takumi, Chair of Education  
Representative Au Bellati, Vice Chair of Education

I am writing to you to express my **strong opposition** to HB 1668 relating to teacher tenure. This bill attacks my career and my future as a teacher.

Teaching is a tough job, but it is the only job for me because the human rewards, not financial, are so tremendous. I have worked very hard to achieve my goal to be a tenured teacher and continue to work very hard, 365 days a year, to maintain my right to be a tenured teacher. This means that I am constantly searching for new information to improve my teaching skills so that my students will be successful learners.

Students thrive on structure, and so do teachers. Tenure provides me a structure in which I can work to the best of my ability because it provides a system of due process so that I and other teachers cannot be fired unfairly.

For students, knowing that familiar (tenured) teachers remain at their school provides them with a sense of security and stability. This security and stability translates into a comfortable learning environment for them.

Please **stop** this bill immediately from going forward and please protect our right to tenure.

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Tuesday, January 31, 2012 12:41 PM  
**To:** EDNtestimony  
**Cc:** pestana@hawaii.edu  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Sally Pestana  
Organization: University of Hawaii Professional Assembly  
E-mail: [pestana@hawaii.edu](mailto:pestana@hawaii.edu)  
Submitted on: 1/31/2012

**Comments:**

Elimination of tenure for teachers will take Hawaii backwards in the journey to improve education. Elimination of tenure appears to be a result of an incorrect connection of accountability and tenure. Tenure does not protect bad teachers. Bad management protects bad teachers. A well trained principal and superintendant have all the tools they need in the BOE/DOE/HSTA collective bargaining agreement to protect the system from being saddled with poor teachers. Eliminating tenure will have no impact on that process. What it will do is make the profession of teaching much less appealing to those considering it as a profession, and teaching in Hawaii much less appealing to experienced teachers considering moving here to practice their profession. I've had the opportunity to observe other states that have stripped tenure from their teaching professionals. It has resulted in nightmarish consequences for the state, its economy, and most importantly the students. Please learn from their errors and kill this bill.

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Tuesday, January 31, 2012 12:35 PM  
**To:** EDNtestimony  
**Cc:** jkorotsky@aol.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM  
**Attachments:** tenure.doc

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Jeanne Korotsky  
Organization: Individual  
E-mail: [jkorotsky@aol.com](mailto:jkorotsky@aol.com)  
Submitted on: 1/31/2012

Comments:

1/31/12

Dear Sirs:

I am writing to tell you how disappointed I am that you would move to remove tenure from the veteran teachers of Hawaii. It has been made clear to us all that no one appreciated our honesty in the recent contract ratification vote, but I never expected such retaliation.

I have been an educator here for nearly 18 years. I have worked at the classroom, school and district levels. I have educated students, community college students, and veteran teachers and mentored new teachers as well as teachers new to Hawaii.

In these past 18 years, I have taken years with no increases, minimal increases that do not even come close to keeping up with the rise in the cost of living, and recently cuts to my paycheck and added health care costs. Throughout it all, I have done my best to continue to provide my students with my best efforts. I've managed through Furlough Fridays, pay cuts, and days without pay to set up my classroom and to break it down.

I always took comfort in the idea that, despite all evidence to the contrary, I had the respect of my peers for the work I do.

Now I find out that I am going to be left hanging in the breeze. After 18 years, a Masters and additional credits, I am an expensive teacher. How do I know that I won't be cut simply for that? I am also outspoken. My current principal encourages his staff to ask the hard questions because he sees that as a way to grow and improve. When he retires and is replaced, what protections do I have if the next principal simply wants to hear Yes or nothing at all? If you believe that those kinds of leaders do not work for the DOE, you are being appallingly naïve.

If you truly want to recruit and retain effective teachers, then you really need to rethink your position. No one is at their best when he or she is afraid for their job every minute of every day. No professional performs at his or her peak when being micromanaged. How can a school plan for the future if no one on staff has any certainty that he or she will even be employed to implement the changes?

Uncertainty and fear have no place in a school. We are here for the children, not the Race to the Top money or to score points off one another or to show the world who's the boss. If you want to drive even more young teachers out of the profession within the first five years—already 50% nationally move on to other careers—then continue down this path.

Sincerely  
Jeanne Korotsky  
167 Mehani Circle  
Kihei, HI 96753

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Tuesday, January 31, 2012 12:28 PM  
**To:** EDNtestimony  
**Cc:** cquinories@gmail.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Christin  
Organization: Individual  
E-mail: [cquinories@gmail.com](mailto:cquinories@gmail.com)  
Submitted on: 1/31/2012

Comments:

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Tuesday, January 31, 2012 12:33 PM  
**To:** EDNtestimony  
**Cc:** ms.a.olson@gmail.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM  
**Attachments:** HB 1668 testimony.docx

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Ashley Olson  
Organization: Individual  
E-mail: [ms.a.olson@gmail.com](mailto:ms.a.olson@gmail.com)  
Submitted on: 1/31/2012

Comments:

To whom it may concern-

I wish to register my strong opposition to SB 1668, in the matter of ending teachers' rights to due process. You may dress it up however you like- call it ending tenure, call it creating the opportunity to rid our schools of bad teachers, but the truth of the matter is that tenure will not prevent a bad teacher from being fired, but it will protect a teacher who has been unfairly targeted for termination- for whatever reason, by any individual.

I doubt that my testimony will actually be read, and as I have students waiting for my attention (not to mention tests to correct and lesson plans to be prepared) I will hit only the highlights, largely borrowed from one of my colleagues:

- Please do not single out teachers for further degradation- you have already taken our VEBA, cut our pay and vilified us in the press. Please do not take away our right to due process, AKA 'tenure'. Almost all civil servants get due process, and they usually get it 4 times faster than teachers.
- 
- Tenure means good teachers can't be fired without cause. Bad teachers have always been let go- as long as their administration had a legitimate, documentable reason for firing someone and opportunities remediation were provided.
- 
- The vast majority of teachers are good at what they do, and revoking tenure won't make bad teachers better, it will cause fewer people to enter the profession, and more to leave it.

Thank you for your time and attention to this matter. Please work WITH teachers, not against us, to improve education in Hawaii.

Ashley Olson

Lahainaluna High School teacher



**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Tuesday, January 31, 2012 12:28 PM  
**To:** EDNtestimony  
**Cc:** flower123@hotmail.cm  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Gailey McGuire  
Organization: Individual  
E-mail: [flower123@hotmail.cm](mailto:flower123@hotmail.cm)  
Submitted on: 1/31/2012

**Comments:**

I believe that taking tenure away from teachers is a very bad idea. I currently work at a hard to fill school where the turn over rate for teachers is already high. Taking away my tenure shows to me that I am not valued as a teacher and that there is no incentives for me stay in this position when it comes down to job security. This bill will make becomeing a teacher in Hawaii a very undesirable job on top of the negative attitude toward teachers already. This bill will give someone the right to hire or fire a teacher at will. In a time where it is hard to keep good teachers in the classroom it will be harder to find highly qualified teachers to fill the demand.

Please do not support this bill. We teacher work for the future of Hawaii

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Sunday, January 29, 2012 1:16 AM  
**To:** EDNtestimony  
**Cc:** makanuiblues@gmail.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM  
**Attachments:** testimony.docx

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: christi barrow  
Organization: Individual  
E-mail: [makanuiblues@gmail.com](mailto:makanuiblues@gmail.com)  
Submitted on: 1/29/2012

Comments:

Teacher tenure provides due process for employees, but it also helps the HDOE by securing consistency of long term employment of teachers.

Although I have been offered positions by private and charter schools, I have made a commitment to making public education a great place for kids to learn. There are many years when I have over-worked and under appreciated when tenure kept me from straying to the private sector.

I have, written grants, brought art, dance, science, and community projects to my schools. I can't do that anymore. Teachers today are asked to perform superhuman feats. There are days that I come home knowing that pressure of teaching is shaving years off my life. (You realize that despite our contracts, in reality we only get about 25 minute break each day...you try meeting the needs of 30 students...30 needy children...under these conditions and stay healthy.)

Are you trying to squeeze us dry and toss us to the side?

I don't see why we are attacking constitutional rights and when we should just get back to the business of teaching. What happened to these politicians that they can see only 2 sides of an issue? There are so many solutions that have not been explored. Where is our think tank? If we cannot find a win-win solution for one of our most precious assets – the ability to think creatively – then you need to go back to school.

One money saving measure

- If you don't want the teachers to work for you, hire someone else. Use paraprofessional and tutors if teachers are not worth your respect and protection.
- Shorten the teacher day and let the paraprofessionals teach them the art and music that we're struggling to put back in the curriculum. This can be time for enrichment: robotics, drama, and technology

I'm already working on my exit plan. If this is how the state of Hawaii treats teachers, it's time to get started on a new professional.

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Saturday, January 28, 2012 7:26 PM  
**To:** EDNtestimony  
**Cc:** mauka-96797@hawaiiantel.net  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM  
**Attachments:** HB1668 Testimony.docx

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Theresa Sanchez  
Organization: Individual  
E-mail: [mauka-96797@hawaiiantel.net](mailto:mauka-96797@hawaiiantel.net)  
Submitted on: 1/28/2012

Comments:

Please do not pass House Bill 1668. I earned my tenure by earning degrees in education and school counseling. I had to satisfactorily pass a 2 year probationary period and have been evaluated regularly since my initial employment with the DOE 16 years ago. □□ Tenure already earned by teachers should not be taken away. □□ Our tenure does not guarantee a job, but it does mandate that due process be followed before a teacher is dismissed. The purpose of this bill is unclear to me. Is the reason for this bill is to make it easier to fire bad teachers in an effort to improve teachers in the State? If this is its purpose, then the better way to improve teachers in the State is to improve the process of teacher evaluations. Arbitrarily taking tenure away from teachers who have earned it does not hurt the bad teachers. It hurts the good teachers. And does not attract people to the profession nor to teaching in Hawaii.

Theresa Sanchez

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Saturday, January 28, 2012 7:46 PM  
**To:** EDNtestimony  
**Cc:** dmtynan@gmail.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Dennis Tynan  
Organization: Individual  
E-mail: [dmtynan@gmail.com](mailto:dmtynan@gmail.com)  
Submitted on: 1/28/2012

**Comments:**

Shame on you for this anti-labor legislation. I consider it an insulting attack on the teaching profession and I cannot believe you are a Democrat who is supposed to stand up for those of us in the middle class. Shame on you is all I can even bring myself to say.

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Saturday, January 28, 2012 8:57 PM  
**To:** EDNtestimony  
**Cc:** lwayman@mac.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Lawrence H. Wayman  
Organization: Individual  
E-mail: [lwayman@mac.com](mailto:lwayman@mac.com)  
Submitted on: 1/28/2012

**Comments:**

Ladies and Gentlemen: I would like to speak in opposition to HB1668. I cannot imagine any reason why such a proposal would be seen as necessary, if its proponents would recognize the long-term consequences of enacting this legislation.

When teachers teach, they do so with passion. When in such an endeavor of excitement for their subject, extreme focus of the skills of their craft, and the expression of their love for their students, teachers are vulnerable to outside interventions by those who would seek to undermine the authority and effectiveness of their efforts.

Many factors influence the success or failure of students and teachers, but tenure is not one of them. What tenure does is provide a support and an affirmation of a teacher who is giving over 100% to their school and their students. It provides an assurance that their employer is with them in the mutual tasks associated with enhancing and stimulating the development of the whole child.

This proposed legislation reflects the poisoned assumption by some outside of the profession that employment stability is a stumbling block for developing a dependable education work force. It assumes that no evaluation and assessment is taking place and that teachers are unwilling to improve their skills on a regular basis. As one who spent the entire summer last year taking classes in my teaching field at two separate mainland universities, I would like to strongly refute this assumption. Each year my colleagues and I actively search for opportunities to upgrade our skills and effectiveness, in order to meet the expanding demands and expectations of our profession. This legislation minimizes our efforts, and marginalizes the fundamental philosophy of our calling that teachers continually learn in order to continually improve.

Ladies and Gentlemen, this legislation does a disservice to those of us who support the schools of Hawaii and its students with our lives. Tenure affirms the work that we have done and inspires us to the work that we will do.

HB1668 diminishes not only teachers, but it also diminishes those who would support it by showing them to be public servants who would replace dedicated public servants like themselves with easy and superficial solutions. Your teachers are expecting better of you than this.

Thank you for your attention and careful consideration of this and other remarks in opposition to this legislation.

Lawrence H. Wayman  
Teacher of Newswriting and Theater Arts  
Farrington High School

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Saturday, January 28, 2012 10:16 PM  
**To:** EDNtestimony  
**Cc:** Elvie.kagesa@gmail.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Support  
Testifier will be present: No  
Submitted by: Elvira Alarcio-Kagesa  
Organization: Individual  
E-mail: [Elvie.kagesa@gmail.com](mailto:Elvie.kagesa@gmail.com)  
Submitted on: 1/28/2012

**Comments:**

I am a teacher and I agree with the bill. Bad teachers should not be allowed automatic tenure, it should be earned.



**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Saturday, January 28, 2012 9:43 PM  
**To:** EDNtestimony  
**Cc:** saofailowe@yahoo.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Saofai Lowe  
Organization: Individual  
E-mail: [saofailowe@yahoo.com](mailto:saofailowe@yahoo.com)  
Submitted on: 1/28/2012

**Comments:**

I oppose this bill due to the fact that it signals out teachers. I would like to see UH professors, all legislators (senators, representatives) and all public employees to be on this bill as well. Senators and House Representatives should lose their benefits and pensions when they leave office or when they no longer get voted in by their constituents. I am a teacher. I believe that tenure ship doesn't guarantee a good teacher; teacher's morale, relationship with students, application of best practices, and love for the job will do that. I support PET-Ts and other measures of fair evaluations and I would like evaluations be done for all other public employees as well if the principle is that of evaluating how public employees perform in their jobs in order to retain their positions.

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Tuesday, January 31, 2012 4:19 PM  
**To:** EDNtestimony  
**Cc:** Dori\_Saito@notes.k12.hi.us  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Dori Ann Saito  
Organization: Individual  
E-mail: [Dori\\_Saito@notes.k12.hi.us](mailto:Dori_Saito@notes.k12.hi.us)  
Submitted on: 1/31/2012

**Comments:**

I am writing to you to express my strong opposition to HB 1668 relating to Teacher Tenure. Your bill will end tenure for those who are currently tenured teachers and not allow for future teachers to become tenured. I worked very hard to achieve my goal to be a tenured teacher and I am very proud of that fact. I have taken classes, gone to seminars, and am constantly working to improve my teaching skills. Tenured teachers at my school are expected to take leadership roles to help less experienced teachers on our grade levels and keep the school moving forward. At our school, this has resulted in making adequate yearly progress for 7 years in a row. Schools need teachers who are secure in their positions so that they can focus on school improvement rather than worry about their job status. Please do not move forward with this measure.

Thank you.  
Dori Ann Saito  
Grade 1 Teacher

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Tuesday, January 31, 2012 2:48 PM  
**To:** EDNtestimony  
**Cc:** kapahulu1@hawaiiantel.net  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Terry Drown  
Organization: HSTA  
E-mail: [kapahulu1@hawaiiantel.net](mailto:kapahulu1@hawaiiantel.net)  
Submitted on: 1/31/2012

Comments:

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Tuesday, January 31, 2012 2:46 PM  
**To:** EDNtestimony  
**Cc:** karensheff@yahoo.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00,PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Maria Karen Sheff  
Organization: Individual  
E-mail: [karensheff@yahoo.com](mailto:karensheff@yahoo.com)  
Submitted on: 1/31/2012

**Comments:**

Teachers work hours no one ever sees. They are made to manage what parents do not manage, what society wishes to ignore, and what politicians dismiss with common core! Teachers, especially in Hawaii state are already underpaid, have a ridiculously expensive plan for their medical, and have to put up with unsubstantiated accusations of incompetence. NO to your HB 1668 and NO to all your lack of respect of all that we do, let alone prepare our next generation!!!

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Tuesday, January 31, 2012 2:45 PM  
**To:** EDNtestimony  
**Cc:** onerickprice@yahoo.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Rickey Price  
Organization: Individual  
E-mail: [onerickprice@yahoo.com](mailto:onerickprice@yahoo.com)  
Submitted on: 1/31/2012

**Comments:**

This new proposed legislation is not good for teachers overall. If you base pay raises on student performance is very unfair. Many students have language barriers, academic challenges and other environmental factors that affect their learning. Not to mention, poverty and poor parenting skills in general. For example, a student comes to high school with poor academic skills because of learning difficulties faced in class and the teacher has to back track and teach core concepts when they should have developed in elementary and middle schools. If administrators are given the power to base teachers' pay on student achievement then many teachers will not receive pay raises. Also, what if an administrator does not like you for whatever reason and decide to give you an unfair rating? Too many specifics are missing and please don't say it will be unprofessional of them to use personal reasons to prevent pay raises because they are human. The human factor must be acknowledged and no one is perfect or we would all excel at rapid paces. Teachers are working. Working harder than in the past. There is so much on the average teacher's responsibilities especially in Special Education. We need adequate learning tools, new technology in the classroom to make learning more virtual and vivid so it will increase students' interest. Even more laptops for all students!!! Please do not promote what the governor is trying to force on us teachers. We deserve a lot more respect and understanding instead of blaming us for the lack of academic achievement in schools!!!!

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Tuesday, January 31, 2012 2:42 PM  
**To:** EDNtestimony  
**Cc:** hughey2000@aol.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM  
**Attachments:** 1668-testimony.doc

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Justin Hughey  
Organization: Individual  
E-mail: [hughey2000@aol.com](mailto:hughey2000@aol.com)  
Submitted on: 1/31/2012

Comments:

Justin Hughey  
Special Education Teacher  
Rm 201 3:00pm 2/1/12  
In Regards to HB 1668

Education Committee,

Tenure is due process to ensure a principle doesn't fire you over a personal vendetta. A prior principle wanted me fired because I went to the paper exposing my schools third grade roof that was collapsing on its students. The 2006 legislature sent 200 million to Lingle for education and she didn't release it. The result was cane board falling down on kids, and they were getting rained on in the class. The students were afraid to tell their teacher they were cold and wet. I knew if I took the story to the paper that Lingle would be embarrassed and the project would begin-it worked. But the principle wanted me fired for going over his head, did everything possible to get me to quit. I showed him data in my pep-t that I took a third grader who couldn't read, he didn't know any letter names or any letter sounds, to reading at a second grade level in less than a year. He had no grounds to fire me based on job performance. Your bill if passed means I would have been fired.

A friend of mine who teaches in Illinois is choosing to become an administrator. He informed me that they weakened the laws in Illinois and the principles are going after the teachers who make the most money-this is wrong. We should not be turning public education teachers into Wal-Mart employees.

I don't understand why this bill was introduced by a democrat who chairs the education committee. In Wisconsin the republican legislature went after teacher tenure, then collective bargaining. Republicans have demonized public education and teacher unions with the talking point that tenure is to protect bad teachers. In reality it came about when a professor in Philadelphia was speaking out against child labor laws. One of the provosts from the University also owned a business that employed children. The professor was fired. So if you feel teachers should be fired for personal vendettas-pass this bill.

From my perspective unions, democrats, teachers and tenure are not the problem. These bills are a knee jerk reaction to George Bush's No Child Left Behind. The rich GOP doesn't believe in being taxed so the poor are given a free education. I feel NCLB is working just how it was designed-turning a million dollar testing industry into a billion dollar one and making public education look bad.

Overall this state has some serious inequality regarding education. 17% of its students are in private schools and there is a disconnect in our legislature regarding how schools operate and what kinds of changes should be made. I believe only two legislators have kids in public schools.

If this bill has anything to do with losing the 75 million of Race o the Top money, please think and research what will happen if a third of all teachers just up and quit. I'm already hearing good teachers ready to quit today if more people who know nothing about our jobs take away our due process rights. Ask yourself this, how much will it cost the state to go from a small teacher shortage, to a teacher shortage black hole!!!!!!



**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Tuesday, January 31, 2012 2:36 PM  
**To:** EDNtestimony  
**Cc:** Judy\_Cabanting@notes.k12.hi.us  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM  
**Attachments:** OPPOSE 1668.doc

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Judy Cabanting  
Organization: Hawaii State Teachers Organization  
E-mail: [Judy\\_Cabanting@notes.k12.hi.us](mailto:Judy_Cabanting@notes.k12.hi.us)  
Submitted on: 1/31/2012

Comments:

## OPPOSE 1668

Representative Takumi, Chair of Education  
Representative Della Au Bellati, Vice Chair

I am writing to you to express my strong opposition to HB 1668 relating to Teacher Tenure. Your bill will end tenure for those who are currently tenured teachers and not allow for future teachers to become tenured.

I value being a tenured teacher because it did affirm that my teaching experience and time spent in another state is considered on par with the expectations and standards for teachers here in Hawaii. Going through the probationary period also afforded me time to become familiar with the Hawaii educational system. Having obtained tenure assured me that I am a successful teacher and have earned a teaching position in the Hawaii school system and in the field which I received my university training and career experiences.

I work with my students to demonstrate work behavior that will help them gain and maintain gainful employment. I share with them that working hard and at a highly successful level will definitely help their future endeavors, as happened to me. I also teach them that laws are to help people be safe, maintain their rights and are fair. To lose something that I have worked hard for does not seem fair. Our Union has a right to bargain under the Constitution and I don't want to lose my rights to have them do that for me.

Please stop this bill immediately from going forward and let us work together to protect our right to tenure.

Thank you,

Judy Cabanting

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Tuesday, January 31, 2012 4:23 PM  
**To:** EDNtestimony  
**Cc:** emi.fukuda@yahoo.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Emi Fukuda  
Organization: Individual  
E-mail: [emi.fukuda@yahoo.com](mailto:emi.fukuda@yahoo.com)  
Submitted on: 1/31/2012

**Comments:**

I am writing to you to express my strong opposition to HB 1668 relating to Teacher Tenure. Your bill will end tenure for those who are currently tenured teachers and not allow for future teachers to become tenured. I worked very hard to achieve my goal to be a tenured teacher and I am very proud of that fact. Tenure allows teachers to feel secure in their position so that they can focus on their students and student achievement rather than on worrying about whether they will have a job next year. It makes it possible for me to freely give of my time to students that need it and work with my fellow teachers late into the evening on plans to move our school forward. Please do not pass this measure. It is hurtful to the professionals in my school and attacks those who are doing most to improve our school system.

Thank you.  
Emi Fukuda  
Grade 1 Teacher

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Tuesday, January 31, 2012 3:43 PM  
**To:** EDNtestimony  
**Cc:** mariarossman@yahoo.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: mariarossman  
Organization: Individual  
E-mail: [mariarossman@yahoo.com](mailto:mariarossman@yahoo.com)  
Submitted on: 1/31/2012

**Comments:**

I am writing to you to express my strong opposition to HB 1668 relating to Teacher Tenure. Your bill will end tenure for those who are currently tenured teachers and not allow for future teachers to become tenured. I worked very hard to achieve my goal to be a tenured teacher and I am very proud of that fact. I teach my students about goal setting in my classroom all of the time. I have never told them that once you achieve the goal, someone might make a law that takes it away. I teach them to be good citizens, follow the law, and set goals to achieve. Why would you want to take this away from me? Please stop this bill immediately.

Thank you.  
[mariarossman@yahoo.com](mailto:mariarossman@yahoo.com)

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Tuesday, January 31, 2012 3:36 PM  
**To:** EDNtestimony  
**Cc:** amberoy85@yahoo.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: amber  
Organization: Individual  
E-mail: [amberoy85@yahoo.com](mailto:amberoy85@yahoo.com)  
Submitted on: 1/31/2012

Comments:  
i do not agree with the bill.

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Tuesday, January 31, 2012 3:02 PM  
**To:** EDNtestimony  
**Cc:** lsekioka@hotmail.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Lisa  
Organization: Individual  
E-mail: [lsekioka@hotmail.com](mailto:lsekioka@hotmail.com)  
Submitted on: 1/31/2012

Comments:

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Tuesday, January 31, 2012 3:00 PM  
**To:** EDNtestimony  
**Cc:** harney.jan@gmail.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM  
**Attachments:** January 31.doc

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Jan Harney  
Organization: Individual  
E-mail: [harney.jan@gmail.com](mailto:harney.jan@gmail.com)  
Submitted on: 1/31/2012

Comments:

January 31, 2012

To Whom it May Concern:

Re: Bills to End Teacher Tenure HB 1668

The ending of teacher tenure is unfair because the system of awarding or withholding tenure is too subjective at this time. A fair evaluating process would be great once the D.O.E. could get that into practice. There should be mentoring for new teachers and in many cases there is. Yet it could definitely be improved upon. The due process is at stake for teachers, however, and it is extremely necessary in our world today.

We need time to develop a system that is fair and effective for all teachers. The role of "teacher" varies a great deal, as you probably know. Just the difference between an elementary school teacher and a high school teacher is vastly different. If there is to be testing as a variable it needs to encompass all aspects of what a teacher might be hired to do.

Thank you.

Jan Harney  
Social Studies Teacher  
Kahuku High & Intermediate School



**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Tuesday, January 31, 2012 2:58 PM  
**To:** EDNtestimony  
**Cc:** jasfcartw@gmail.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: James F. Cartwright  
Organization: Individual  
E-mail: [jasfcartw@gmail.com](mailto:jasfcartw@gmail.com)  
Submitted on: 1/31/2012

**Comments:**

I oppose HB 1668 primarily because it abrogates unjustly the authority to negotiate a contract between the employer and the employees and renders null and void that contract. The state constitution has bestowed the right of negotiation to the Board of Education and the union(s) representing the employees. The legislature may have the power, but it does not have the moral right to abrogate the contract. Such changes should be negotiated by the parties involved.

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Tuesday, January 31, 2012 2:53 PM  
**To:** EDNtestimony  
**Cc:** lisa@worksureontheweb.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Lisa Lessing  
Organization: Individual  
E-mail: [lisa@worksureontheweb.com](mailto:lisa@worksureontheweb.com)  
Submitted on: 1/31/2012

Comments:  
January 31st, 2012

To Whom It May Concern:

Re: Bills to End Teacher Tenure HB 1668

The idea of ending Teacher Tenure is unfair and premature. It is premature because we have yet to come to an agreement on a FAIR and EFFECTIVE system for evaluating teachers. The majority of teachers are not against evaluations; we just want it to be fair and constructive. Movies like "Waiting for Superman" portray tenure as a system that protects ineffective teachers. This simply is not so. We have already a Pep-T system that (when used correctly by administration) can help struggling teachers or pave the way for them to move on. Most teachers I know are in favor of again, a fair and effective evaluation system that includes mentoring for struggling teachers. Right now what tenure does is allow teachers due process and protection against parents and administration that can sometimes be intimidating and even resort to bullying. In a litigious society such as ours we need and deserve due process. We have gone through a very rigorous "probation" and been evaluated by Administration in a system that is more intensive than most occupations must endure. We ask can only hope and pray for your support. Many politicians just give lip service to supporting education...for once please do what is right and let this bill die. We need time to develop a system that is fair and effective.

Mahalo!

Lisa Lessing  
U.S. History Teacher  
Kahuku High and Intermediate

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Tuesday, January 31, 2012 4:34 PM  
**To:** EDNtestimony  
**Cc:** jmpow2010@gmail.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM  
**Attachments:** HB 1668 testimony JP 01312012.pdf

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Joanne M. Powell  
Organization: Individual  
E-mail: [jmpow2010@gmail.com](mailto:jmpow2010@gmail.com)  
Submitted on: 1/31/2012

Comments:

HEARING DATE: **Wednesday, February 01, 2012**

TIME: **2:00 p.m.**

Measure: HB 1668, RELATING TO EDUCATION.

Testimony for: EDN, LAB, FIN Committees

Testifier: Joanne M. Powell, Teacher, State of Hawaii, Department of Education, Leeward District

Jan. 31, 2012

OPPOSE HB 1668

Representative Takumi, Chair of Committee on Education, Representative Della Au Bellati, Vice-Chair of Committee on Education, and Committee members,

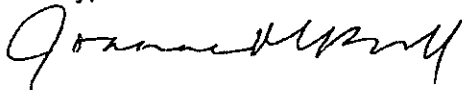
I am writing to you to express my strong opposition to HB 1668 relating to Teacher Tenure. I'm a teacher in the Leeward District and have been wondering when I became an enemy of the state? I am truly appalled that HB 1668 has been introduced by Representatives Roy M. Takumi & Della Au Belatti, the Chair & Vice-Chair of the House Committee on Education. Eliminating tenure and discontinuing any "expectation of employment" from July 1, 2013, for the more than twelve thousand public school teachers is not in the best interest of the public or the children of Hawaii. Public school teachers serve approximately 180,000 students with a spectrum of abilities and backgrounds. Public school teachers support our hard working families and strive to provide a quality education for every child who enters the school. We are expected to champion and advocate for every student. In turn, I'm wondering who is willing to advocate for teachers?

As a teacher in my 17<sup>th</sup> year, I have two advanced degrees and have always made an effort as a professional to continue to attend training and professional development. I want to learn the latest in trends, research and strategies to effect positive results in students. I met all requirements to earn tenure early in my career and continue to strive to improve my craft. Tenure was bargained for by teachers and HSTA through contract negotiations with the employer, the state. Tenure allows for a stable teaching force to serve public needs. What is the reason and justification for elimination of tenure for public school teachers? There was no reason or justification stated in the bill, nor any set procedure and process for discipline or termination, to ensure fair and equitable treatment of teachers as employees. HB 2527 touts "Hawaii's steady gains on the National Assessment of Educational Progress," and that on the NAEP, in "2011, Hawaii was the only state that demonstrated significant gains in all grade levels and subjects tested." Public school teachers and their students have achieved those gains despite regressive furlough days, directed leave without pay days, and loss of professional development days. In my opinion, at this point, both HB 1668 and HB 2527 appear to be retaliatory and vindictive efforts by the state employer and legislators to force and tyrannically impose policy on teachers, since the last proposed contract was not ratified. I wonder what the employer will attempt to take away from my contract next, without negotiations?

Just a few short days ago, on January 20<sup>th</sup>, a press release reported that Governor Abercrombie is "ready to negotiate." What happened to that sentiment? As a citizen, I cannot have true trust and confidence in elected officials and a state government, with tendencies toward absolutism. Further, I do not see how an unstable, demoralized and devalued teaching force benefits the public.

Stop this bill immediately from going forward. There is a great task at hand to improve public education, but all stakeholders must work together collaboratively to protect the stability and quality of public school education. Everyone in the state benefits from supporting our children's education.

Sincerely,



Joanne M. Powell

Teacher

State of Hawaii, Department of Education, Leeward District

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Tuesday, January 31, 2012 4:34 PM  
**To:** EDNtestimony  
**Cc:** ebauer6610@gmail.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM  
**Attachments:** In regards to HB1668.doc

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Elizabeth Bauer  
Organization: Individual  
E-mail: [ebauer6610@gmail.com](mailto:ebauer6610@gmail.com)  
Submitted on: 1/31/2012

Comments:

In regards to HB1668:

I have been a teacher in Hawaii for 16 years. Tenure does protect my due process rights. I can't simply be fired because I cost more and am knowledgeable of my rights and responsibilities. I can't be intimidated by "lay offs" or "threats". Tenure means there is supports in place, when lay offs come. Other jobs, within the district and State, are open to me to apply for, and guarantees are in place for rifted teachers. This ensures that Hawaii does not lose its high quality teachers during hard economic times. It gives teachers confidence in their income; confidence to buy homes, invest in their communities, and further their professional education.

This confidence is especially important when teacher income is already "tenuous" enough. We are already subject to funding: no increments or raises in pay to count on. We are always subject to funding, even in the best of times. You want to take away the only security we have!

If your problem with tenure comes from "misinformation", and you want to better ensure that only quality teachers are "tenured", then simply suggest that tenure becomes harder to obtain in the future, but NOT IMPOSSIBLE. Tenure is an important security for all teachers. It does not mean you can't remove an incompetent or bad teacher. It only provides a security for teachers.

Tenure also helps Hawaii recruit needed teachers in Special Education, Math, Science, and Technology. You can not make erroneous promises for continued employment without tenure. No one would want to risk the costly move. Even strategic moves within the State would be burdensome for teachers, and they may elect to leave the State instead. In Race to the Top schools, few teachers would move to these schools and subject themselves to open-ended evaluations, and potential removal, without tenure protection.

In conclusion, Congress members, instead of making my job more difficult and threatening to take away my only security left, I would ask of you to consider new legislation to create an educational council that will examine the current practices of the Department of Education and the educational budgets, and add potential revenues from businesses, communities, and individuals, to raise money for consistent and reliable teacher salaries. Though money can be earmarked for technology or science, it should be able to keep current budget money for security for your quality teachers.

As HB 2527 states, "The legislature believes that investing in our educators will have the most significant impact in educational outcomes for children of our state, and that effective educators are critical to our children having the best chance at reaching their potential and achieving their dreams."

If you truly believe this than teachers need to be treated as professionals, and NOT SUBJECT TO FUNDING. Tenure is their only security left.

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Tuesday, January 31, 2012 1:31 PM  
**To:** EDNtestimony  
**Cc:** lisa@worksureontheweb.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Lisa Lessing  
Organization: Kahuku High  
E-mail: [lisa@worksureontheweb.com](mailto:lisa@worksureontheweb.com)  
Submitted on: 1/31/2012

Comments:  
January 31st, 2012

To Whom It May Concern:

Re: Bills to End Teacher Tenure HB 1668

The idea of ending Teacher Tenure is unfair and premature. It is premature because we have yet to come to an agreement on a FAIR and EFFECTIVE system for evaluating teachers. The majority of teachers are not against evaluations; we just want it to be fair and constructive. Movies like "Waiting for Superman" portray tenure as a system that protects ineffective teachers. This simply is not so. We have already a Pep-T system that (when used correctly by administration) can help struggling teachers or pave the way for them to move on. Most teachers I know are in favor of again, a fair and effective evaluation system that includes mentoring for struggling teachers. Right now what tenure does is allow teachers due process and protection against parents and administration that can sometimes be intimidating and even resort to bullying. In a litigious society such as ours we need and deserve due process. We have gone through a very rigorous "probation" and been evaluated by Administration in a system that is more intensive than most occupations must endure. We ask can only hope and pray for your support. Many politicians just give lip service to supporting education...for once please do what is right and let this bill die. We need time to develop a system that is fair and effective.

Mahalo!

Lisa Lessing  
U.S. History Teacher  
Kahuku High and Intermediate



**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Tuesday, January 31, 2012 1:11 PM  
**To:** EDNtestimony  
**Cc:** ms.melanie.chan@gmail.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM  
**Attachments:** tenure.doc

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Melanie Chan  
Organization: Individual  
E-mail: [ms.melanie.chan@gmail.com](mailto:ms.melanie.chan@gmail.com)  
Submitted on: 1/31/2012

Comments:

Aloha, my name is Melanie Chan and I am a teacher on the island of Maui. I am writing today to express my opposition to the termination of tenure for teachers. Teacher tenure should be preserved.

Tenure does not guarantee anyone a job. It does, however, guarantee due process: Teachers are told why they are terminated and given an opportunity to challenge that reason. Removing tenure will forcefully silence teachers and prevent us from advocating for our students, for public education and for our working conditions. Additionally, this bill plays into the myth that teachers "cannot get fired" if they have tenure status. This is simply not true: existing laws and our current contract provides for the basis to discipline or even dismissal for misconduct or poor performance under HRS 76.

Please consider teachers as we are: we are public employees and should maintain the same rights and protections as other civil service employees. Mahalo for your support and attention, and please do not eliminate tenure for teachers in Hawaii.

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Tuesday, January 31, 2012 1:02 PM  
**To:** EDNtestimony  
**Cc:** icul33@yahoo.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Lucille Motta  
Organization: Individual  
E-mail: [icul33@yahoo.com](mailto:icul33@yahoo.com)  
Submitted on: 1/31/2012

**Comments:**

I have been teaching in the Hawaii school system since 2007. I am certified in both Special Education and Art K -12 and hold a Masters Degree. I love my job and my students. I make a difference and am an excellent teacher. In the past few years, we have been furloughed, given directed leave without pay, pay cuts, an increase in medical insurance coverage, and more responsibility. Now you are voting to take away one solid thing we have left- tenure.

Taking tenure away from teachers is not going to solve the myriad of issues plaguing the school system. Tenure is a badge of honor for teachers who have worked hard and proven they are qualified teachers. As of now, every five years teachers are evaluated. If there are teachers unworthy of this status, principals are fully capable of following protocol to address the needs of that teacher, even if that means having to let that teacher go. If you are concerned about tenure, make it more difficult to achieve. Create a mentor program that connects new teachers to qualified teachers for two years then allow the new teacher a year or two on their own to prove themselves. There are more logical and reasonable answers to making positive changes, and removing tenure as an honor for teachers is not one of them.

In passing this bill, you need to ask yourself is it worth adding more problems to an already stretched system? Leave the responsibility to the principals, who know first hand what each teacher is capable of and their worthiness as a teacher. Would you be able to pass that judgment on every individual teacher in Hawaii? Please, before you pass judgment on the masses because of a few, think about your favorite teacher when you were a student. Wouldn't you want them to have what they deserve?

**belatti2 - Kate**

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**From:** Dennis L. Vanairsdale [vanairsdale@hotmail.com]  
**Sent:** Tuesday, January 31, 2012 2:00 PM  
**To:** EDNtestimony  
**Subject:** testimony re HB 1668  
**Attachments:** Dennis Vanairsdale HB 1668 testimony.pdf

Attached

**Dennis Vanairsdale**

**1267 Kanewai Street**

**Honolulu, HI 96816**

**808-255-8831**

Re: Testimony in opposition to HB 1668

Chair Takumi, Vice Chair Belatti, and committee members, thank you for the opportunity to testify on HB 1668.

I currently have two sons who are students at Hokulani Elementary School. In the fall, my daughter will also begin attending Hokulani.

I have been very pleased with the quality of education my children have been receiving. I have been very impressed with the quality, dedication and professionalism of my children's teachers. I have also been impressed with the competency and dedication of the current and previous principals at Hokulani.

I understand that this is a challenging time with regard to the collective bargaining negotiations between the employer and HSTA. I also understand the desire of some in the Legislature to take some action or make some type of comment with regard to that situation.

However, I firmly believe that the introduction and consideration of a bill that would eliminate tenure for teachers and principals is a punitive action and a huge mistake. The introduction and discussion of this bill cannot and will not contribute to a climate that will improve public education in Hawaii.

Undoubtedly this is a very difficult and trying time for our teachers. I cringe to think how they must feel after the introduction of these bills, which I perceive to be a direct and personal attack on them and their profession.

I urge you to kill this and any companion bills immediately. There must be some less destructive and hurtful way the Legislature can show its support for public education in Hawaii.

Sincerely



Dennis Vanairsdale

**belatti2 - Kate**

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**From:** Inga [ingapark@me.com]  
**Sent:** Tuesday, January 31, 2012 2:06 PM  
**To:** EDNtestimony  
**Subject:** Fwd: Testimony  
**Attachments:** Testimony .pdf; ATT00001.htm

Sorry I forgot to add hearing is Wednesday Feb 1.  
Conf room 339  
2 pm

Committee on education  
Committee in labor and public employment

HB 1668

-Inga

Begin forwarded message:

**From:** Inga <ingapark@me.com>  
**Date:** January 31, 2012 1:56:56 PM HST  
**To:** "[edntestimony@capitol.hawaii.gov](mailto:edntestimony@capitol.hawaii.gov)" <[edntestimony@capitol.hawaii.gov](mailto:edntestimony@capitol.hawaii.gov)>  
**Subject:** Testimony

## Testimony on HB1668

Aloha,

I am a school counselor at a small school in Kalihi Valley. I have worked at schools on Moloka'i as well as here, in Honolulu. Everywhere I have been, I have worked with teachers who are dedicated to their profession and to their students. When I heard about the proposed law to eliminate tenure for educators, I felt compelled to address you.

I'm sure you are well aware of our failure to ratify a new teachers' contract. I'm sure you are aware of the last, best, and final offer the governor imposed on teachers. I'm sure you know that a directed leave without pay (DLWOP) is a furlough. I would hope you know that the pay cut, the rise in medical costs, and the extreme budget cuts that force teachers to pay even more out of pocket; have hit teachers hard. Many of us work second or even third jobs. Many of us have growing debt. But, I'm not sure if you know teachers. I'm not sure if you really know US. If you did, I don't see how you could even consider this bill.

Most of us became teachers because we want to make this world a better place by impacting our most valuable resource, our children. When I arrive at work at 7:30 a.m., most of the teachers are already in their classrooms.

When I leave at 5:30 p.m. when the A+ Program is going to lock the gate, I'm not the only one being pushed out. Sometimes I drive around the block to park outside the campus so we can stay and work longer. We are willing to give so much because we have a job to do. How will removing job security, security that all civil service employees are granted, help us to be better teachers? How will putting us in a position where we are afraid to speak up, lest we anger our administration, be helping us to improve the education system?

We went to school to become teachers. I went to school many times, after receiving my BA in psychology, I went on to earn my Professional Diploma in Elementary Education. I then went on to earn my Basic Specialist Certification in Elementary School Counseling. I then went on to earn a Master's Degree in School Counseling at Gallaudet University in Washington D.C. in 2001. I have continued to attend workshops, lectures, and classes to improve my skills in teaching and counseling. I don't need credits to earn more pay, I have been in the top class for many years. I see many other "old-timers" like me, in workshops and classes. In the school I work at now, many of my colleagues have been taking University classes as well as professional development courses offered through the Department of Education.

We are professionals. We should be treated like professionals. Why demoralize a group of people who



serve our community? Who do you want teaching Hawaii's children? Don't you want the best? You get the best by treating with respect and honor, the profession and the professionals within. You pay them what they are worth. You give them what they need to do their job. You listen to them, because they are the experts. You do not destroy them by taking away rights, support, services, and not paying them a decent living wage.

I am a strong supporter of teachers and teachers' rights. Do not solely blame teachers for what is wrong in public education. Spend some time in a classroom in Manoa Valley and then spend some time in a classroom on the Leeward Coast and in Kalihi Valley. I believe it will be clear that it isn't the teacher or the curriculum that is the main cause of high or low test scores. You will find wonderful teaching going on at all of those schools. But you will also find students who don't have support at home, don't have enough food or clothes, who come to school with no supplies, little English, and who don't even own a book. And where you find these students, you will also find teachers who go above and beyond just to teach them the basics. We have teachers tutoring during recess and after school. We have teachers who supply books for students to take home and read.

Please don't punish teachers. We have had enough. If there are "bad" teachers, there already is a system in place to evaluate and exit them. The union doesn't

prevent that. The union only protects a teacher's right to due process.

Please don't disrespect us. Don't disrespect our profession. You want the best teachers. Hawaii needs the best money can buy. We need to create a job for which people are lining up to enlist -- not a job that no one will want. Who will you attract if you do this? Who will want to get a master's degree and keep taking continuing education courses if there is no job security? I do not understand why the legislature would even consider such a bill. Teaching is a life long career. For many, it is a calling.

I am a school counselor. I teach guidance. I teach math and reading. I teach children to get along with each other and to respect themselves and others in their lives. I teach children to want to do well. I am a teacher. Please help me, and help all teachers, to do their job. Like you, we touch the future. What kind of future do you want for Hawaii?

Thank you very much for considering my testimony.

Inga Park Okuna

[ingapark@mac.com](mailto:ingapark@mac.com)

Cell 258-3781

2750 A Lowrey Avenue

Honolulu HI 96822

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Tuesday, January 31, 2012 1:54 PM  
**To:** EDNtestimony  
**Cc:** conybeare@msn.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Chris Conybeare  
Organization: Individual  
E-mail: [conybeare@msn.com](mailto:conybeare@msn.com)  
Submitted on: 1/31/2012

**Comments:**

Dear Committee Members  
Elimination of tenure is a clear threat to academic freedom. Please join me and others who care about freedom of expression and academic freedom and oppose this measure. Thank you.  
Aloha, Chris Conybeare

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Tuesday, January 31, 2012 1:51 PM  
**To:** EDNtestimony  
**Cc:** susu\_chow@notes.k12.hi.us  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Susu Chow  
Organization: Individual  
E-mail: [susu\\_chow@notes.k12.hi.us](mailto:susu_chow@notes.k12.hi.us)  
Submitted on: 1/31/2012

**Comments:**

I am writing to you to express my strong opposition to HB 1668 relating to Teacher Tenure. Your bill will end tenure for those who are currently tenured teachers and not allow for future teachers to become tenured. I worked very hard to achieve my goal to be a tenured teacher and I am very proud of that fact. I teach my students about goal setting in my classroom all of the time. I have never told them that once you achieve the goal, someone might make a law that takes it away. I teach them to be good citizens, follow the law, and set goals to achieve. Why would you want to take this away from me?

Our Union has a right to bargain this under the Constitution and I don't want to lose my rights to have them do that for me. Please stop this bill immediately from going forward and let us work together to protect our right to tenure.

Thank you.

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Tuesday, January 31, 2012 1:50 PM  
**To:** EDNtestimony  
**Cc:** reillyp41@yahoo.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Fairfax Reilly  
Organization: Individual  
E-mail: [reillyp41@yahoo.com](mailto:reillyp41@yahoo.com)  
Submitted on: 1/31/2012

**Comments:**

The purpose of tenure is to ensure the Department of Education a cadre of qualified professional teachers to carry out the mission of the Department. Achieving tenure is the recognition determined by an experienced professional that beyond the requirements for license the individual demonstrates a level of professional competence for continued employment. HB1668 weakens the educational structure of the State.

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Tuesday, January 31, 2012 1:39 PM  
**To:** EDNtestimony  
**Cc:** ikaikaperreira@gmail.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM  
**Attachments:** HB1668 Testimony.doc

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position:  
Testifier will be present: No  
Submitted by: Ikaika Perreira  
Organization: Individual  
E-mail: [ikaikaperreira@gmail.com](mailto:ikaikaperreira@gmail.com)  
Submitted on: 1/31/2012

Comments:

I am a tenured educator in Hawaii. According to online message boards, comments on news media sites, and even my own community, that means that during the first few years of teaching, I worked really hard to get tenure. But now that I have tenure, I just sit back, relax and watch my paycheck arrive twice per month. However, since entering the profession, I have attended 3 different universities, gained certification in a new field and am currently finishing a master's degree in another. And what for? It can't be the pay. Earlier this month, I qualified for reclassification which meant that I would be receiving a raise for completing graduate coursework. But after investing over \$12,000 dollars into my education, my raise was less than \$100 more per month. That's right. That means that it would take me more than 10 years to repay myself for the education I sought out in order to better serve my students. Tenure is not about guaranteed job security. It is about knowing that I am given due process before a termination is carried out. I did work hard to gain tenure. I am proud to be a tenured teacher. I was slapped in the face once by a paycheck that doesn't value my continued education. Please to not slap the other cheek with a bill that doesn't value my commitment to the profession. Please oppose HB1668.

Ikaika Perreira

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Tuesday, January 31, 2012 1:08 PM  
**To:** EDNtestimony  
**Cc:** terrancejalbert@yahoo.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Terrance Jalbert  
Organization: Individual  
E-mail: [terrancejalbert@yahoo.com](mailto:terrancejalbert@yahoo.com)  
Submitted on: 1/31/2012

**Comments:**

This bill is a very bad idea. Tenure serves a usefull and positive purpose that is not often realized by the public.



**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Tuesday, January 31, 2012 4:09 PM  
**To:** EDNtestimony  
**Cc:** Evangeline\_Cabang@notes.k12.hi.us  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM  
**Attachments:** Testimony against HB 1668.docx

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Evangeline Cabang  
Organization: Individual  
E-mail: [Evangeline Cabang@notes.k12.hi.us](mailto:Evangeline_Cabang@notes.k12.hi.us) Submitted on: 1/31/2012

Comments:

TO WHOM IT MAY CONCERN:

No words can describe how I felt when I read about this bill. I could not believe what I was reading. This is a total disrespect to all teachers- tenured teachers especially, like me.

As a tenured teacher, I have vested so much to where I am now. I am a naturalized US citizen. I came to Hawaii with the American dream to make a difference in my student s' lives. Teaching is my passion. I love what I do; but for me to carry out my responsibilities as a teacher I need job security. This bill is attempting to take that peace of mind and security away from me.

I therefore urge all of you – to kill this bill if you truly care about the education of our children. Do not deny them with teachers- seasoned teachers who are working hard to better educate them.

May the Almighty God enlighten your minds to make the wise decision of opposing this bill.

Sincerely,

Evangeline Cabang

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Tuesday, January 31, 2012 2:48 PM  
**To:** EDNtestimony  
**Cc:** kapahulu1@hawaiiantel.net  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Terry Drown  
Organization: HSTA  
E-mail: [kapahulu1@hawaiiantel.net](mailto:kapahulu1@hawaiiantel.net)  
Submitted on: 1/31/2012

Comments:

**belatti2 - Kate**

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**From:** Amy Okino [856aokino@gmail.com]  
**Sent:** Monday, January 30, 2012 11:21 AM  
**To:** EDNtestimony; Rep. Roy Takumi; repbellatti@Capitol.hawaii.gov; Rep. Henry J.C. Aquino; Rep. Karen Awana; repchang@Capitolhawaii.gov; Rep. Faye Hanohano; Rep. John Mizuno; Rep. Mark Nakashima; Rep. Scott Nishimoto; Rep. Tom Okamura; Rep. Scott Saiki; Rep. K. Mark Takai; Rep. Jessica Wooley; repfontatine@Capitol.hawaii.gov; replingjohaanson@Capitol.hawaii.gov  
**Cc:** ekagawahsta@gmail.com; ryamanaka@hsta.org; wokabe@hsta.org  
**Subject:** Oppose HB 1668

Testimony to:  
Oppose HB 1668

Representative Roy Takumi, Chairman, Committee on Education Representative Della Au Belatti, Vice Chairman, Committee on Education Representative Henry Aquino, Member, Committee on Education Representative Karen Awana, Member, Committee on Education Representative Jerry Chang, Member, Committee on Education Representative Faye Hanohano, Member, Committee on Education Representative John Mizuno, Member, Committee on Education Representative Mark Nakashima, Member, Committee on Education Representative Scott Nishimoto, Member, Committee on Education Representative Tom Okamura, Member, Committee on Education Representative Scott Saiki, Member, Committee on Education Representative K Mark Takai, Member, Committee on Education Representative Jessica Wooley, Member, Committee on Education Representative George Fontaine, Member, Committee on Education Representative Aaron Ling Johanson, Member, Committee on Education

I am writing to you to express my strong opposition to HB 1668 relating to Teacher Tenure. Your bill will end tenure for those who are currently tenured teachers and not allow for future teachers to become tenured. I worked very hard to achieve my goal to be a tenured teacher and I am very proud of that fact. I taught my students about goal setting in my classroom all of the time. I have never told them that once you achieve the goal, someone might make a law that takes it away. I taught them to be good citizens, follow the law, and set goals to achieve. Why would you want to take this away from me?

I am deeply hurt by this negative action. Why would you want to harm us by taking away tenure?

Tenure is important to attract and keep people in the teaching profession. Tenure already earned by teachers should not be taken away; this would unfairly target older, experienced teachers.

Our Union has a right o bargain this under the Constitution and I don't want to lose my rights to have them do that for me. Please stop this bill immediately from going forward and let us work together to protect our right to tenure.

Thank you allowing me to provide testimony for HB 1668.

Amy Okino  
HSTA Member

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Monday, January 30, 2012 9:28 PM  
**To:** EDNtestimony  
**Cc:** kaizaru@gmail.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: William McDaniel Albritton  
Organization: Individual  
E-mail: [kaizaru@gmail.com](mailto:kaizaru@gmail.com)  
Submitted on: 1/30/2012

**Comments:**

Tenure protects academic freedom for public K-12 teachers and post-secondary educators. Education is essential to economic health and democratic process of our country. We should be supporting our teachers with more money and more benefits, not taking them away. Therefore, I oppose House Bill 1668.

Mahalo,  
William McDaniel Albritton  
Palolo Valley Resident

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Monday, January 30, 2012 9:24 PM  
**To:** EDNtestimony  
**Cc:** christinasekiya@yahoo.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM  
**Attachments:** Oppose HB 1668.docx

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: christina sekiya  
Organization: Individual  
E-mail: [christinasekiya@yahoo.com](mailto:christinasekiya@yahoo.com)  
Submitted on: 1/30/2012

Comments:

Oppose HB 1668

Representative Takumi, Chair of Education

Representative Della Au Bellati, Vice-Chair

I am writing to express my strong opposition to HB 1668 in regards to teacher tenure. This bill will take away the tenure rights of teachers who have earned their right to tenure through the probationary training process that had been previously agreed upon. Teachers are awarded tenure through observation of practice and evaluation processes that ensure teacher standards have been met. We have worked too hard to have these rights taken away.

Teachers in this state are faced with ever present and surmounting challenges which have already taken a toll on our morale. It seems as though everyday there is another "attack" on our profession. As teachers we truly care about our students and have a passion for our work. However this gets more and more challenging with each and every set back that we are faced with.

If we want to truly improve the quality of our education system we must continue to work together to put highly qualified teachers in each and every classroom. Tenure is important to continue to attract people to the teaching profession and keep experienced teachers. Please stop this bill immediately from going forward and let us work together to protect our right to tenure

Thank you for your consideration on this matter.

Christina Sekiya

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Monday, January 30, 2012 9:23 PM  
**To:** EDNtestimony  
**Cc:** jessieprest@gmail.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Jessie O'Neill-Prest  
Organization: Individual  
E-mail: [jessieprest@gmail.com](mailto:jessieprest@gmail.com)  
Submitted on: 1/30/2012

**Comments:**

I am a teacher in Kihei, Hawaii. I urge you to oppose HB 1668 which eliminates tenure for employees of the Department of Education. Tenure attracts and retains highly qualified candidates to the teaching profession. At a time when teachers have a pay cut and steep increase in medical cost coverage, it is crucial that tenure remains to provide our students with quality educators and education in our community and state. Thank you for your time.



**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Monday, January 30, 2012 9:21 PM  
**To:** EDNtestimony  
**Cc:** mskkom@gmail.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Kathryn Miller  
Organization: Individual  
E-mail: [mskkom@gmail.com](mailto:mskkom@gmail.com)  
Submitted on: 1/30/2012

**Comments:**

If the State does not commit to the professional teacher, why should he commit to the profession.

Doing away with tenure will set up a revolving door of teachers leaving the profession, after 2-5 years. Most will realize there's some other way to spend their lives and be appreciated for it.

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Monday, January 30, 2012 9:19 PM  
**To:** EDNtestimony  
**Cc:** mtwatanabe@gmail.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM  
**Attachments:** Takumi re-HB1668.docx

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Mark T. Watanabe  
Organization: Individual  
E-mail: [mtwatanabe@gmail.com](mailto:mtwatanabe@gmail.com)  
Submitted on: 1/30/2012

Comments:

**Mark T. Watanabe**

103 Palapalai Street  
Hilo, Hawaii 96720

Master of Education [MEd]  
National Board Certified Teacher

January 30, 2011

Representative Roy Takumi  
Chair, Education Committee  
Hawaii State House of Representatives  
Hawaii State Capitol  
Honolulu, Hawaii 96813

Dear Representative Takumi,

As a teacher in the public schools in Hawaii for almost twenty years, I am committed to giving my best personal effort in the classroom, as a member of my school's faculty, and as a colleague in education. I have taught at the high school level since 1993, and in addition to my teaching responsibilities serve as the Career & Technical Education [CTE] Coordinator at my school.

Currently before your committee is consideration of HB1668 that will eliminate tenure for public school teachers. I respectfully urge you not to advance this legislation.

Tenure is a status granted to a teacher after successful completion of a designated probationary period. As implemented in practice, it does not mean irrevocable and permanent status for a teacher but specifies an equitable procedure in which a teacher's individual rights are not infringed upon, and [any] performance issues are addressed in a fair manner, observing due process and open hearings.

Elimination of tenure for teachers will create a negative atmosphere within the educational system in Hawaii. It will leave teachers without recourse to address issues they may encounter, and provide administrators with means to dismiss teachers without providing them the opportunity to resolve situations fairly.

Please protect the rights of Hawaii's teachers.

Sincerely,

Mark T. Watanabe

cc: Rep. Au Belatti

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Monday, January 30, 2012 9:03 PM  
**To:** EDNtestimony  
**Cc:** logan.okita@gmail.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM  
**Attachments:** HB1668Testimony.pdf

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Logan Okita  
Organization: Individual  
E-mail: [logan.okita@gmail.com](mailto:logan.okita@gmail.com)  
Submitted on: 1/30/2012

**Comments:**

I am unable to testify in person because I am a public school teacher and feel that it is necessary to be in the classroom working with my students.

I would like to express my opposition to this proposed legislation that will be detrimental to the teaching profession and my future as an educator in Hawaii. While the general public believes the myth that tenured teachers cannot be fired, I know that our contract provides for basis to discipline or dismissal for misconduct or poor performance under HRS 76. This proposed legislation demonstrates a lack of understanding of what teachers do and suggests that teachers are the sole cause of the problems in public education. After attending a small university on the mainland, I returned home to Hawaii to begin my career in the DOE because I wanted to make a difference. I am licensed in both early childhood and elementary education and am currently pursuing National Board Certification. Since starting my career in 2006, I have earned a Master's of Education in Curriculum Studies and taken 45 additional credits of professional development. I know many other teachers who have also taken these steps to improve their teaching and demonstrate lifelong learning. This legislation will silence the voice of teachers to advocate for themselves, their students, and public education as we tiptoe around administrators who might not agree with our opinions and hold our next contract in their hands. I respectfully ask that you not support HB1668 because it assumes that there are a lot of "bad" teachers in our system without any supporting data and disrespects the thousands of great and dedicated teachers.

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Monday, January 30, 2012 8:49 PM  
**To:** EDNtestimony  
**Cc:** snaungayan@hawaii.rr.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM  
**Attachments:** OPPOSITION TO HB 1668.pdf

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Shellie B. Naungayan  
Organization: Individual  
E-mail: [snaungayan@hawaii.rr.com](mailto:snaungayan@hawaii.rr.com)  
Submitted on: 1/30/2012

Comments:

OPPOSITION TO HB 1668

Representative Takumi, Chair of Education

Representative Della Au Bellati, Vice-Chair

Dear Representatives Takumi and Bellati:

I am writing to voice my opposition to HB 1668, a bill that seeks to eliminate "the vesting of tenure for certain employees of the Department of Education." While I am diametrically opposed to your bill, I believe that your intent in writing this bill is the result of your concern for education in Hawaii. Although I share your concern, I also know that the elimination of tenure is an ineffective and perhaps even punitive measure that will only hurt both teachers and students.

As a teacher of over 30 years, I continue to use my experience not only in the high school classroom, but as a trainer of other teachers. Moreover, it is because of the present tenure system that I am able to continue to serve as a teacher. Despite the fact that I received my tenure many years ago, I have continued to work toward and to receive an advanced degree in education. As a result of that degree, I created gifted programs in two high schools, and I continue to write and implement curriculum both at the state level and in my classroom.

Presently, I am working with teachers across the state to create and implement an improved expository writing curriculum. I do this while continuing to work as a classroom teacher. That is what a tenured teacher does. A tenured teacher understands that tenure does not mean a "lifetime job." A tenured teacher continually works to improve his/her pedagogical skills and content knowledge, secure in the understanding that s/he cannot be dismissed from a job without "just cause." Tenure guarantees that a teacher will be granted "due process" in any situation. Moreover, it is awarded after the teacher has demonstrated that s/he can meet the standards required to effectively teach a classroom of students.

Should tenure be eliminated, the Department of Education will lose valuable and talented teachers. Those teachers will seek for jobs that treat them in a fair and equitable manner.

I believe that your bill will do great harm to Hawaii's educational system. While your intent may be to improve that system, your bill will have the opposite effect. Please withdraw this bill, and please work to protect the teachers' right to tenure.

Sincerely,

Shellie B. Naungayan

Waiakea High School

Hilo, Hawaii

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Monday, January 30, 2012 8:44 PM  
**To:** EDNtestimony  
**Cc:** jkometani@hawaiiantel.net  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM  
**Attachments:** Tenure.docx

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: John Kometani  
Organization: Individual  
E-mail: [jkometani@hawaiiantel.net](mailto:jkometani@hawaiiantel.net)  
Submitted on: 1/30/2012

Comments:



Tenure is and always has been a mandatory subject of bargaining for HSTA. Adopting such legislation would be a violation of our statutory and constitutional right to collectively bargain over wages, hours, and conditions of work. It is also a direct attack on our membership, our profession, and a lack of recognition and respect for the valuable service that our veteran teachers provide to the State of Hawaii.

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Monday, January 30, 2012 8:23 PM  
**To:** EDNtestimony  
**Cc:** nicolekeiko@hotmail.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM  
**Attachments:** OPPOSE HB 1668.doc

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Sherry Takenishi  
Organization: Individual  
E-mail: [nicolekeiko@hotmail.com](mailto:nicolekeiko@hotmail.com)  
Submitted on: 1/30/2012

Comments:

**OPPOSE HB 1668**

**Representative Takumi, Chair of Education**

**Representative Della Au Bellati, Vice-Chair**

I am writing to you to express my strong opposition to HB 1668 relating to Teacher Tenure. Your bill will end tenure for those who are currently tenured teachers and not allow for future teachers to become tenured. Tenure allows for teachers to be entitled to a system of due process so that we can't be fired unfairly. Tenure laws make sure educators are treated in a fair and equitable manner. Tenure is an earned right that teachers are awarded after going through a rigorous probationary process. Tenured teachers continue to be evaluated during their tenured period to make sure they are still reaching goals and keeping up with their practicum.

Our Union has a right to bargain this under the Constitution and I don't want to lose my rights to have them do that for me. Please stop this bill immediately from going forward and let us work together to protect our right to tenure.

Thank you

Sherry Takenishi

4<sup>th</sup> grade teacher at Queen Kaahumanu Elementary

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Monday, January 30, 2012 8:20 PM  
**To:** EDNtestimony  
**Cc:** green\_bay\_boy@yahoo.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM  
**Attachments:** In regard to HB 1668.rtf

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Thomas J. Foley  
Organization: Individual  
E-mail: [green\\_bay\\_boy@yahoo.com](mailto:green_bay_boy@yahoo.com)  
Submitted on: 1/30/2012

Comments:

In regard to HB 1668, I must strongly urge all of you to vote "No." Tenure is an important part of being a teacher. It gives teachers the ability to speak their mind, and for cantankerous individuals like myself it is a lifeline. I don't mind if tenure would be tweaked, as it would make us all better teachers, but eliminating it would be disastrous both to students and Hawaii's educational system itself.

It takes at least four years to become a teacher in any state, and it takes at least two more years (sometimes more) to become a good teacher, as teachers need time on the job to perfect their practices for their particular student population. This is true for any skilled profession, and make no mistake, teaching requires a unique set of skills. Tenure is a way of rewarding a teacher who has perfected his or her trade. After all, there aren't many financial rewards, as teachers are the LOWEST paid degreed professionals.

Another important reason for keeping tenure in some form or another is that certain excellent teachers have a tendency to rub some of their peers and supervisors the wrong way. Without tenure, a teacher who has perfected (to some degree) his or her craft and has been working at a school for over ten years could be dismissed on a whim, say for making an off-hand remark about an administrator that is taken the wrong way (I know it's a long shot, but it has actually happened before). I have worked in other school districts in the country to know this happens more than a little.

Tenure also provides teachers with a sense of security and courage. I never wrote a single letter to the newspaper before I got tenure, but I have written two now, knowing that if my name is included I cannot be fired just because someone disagreed with my opinion. A courageous teacher is a dynamic and effective teacher. This has benefits that are intangible, as students actually do sometimes look up to us as role models. As role models, we owe them a duty to be courageous and to stick up for ourselves, sometimes vocally. A timid teacher is a poor role model for our students.

Having tenure doesn't have to mean the teacher isn't evaluated on performance, but it should mean that any negative evaluation should be based on measurable deficiencies that the teacher displays. I like to be evaluated, as it helps me become a better teacher. In fact, I self-evaluate after every lesson.

Is tenure abused? Most certainly. Some government employees who are not teachers abuse parts of their jobs, too, such as cops who accept free donuts from a store. Just because a few cops do this doesn't mean we get rid of cops or donuts (both are necessary). Let's work together to fix tenure, not eliminate it. Teachers need to feel a sense of confidence, and tenure provides that.

Thomas J. Foley  
ELL teacher  
Lahainaluna High School

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Monday, January 30, 2012 7:01 PM  
**To:** EDNtestimony  
**Cc:** pacificelc@hawaii.rr.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM  
**Attachments:** OPPOSE HB 1668\_mhc.pdf

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Melany H Chapin  
Organization: Individual  
E-mail: [pacificelc@hawaii.rr.com](mailto:pacificelc@hawaii.rr.com)  
Submitted on: 1/30/2012

Comments:

OPPOSE HB 1668

Representative Takumi, Chair of Education  
Representative Della Au Bellati, Vice-Chair

I am writing to you to express my strong opposition to HB 1668 relating to Teacher Tenure.

Your bill will end tenure for those who are currently tenured teachers and not allow for future teachers to become tenured. I worked very hard to achieve my goal to be a tenured teacher and I am very proud of that fact. I teach my students about goal setting in my classroom all of the time. I have never told them that once you achieve the goal, someone might make a law that takes it away. I teach them to be good citizens, follow the law, and set goals to achieve. I devoted myself to teaching by obtaining an advanced degree, passing several Praxis exams, then becoming licensed. I have continued to devote my time, resources and devotion to my profession by working extensive hours to make sure that my students get the best educative experience possible. I invest my time, money, and devotion to education because I believe it is powerful, important and the right of every student. I took on this commitment and career knowing that my professional efforts would include tenure. Removing it is worse than a broken promise. Do not remove tenure from the professionals that are teachers.

Our Union has a right to bargain this under the Constitution and I do not want to lose my rights to have them do that for me. Please stop this bill immediately from going forward and let us work together to protect our right to tenure.

Thank you.

Melany H. Chapin  
Kea'au Middle School Teacher

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Monday, January 30, 2012 6:41 PM  
**To:** EDNtestimony  
**Cc:** jennyhazama@yahoo.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM  
**Attachments:** OPPOSE HB 1668.docx

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Jenny Hazama  
Organization: Individual  
E-mail: [jennyhazama@yahoo.com](mailto:jennyhazama@yahoo.com)  
Submitted on: 1/30/2012

Comments:



January 30, 2012

OPPOSE HB 1668

Representative Takumi, Chair of Education  
Representative Marilyn Lee, Mililani Mauka

I am writing to you to express my opposition to HB 1668 relating to Teacher Tenure. Your bill will end tenure for those who are currently tenured, such as myself. Your bill will not allow for future teachers to become tenured. I worked extremely hard to earn my tenure. Why would you want to take this away from me? It doesn't seem fair for you to take away tenure that has already been earned by teachers.

This bill unfairly targets only teachers. If it is the state's desire to remove tenure this bill should apply to ALL state employees!

Our union, the HSTA, has a right to bargain this under the Constitution and I do not want to lose my rights to have them do that for me. Please stop this bill from going forward and let us work together to protect our right to tenure.

Thank you,  
Jenny Hazama

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Monday, January 30, 2012 6:15 PM  
**To:** EDNtestimony  
**Cc:** fnlsasan@hawaiiantel.net  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM  
**Attachments:** HB1668

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Lori Sasan  
Organization: Individual  
E-mail: [fnlsasan@hawaiiantel.net](mailto:fnlsasan@hawaiiantel.net)  
Submitted on: 1/30/2012

Comments:

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Monday, January 30, 2012 6:05 PM  
**To:** EDNtestimony  
**Cc:** odysseyhaw@gmail.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM  
**Attachments:** tenure testimony.doc

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Mary Ann Sadaoka  
Organization: Individual  
E-mail: [odysseyhaw@gmail.com](mailto:odysseyhaw@gmail.com)  
Submitted on: 1/30/2012

Comments:  
Please! Do not allow passage of this bill!

This is my written testimony opposing the passage of this bill that would eliminate tenure for teachers. Tenure is granted to teachers by our administrators after we have taught and been evaluated for what, in essence, is three years. We are then evaluated through an evaluation process called PEP-T on a regular basis. If anything appears needing improvement, suggestion can be given, the teacher can be assigned a mentor, etc. The system is already in place to assure that the teacher receives the resources needed to improve.

I question why this has become a legislative issue? The common response is that with tenure bad teachers cannot be removed. This is simply not true. What tenure does is allow teachers due process. What does the proposed bill do? It allows for the arbitrary removal of a teacher through processes that have not been spelled out and are open to interpretation by an administrator. This bill does an injustice to the vast majority of teachers who work many hours at their job and at home. It does nothing for those dedicated teachers who seek out professional development (and pay for it out of their own pockets) to keep their skills and teaching methods up-to-date.

I sincerely appeal to you to oppose this bill! It is a disservice to teachers and leaves all teachers vulnerable to the whim of others rather than to a system of checks and balances.

## belatti2 - Kate

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Monday, January 30, 2012 5:53 PM  
**To:** EDNtestimony  
**Cc:** cheryl\_kiefer@notes.k12.hi.us  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM  
**Attachments:** OPPOSE HB 1668.doc

**Follow Up Flag:** Follow up  
**Flag Status:** Flagged

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Cheryl Kiefer  
Organization: Keaau Middle School  
E-mail: [cheryl\\_kiefer@notes.k12.hi.us](mailto:cheryl_kiefer@notes.k12.hi.us)  
Submitted on: 1/30/2012

Comments:

OPPOSE HB 1668

Representative Takumi, Chair of Education  
Representative Della Au Bellati, Vice-Chair

I am writing to you to express my strong opposition to HB 1668 relating to Teacher Tenure.

Your bill will end tenure for those who are currently tenured teachers and not allow for future teachers to become tenured. I worked very hard to achieve my goal to be a tenured teacher and I am very proud of that fact. I teach my students about goal setting in my classroom all of the time. I have never told them that once you achieve the goal, someone might make a law that takes it away. I teach them to be good citizens, follow the law, and set goals to achieve. Why would you want to take this away from me?

Our Union has a right to bargain this under the Constitution and I don't want to lose my rights to have them do that for me. Please stop this bill immediately from going forward and let us work together to protect our right to tenure.

Thank you.

Cheryl Kiefer  
Kea'au Middle School Teacher

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Monday, January 30, 2012 4:24 PM  
**To:** EDNtestimony  
**Cc:** david92jackson@yahoo.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM  
**Attachments:** Response to HB 1668.wps

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: David Jackson  
Organization: Individual  
E-mail: [david92jackson@yahoo.com](mailto:david92jackson@yahoo.com)  
Submitted on: 1/30/2012

Comments:

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Monday, January 30, 2012 3:02 PM  
**To:** EDNtestimony  
**Cc:** alantopher@yahoo.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM  
**Attachments:** HB 1668.doc

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Christopher Hale  
Organization: Individual  
E-mail: [alantopher@yahoo.com](mailto:alantopher@yahoo.com)  
Submitted on: 1/30/2012

**Comments:**

Aloha,

I am writing to you to express my strong opposition to HB 1668 relating to Teacher Tenure. Your bill will end tenure for those who are currently tenured teachers and not allow for future teachers to become tenured. I worked very hard to achieve my goal to be a tenured teacher and I am very proud of that fact. I teach my students about goal setting in my classroom all of the time. I have never told them that once you achieve the goal, someone might make a law that takes it away. I teach them to be good citizens, follow the law, and set goals to achieve. Why would you want to take this away from me? Please stop this bill immediately.

Thank you.



Re: HB 1668

Aloha,

I am writing to you to express my strong opposition to HB 1668, relating to Teacher Tenure. Your bill will end tenure for those who are currently tenured teachers and not allow for future teachers to become tenured. I worked very hard to achieve my goal to be a tenured teacher and I am very proud of that fact. I teach my students about goal setting in my classroom all of the time. I have never told them that once you achieve the goal, someone might make a law that takes it away. I teach them to be good citizens, follow the law, and set goals to achieve. Why would you want to take this away from me? Please stop this bill immediately.

Thank you.

Christopher Hale

Holualoa Elementary School, Grade 5 teacher

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Monday, January 30, 2012 2:24 PM  
**To:** EDNtestimony  
**Cc:** shankaaa@aol.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM  
**Attachments:** OPPOSE HB 1668.doc

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Shannon Kaaa  
Organization: Individual  
E-mail: [shankaaa@aol.com](mailto:shankaaa@aol.com)  
Submitted on: 1/30/2012

Comments:

OPPOSE HB 1668

Representative Takumi, Chair of Education  
Representative Della Au Bellati, Vice-Chair

**Eliminating tenure does not contribute to a better education system.**

There is a mistaken belief that tenure makes it impossible to terminate ineffective teachers. Tenure does not protect teachers who do not do their jobs. Tenure is important to continue to attract people to the teaching profession and keep experienced teachers.

Tenure is a form of job security for teachers. Tenure doesn't guarantee lifetime employment. It protects teachers from being dismissed without just cause and ensures due process.

Why is job security important? Without tenure, I could lose my teaching position for submitting this testimony or writing a letter to the editor. Without tenure, teachers will be afraid to "rock the boat." Having no job security limits active engagement in education reform. Tenure allows teachers to share differing philosophies and protects them from reprisal.

Tenure also protects against the temptation to let experienced teachers go, in favor of new teachers, based purely on financial reasons.

Eliminating tenure is wrong. The elimination of tenure devalues teaching experience and is an attack on the profession of teaching. We need to focus on improving our education system in a fair and just way.

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Monday, January 30, 2012 2:05 PM  
**To:** EDNtestimony  
**Cc:** lauligai@hotmail.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Laurie B.  
Organization: Individual  
E-mail: [lauligai@hotmail.com](mailto:lauligai@hotmail.com)  
Submitted on: 1/30/2012

**Comments:**

I am writing to you to express my strong opposition to HB1668 relating to Teacher Tenure. Your bill will end tenure for those who are currently tenured teachers and not allow for future teachers to become tenured. I worked extremely hard to achieve my goal to become a tenured teacher and I am very proud of the fact that I made tenure. Teachers in Hawaii have been hurt by all the recent negative actions by Governor Abercrombie & the State. It is unfathomable to me why you would want to harm them further by taking away tenure! What will you gain by taking away tenure from teachers who have already earned it? Tenure is critical in continuing to attract competent people to the teaching profession and keep experienced teachers. When teachers are awarded tenure, it is done through observation of practice and evaluation and insures that standards have been met by the teacher. Tenure helps outline and set achievable goals for future teachers. It sets a standard. Tenure laws ensure that education employees are treated in a fair and equitable manner.

Our Union has a right to bargain this under the Constitution. Please stop this bill immediately from going forward!

**belatti2 - Kate**

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**From:** Amy Kekahio [amy.kekahio@gmail.com]  
**Sent:** Monday, January 30, 2012 1:59 PM  
**To:** EDNtestimony; Rep. Roy Takumi; repbellatti@capitol.hawaii.gov; Rep. Henry J.C. Aquino; Rep. Karen Awana; Rep. Jerry Chang; Rep. Faye Hanohano; Rep. John Mizuno; Rep. Mark Nakashima; Rep. Scott Nishimoto; Rep. Tom Okamura; Rep. Scott Saiki; Rep. K. Mark Takai; Rep. Jessica Wooley; repfontatine@capitol.hawaii.gov; replingjohaanson@capitol.hawaii.gov  
**Subject:** OPPOSE HB 1668

I am writing to you to express my strong opposition to HB 1668 relating to Teacher Tenure. Tenure earned by teachers should not be taken away. When teachers are awarded tenure, it is done through observation of practice and evaluation and ensures that standards have been met by the teacher. Tenure is important to attract and keep people in the teaching profession.

Taking tenure away unfairly targets older, experienced teachers. I am hurt by this negative action. Why would you want to take this away from teachers?

Please stop this bill immediately from going forward and let's work together to protect our right to tenure.

Thank you.

Amy Kekahio  
HSTA Member

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Monday, January 30, 2012 1:57 PM  
**To:** EDNtestimony  
**Cc:** dungan3@gmail.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM  
**Attachments:** tenure letter.doc

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Laurie Dungan  
Organization: Individual  
E-mail: [dungan3@gmail.com](mailto:dungan3@gmail.com)  
Submitted on: 1/30/2012

Comments:

1/30/2012

To Whom It May Concern:

I am a nineteen year veteran high school teacher on Kauai. I am writing to voice my strong opposition to House Bill 1668, proposing the elimination of teacher tenure. I can't think of any bill that would be more damaging to the teaching profession and as a result, damaging to the children of Hawaii.

Teacher tenure is granted only after teachers in Hawaii undergo a rigorous and comprehensive probationary period. It is based on performance. Eliminating tenure would open the door to highly qualified, veteran teachers being replaced because of nepotism, favoritism, or at the whim of a vindictive administrator or parent. Tenure has been a fundamental collective bargaining right and it is appalling that this bill would even be considered. It is an insult to the teaching profession and to anyone who supports Hawaii's hard working teachers.

I urge you to vote no against HB 1668, and thank you for supporting Hawaii's schools.

Sincerely,

Laurie A. Dungan

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Monday, January 30, 2012 1:53 PM  
**To:** EDNtestimony  
**Cc:** ravaetodd@hotmail.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM  
**Attachments:** HB 1668.doc

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Dawn Ravae Todd  
Organization: Individual  
E-mail: [ravaetodd@hotmail.com](mailto:ravaetodd@hotmail.com)  
Submitted on: 1/30/2012

Comments:



Aloha,

I am writing to testify that I am opposed to HB1668, I believe American citizens have the right to due process. Adopting such legislation would be a violation of the statutory and constitutional right to collectively bargain. It is a direct attack on the teaching profession and demonstrates a general lack of recognition and respect for the valuable service that our veteran teachers provide to the State of Hawaii.

This bill would unfairly target older, experienced teachers. With the pressure to save money and all costs....naturally the higher paid teachers would be the first to lose their positions. Teachers are will be told that this is not the case but they were also told that tenured already earned would not be taken away....so why should they believe this latest version of the truth.

Tenure teachers are employees who have successfully complete probation and who have been appointed on a continuous basis to a permanent unobligated position. They have worked hard and met the standard. Tenure teachers continue to be evaluated, *it is not a job for life..* If there are issues the employer currently follows a process to help teachers be more effective. It simply states that the employer cannot arbitrarily let a teacher go because they want someone else (not even if the other person would be much lower on the pay scale).

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Monday, January 30, 2012 12:12 PM  
**To:** EDNtestimony  
**Cc:** laceycabral@gmail.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM  
**Attachments:** Opposition to HB1668.doc

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Lacey Cabral  
Organization: Individual  
E-mail: [laceycabral@gmail.com](mailto:laceycabral@gmail.com)  
Submitted on: 1/30/2012

Comments:

## **Opposition to HB1668**

I am a Counselor at Keaau High and have been for the past 12 years. I am also a daughter of a 3<sup>rd</sup> grade Teacher of 37 years. Under the guidance of my Mother, I learned to take pride in my job/profession, to never make excuses, and to give all that you possibly can to ensure a great public education system. I thoroughly believe in giving credit where credit is due, but I do not believe that attacking our collective bargaining rights is the means to do it. Public employees have taken a lot of "blows" in the past few years, but most of us have come out of it with our heads held high. We believe that we make a difference in the future of our children and our State! Please do not continue to degrade us and make our efforts seem worthless. Please do not punish the majority of us by the poor and irresponsible actions of a few...

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Monday, January 30, 2012 12:11 PM  
**To:** EDNtestimony  
**Cc:** lonepoethelloyou@hotmail.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM  
**Attachments:** Save Tenure.doc

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Susan Kay Anderson  
Organization: Individual  
E-mail: [lonepoethelloyou@hotmail.com](mailto:lonepoethelloyou@hotmail.com)  
Submitted on: 1/30/2012

**Comments:**

Please keep the profession of teaching in Hawaii at at least a semi-attractive one for people willing to pursue this career. We are educated, talented, and willing educators who are disheartened by the ill treatment so capriciously heaped upon us by the state. Please provide a GENEROUS salary, working environment with an abundance of materials, fantastic trust and respect by administrators and policy makers, and an overly GENEROUS retirement package to existing and prospective teachers. At the bare minimum, please keep tenure and the right to tenure in place.

January 30, 2012

Dear State of Hawaii,

Please allow for tenure for public employees. Many times, it is a security net that is most needed in their jobs. I am a teacher at Pahoa High and Intermediate School. My student loans are not paid off and I could not apply for the loan forgiveness because I consolidated them. My job site is at a title one school in a hard to staff/hard to fill school. Tenure and guaranteed salary raises are most crucial for teachers in Hawaii schools. Please do not take this away from public school teachers. It is one of the only things that keep us coming back day to day to work.

Susan Kay Anderson

Teacher, Pahoa High and Intermediate School

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Monday, January 30, 2012 12:23 PM  
**To:** EDNtestimony  
**Cc:** kthryn\_fisher@yahoo.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM  
**Attachments:** January 30.doc

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Kathryn  
Organization: Individual  
E-mail: [kthryn\\_fisher@yahoo.com](mailto:kthryn_fisher@yahoo.com)  
Submitted on: 1/30/2012

Comments:

January 30, 2012

To Whom It May Concern:

My name is Katie Fisher and I am a teacher at Nanakuli High School. I have twelve years of employment with the Department of Education. I am very concerned about several bills introduced in the 2012 Legislative session. Teachers have come under attack lately and I'm wondering why, especially in Hawaii where we have a perpetual teacher shortage. At NHIS we have several long term substitute teachers in full time teaching positions. I can't imagine the action by the Legislature is going to attract new teacher candidates to the Leeward Coast.

Tenure is earned by public school teachers. It protects us from being unfairly punished or terminated by an Administrator. What is the reason for revoking our tenure? It seems to be revenge by the Governor for not ratifying the contract. It makes no sense to alienate the teachers. We all need to work together for the students. We are now working in a hostile environment. It is difficult to focus on our job when the Governor is constantly attacking us. This is just the latest in a series of attacks that have lowered teacher morale. We are tired of being taken advantage of. Maybe we should be looking at making systemic changes to the Department of Education. It starts at the top. Good leadership produces good results. Stop attacking the people in the trenches and let's all work to improve our educational system.

Sincerely,  
Katie Fisher

OPPOSE HB 1668

Representative Takumi, Chair of Education  
Representative Della Au Bellati, Vice-Chair

I am writing to you to express my strong opposition to HB 1668 relating to Teacher Tenure.

Your bill will end tenure for those who are currently tenured teachers and not allow for future teachers to become tenured. I worked very hard to achieve my goal to be a tenured teacher and I am very proud of that fact. I teach my students about goal setting in my classroom all of the time. I have never told them that once you achieve the goal, someone might make a law that takes it away. I teach them to be good citizens, follow the law, and set goals to achieve. Why would you want to take this away from me?

Our Union has a right to bargain this under the Constitution and I don't want to lose my rights to have them do that for me. Please stop this bill immediately from going forward and let us work together to protect our right to tenure.

Thank you.

Cheri Alonzo  
Kea'au Middle School Teacher



**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Tuesday, January 31, 2012 9:46 PM  
**To:** EDNtestimony  
**Cc:** Brett\_Tanaka@notes.k12.hi.us  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM  
**Attachments:** HB 1668 Testimony\_BT.pdf

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Brett Tanaka  
Organization: HGEA Unit 6  
E-mail: [Brett Tanaka@notes.k12.hi.us](mailto:Brett_Tanaka@notes.k12.hi.us)  
Submitted on: 1/31/2012

Comments:

Date of Hearing: February 1, 2012

Committee: EDUCATION

Person Testifying: Brett Tanaka

Title: H.B. 1668, Relating to Education

Purpose: Eliminates the vesting of tenure for certain employees of the Department of Education

Position: I strongly oppose H.B. 1668 as it is not the “end all” to addressing instructional and job performance accountability. It is also not a “constructive” way to encourage discussions on how to best overhaul the tenure system as a means for education reforms efforts. There are more “constructive” options involving the respective stakeholders should be explored before resorting to “quick fix” measures that will not necessarily solve the issues this bill intends to fix. The solution for this issue is much larger than the scope of what this bill is proposing.

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Tuesday, January 31, 2012 10:53 PM  
**To:** EDNtestimony  
**Cc:** jikasan@aol.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM  
**Attachments:** Tenure Testimony - HB1668 - 1-31-12 revised.docx

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: James G. Cadiz Jr.  
Organization: Individual  
E-mail: [jikasan@aol.com](mailto:jikasan@aol.com)  
Submitted on: 1/31/2012

**Comments:**

I'm not able to be at the hearing because I have a commitment to my students and families and I've spent almost about 3 hours which I could have used for planning and assessments. I have to fight this bill because I believe so strongly this is not right.

Honorable Chair Takumi, Chair Rhoads and committee members:

My name is James Cadiz a teacher and member of the Hawaii State Teacher Association. I have been a teacher for the Department of Education for 7 years. I currently work at Waianae Elementary School. I choose to testify in opposition of HB 1668, relating to education.

I chose this career path because I truly believe that the generations should learn to give back towards the community. I understand that it is not for my benefit but for the benefit of all those who I teach for one I hope to have helped to instill the generations to give back as I have learned to give back.

As a beginning teacher I was naïve to think that a teacher plans and implements lesson plans then go home joyously to correct a few papers, input and then go to sleep. Low and behold we council students, we diagnose learning difficulties, adjust lessons in hopes of success, reassess lesson plans, if those plans don't work then we need to research new and more innovative ways to implement the lesson and retry them. We also diagnose and document data if student(s) need extra help create interventions separate for each child in question, reassess, meet in teams for feedback, create new intervention if needed, reassess, and meet again for next steps for required actions. We implement and reassess our approaches constantly. We plan almost day in day out including weekends. We also provide outlets for children who have a difficult time communicating either to family, or even to peers. We fill in gaps to support self confidence, attend games, events at school or elsewhere for children, playing with children to build their confidence, support them in times of grief. We try our best to provide structure and to build a child as a whole. Rarely do most people realize this is what teaching entails as good and honorable.

But as testing and more demand for higher HSA and Annual Yearly Progress persist, scores become the priority for funding. Character building is sacrificed for test prep. Strong emphasis is placed on reading and math while we have little or no supplies that aid for us to include the arts, social studies, science, music, etc. We have learned to be resourceful at times in order to target these needs. We have to learn to balance all these things with limited supplies and time to build the well rounded student.

Let me remind you that we are at times not even close to the #1 person in these children's lives. They go home to parents, family members that offer support or lack of at times. They go home to care and love and others at times to neglect and abuse. For those who are unfortunate, school is a far solution to their regular problems. Through this, teachers must find away and a balance day in and day out to teach and motivate the less fortunate to the highly self motivated. We must differentiate lesson plans for not all children are the same. We need to accommodate providing specified lessons at times and not teach towards the middle. We have cultures at conflict with ideals and we need to teach despite all.

All of this is not easy and though we only have a 10 month and a half contract of employment I think little realize how many hours are spent apart from our personal lives in order to work and be successful for our children. We have had Professional Development days declined and being told to work more for less or no pay for the extra hours we place. I spend on average 9-11 hours on weekdays on school work and 5-6 hours on weekends supporting my work. It is not to say I've pulled all nighters teaching with no sleep or an hour or two, through sickness, through my own personal problems and so forth. I've spent

days correcting papers and prepping comments for report cards on break and prepping for my next year for summer. Little realize and respect this.

I have had a surgery within the 5 years of teaching. I have had to struggle with ulcers. I now have little money to support getting a master's degree in hopes of excelling my teaching styles and career. With what I have seen on the news during the recession and the "99%" it seems that there is no incentive for increasing your education. Graduates are unaffordable because they are over qualified. Students' can't pay off their debts because business can't afford them. I've heard a teacher proclaim that through Professional Development credits and gaining enough to move up a class, she has gained a total of a take home of \$200 a pay check after tax to help her family. Her husband was in the hospital due to a sudden illness and that increase was mute after awhile. She rechecked and rechecked the calculation. I have also heard a teacher proclaim that gaining a master's degree has actually made her take home pay less in this economy through Last Best Final Offer then it was when she had just a B.Ed. Finally I've heard of a teacher with a college degree have to choose between health care and her mortgage where ultimately she had to sacrifice health care just so she could have a roof over her head. Personally for the work and time I've needed in reporting, assessing, inputting data, calling up parents, reassessing a new directive, and test prep there is really little room to do actual teaching, planning and prepping. I have little time throughout the day while doing work for my classroom and mandates to even find time to get a master's degree because I know in my mind something has to give and it will be the kids if I need to stay up and write a report or read chapters. I also have considered putting aside having a family because it is almost daunting to think about the work I would need to complete while taking care of my own child in the process. It seems my life has been put on hold. I'm mostly out of debt and wish not to be back in debt like protesters that have incurred that were told while they were growing up to go to college and get a good job. Little did they say how much student loans would cost.

I'm disheartened. After 7 years of teaching I have received nothing but pay cuts and if this was a business then this has to be unacceptable. My principle has put in all this time, training, and faith for me to hopefully carry on and continue at Waianae EI. With this failure to claim and be truthful about unpaid leave I feel unsupported by superiors. I'm upset about the lies. I think it is one person who said, "everybody is going to have to pitch in" with the deficit the state is facing. I feel teachers are taken advantage of. They give in to work demands despite furlough, directed leave without pay knowing that they have a responsibility to their students and their families. I feel taken advantaged. I blame my own good conscience for the condition I work in. With pay cut after pay cut after pay cut I'm convinced that I'm not supported in my work ethics, my convictions and beliefs to better the community. Teachers are not supported. I am considering becoming one of those teachers who leave the profession after 7 years. They say it is around your 5<sup>th</sup> year that you consider other options and retaining teachers are so hard. According to Forbes Magazine teacher attrition is almost a \$7.3 billion cost each year.

Losing tenure is just another reason for not feeling supported. If you have not realized by now, the tone of my testimony at this point is upset, depressed, annoyed, and frustrated. I'm losing my faith in the teaching career and if we have to fight for rights and fair working conditions every time the budget gets cut then I don't know how we expect the system to succeed. I don't even understand why education should face budget cuts. Is education not important?

We have already been forced into a contract despite our collective bargaining rights. We have voted 67% in response to a tentative agreement that votes no to an unclear and contract and evaluation system. I would think the democratic process is well within our rights as voting citizens would matter but still we are unheard and what HB 1668 says is that despite the teachers' voice we will not listen. I feel muted, ignored, abused, unsupported and ungratified.

I also agree with the many points brought up by the IMUA Alliance in opposition of this bill.

By pushing through HB1668 this is one teacher's heart you have broken completely and would only consider teaching down the road as a hobby and not as a career. I end this all by saying I've not loss hope for the students and the children of Hawaii but I've lost hope in the career of education. What will come to pass will be and in my own good conscience and belief I hope my voice matters at this committee. I oppose HB1668. Please abolish this bill.

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Tuesday, January 31, 2012 10:20 PM  
**To:** EDNtestimony  
**Cc:** Mrscindyton@msn.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Cynthia Tong  
Organization: Individual  
E-mail: [Mrscindyton@msn.com](mailto:Mrscindyton@msn.com)  
Submitted on: 1/31/2012

**Comments:**

I oppose HB 1668. As a nationally board certified teacher who has worked for fifteen years in the DOE, I feel that the removal of tenure will only result in driving the young, brightest teachers from the profession because they will not gain the one of the most important goals that any working adult wants , that is, job security.

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Tuesday, January 31, 2012 10:13 PM  
**To:** EDNtestimony  
**Cc:** Temk554@me.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Eric Tong  
Organization: Individual  
E-mail: [Temk554@me.com](mailto:Temk554@me.com)  
Submitted on: 1/31/2012

**Comments:**

I stand in opposition to hb1668. As a teacher with the DOE over 20 years, I have always worked summers and breaks to prepare the upcoming school year and having tenure removed means I have no reason to do so.



**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Tuesday, January 31, 2012 9:58 PM  
**To:** EDNtestimony  
**Cc:** mysterybibliotheque@gmail.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM  
**Attachments:** I am testifying against HB 1668.docx

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Bryan Freiberg  
Organization:  
E-mail: [mysterybibliotheque@gmail.com](mailto:mysterybibliotheque@gmail.com)  
Submitted on: 1/31/2012

Comments:

I am testifying against HB 1668. Properly understood, this bill must be viewed as part of a full scale assault on labor unions and the middle class. In recent years, educators and meaningful educational reform have suffered under a procession of misguided top-down legislation at the federal and state level that scapegoats teachers for societal problems and openly attacks their already meager pay and benefits and stifles their morale and creativity.

Blanket destruction of teacher tenure will have a direct and immediate negative impact on teacher working conditions and the integrity of the profession. Worse yet, like "No Child Left Behind," this will ultimately fail at improving student achievement and distract the public and the legislature from addressing the real issues that need to be addressed.

Few educators will deny that tenure occasionally protects a teacher that should be considering a career change. When addressing these issues though, it is important to remember that even the worst among us entered the profession to make a positive impact upon the lives of young people. Most of them made a conscious decision to forgo more lucrative career paths out of a desire to dedicate their own lives to making their community and their world a better place. Even the worst among us deserves a chance to be reminded of whatever of small kernel of this may be left in their soul and a chance to redeem themselves and their professional practice before being unceremoniously discarded. It should be remembered that there are also bad doctors, bad lawyers, bad police officers, bad air traffic control officers, bad pilots and even bad politicians who are allowed to practice. Rather than trying to run a systemic purge, reform efforts would do better to focus on the carrot rather than the stick, providing incentives to enter and remain in the profession.

The greater damage done will be the result of eliminating the only reasonable benefit offered to educators: stability and job security. In a state where the average teacher does not earn the necessary salary to afford the average two bedroom apartment, there are few other tangible incentives to enter and remain in the field. The state government has already demonstrated that employee paychecks are the thing to cut when they can't balance the budget. Without tenure, senior teachers are likely to be the first cut because they cost the most. Combined with the assault on labor rights, this will create permanent downward pressure on the wages of experienced teachers, disincentives to remain in the system, and ultimately, the perception that teaching is a starter career for those aspiring to do something better.

Anyone doubting the problem of downgrading the profession should spend time in a Waianae Coast School. Waianae schools operate with a huge percentage of new teachers turning over every two years. Senior teachers are vilified by the attack on tenure and yet the area with the least senior staff is designated as the state's largest "zone of school improvement" under RTTT! If teachers "have it too easy" why do our schools here on the coast run on recent college grads (frequently uncertified) imported from the mainland? Why don't more local residents choose to become certified teachers? Could it be because they all have a friend or relative working as a teacher and he or she can't even provide adequate housing for the family? Do we really need a bill like HB 1668 that will exacerbate this problem rather than do something productive to reverse it? We have some excellent educators in our community (both local and imported) but this is in spite of the system, not because of it. True education

reform allows community-based people the freedom to innovate from the bottom up rather than legislating a weapon of mass destruction from the top down.

Do we want to create a system where a veteran teacher with a lifetime commitment to the community could be bumped by a high-energy "newbie" who, despite talent and passion, will most likely return to the mainland within two years so they can afford a house?

Finally, the concern of intellectual freedom should not be disregarded. Teachers should be expected (and rewarded) for being both subject matter experts and experts of curriculum and instruction. This involves the ability and the necessity to think freely and share divergent opinions. This necessitates the ability to be impromptu due to unexpected circumstances and make innovative adjustments to the curriculum in response to community-specific needs. This type of professionalism doesn't come from a manual or a corpus of standards. Intellectual freedom is already ailing in the public schools and tenure is the last line of defense.

Certain tweaks to the current tenure system such as lengthening time and observation required to earn tenure and clarifying due process to revoke it in the event of professional misconduct or incompetence may be in order. However, beyond that the legislature should remember the problems with teacher turnover and remember Adam Smith's admonition to vote with their dollars in the marketplace.

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Tuesday, January 31, 2012 9:43 PM  
**To:** EDNtestimony  
**Cc:** kyuyi11@hotmail.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Kyu Yi  
Organization: Individual  
E-mail: [kyuyi11@hotmail.com](mailto:kyuyi11@hotmail.com)  
Submitted on: 1/31/2012

**Comments:**

\*Representative Takumi, Chair of Education\* \*Representative Della Au Bellati, Vice-Chair\*

I am writing to you to express my strong opposition to HB 1668 relating to Teacher Tenure. Your bill will end tenure for those who are currently tenured teachers and not allow for future teachers to become tenured. My wife worked very hard to achieve her goal to be a tenured teacher and I am very proud of that fact. She teaches her students about goal setting in the classroom all of the time. She has never told them that once you achieve the goal, someone might make a law that takes it away. She teaches them to be good citizens, follow the law, and set goals to achieve. Why would you want to take this away from her? Teachers have no problem with extending the probationary period for being teachers. It is a goal to achieve tenure as a sign of successfully passing their probationary period. It is important to continue to attract people to the teaching profession and keep experienced teachers here in Hawaii.

Tenure already earned by teachers should not be taken away.

When teachers are awarded tenure, it is done through observation of practice and evaluation and insures that standards have been met by the teacher. Tenure helps outline and set achievable goals for future teachers.

It sets the standard. This bill would unfairly target older, experienced teachers

The HSTA has a right to bargain this under the Constitution and she doesn't want to lose the right to have them do that for me. Please stop this bill immediately from going forward and work together with the teachers to protect their right to tenure.

Thank you.

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Tuesday, January 31, 2012 9:39 PM  
**To:** EDNtestimony  
**Cc:** roxane-y@hotmail.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Roxane Yi  
Organization: Individual  
E-mail: [roxane-y@hotmail.com](mailto:roxane-y@hotmail.com)  
Submitted on: 1/31/2012

**Comments:**

\*Representative Takumi, Chair of Education\* \*Representative Della Au Bellati, Vice-Chair\*

I am writing to you to express my strong opposition to HB 1668 relating to Teacher Tenure. Your bill will end tenure for those who are currently tenured teachers and not allow for future teachers to become tenured. I worked very hard to achieve my goal to be a tenured teacher and I am very proud of that fact. I teach my students about goal setting in my classroom all of the time. I have never told them that once you achieve the goal, someone might make a law that takes it away. I teach them to be good citizens, follow the law, and set goals to achieve. Why would you want to take this away from me? Teachers have no problem with extending the probationary period for being teachers. It is a goal to achieve tenure as a sign of successfully passing their probationary period. It is important to continue to attract people to the teaching profession and keep experienced teachers here in Hawaii. Tenure already earned by teachers should not be taken away. When teachers are awarded tenure, it is done through observation of practice and evaluation and insures that standards have been met by the teacher. Tenure helps outline and set achievable goals for future teachers. It sets the standard. This bill would unfairly target older, experienced teachers

Our Union has a right to bargain this under the Constitution and I don't want to lose my rights to have them do that for me. Please stop this bill immediately from going forward and let us work together to protect our right to tenure.

Thank you.

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Tuesday, January 31, 2012 9:04 PM  
**To:** EDNtestimony  
**Cc:** kimocashman@gmail.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: Yes  
Submitted by: Kimo Cashman  
Organization: Individual  
E-mail: [kimocashman@gmail.com](mailto:kimocashman@gmail.com)  
Submitted on: 1/31/2012

Comments:

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Tuesday, January 31, 2012 8:51 PM  
**To:** EDNtestimony  
**Cc:** Selenehawaii@yahoo.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Selene Michihara  
Organization: Individual  
E-mail: [Selenehawaii@yahoo.com](mailto:Selenehawaii@yahoo.com)  
Submitted on: 1/31/2012

**Comments:**

I am against this proposal due to the hard work and dedication I have had and continue to have in working for the children of Hawaii. Many unpaid hours are put into this job after the hard work I did in going back to school, maintaining my certified and licensed requirements, going through probation, taking more classes to be a better teacher, etc. We are always thinking of others as teachers and this is just another way to make us disposable. Are the children of this state disposable? We need the due process that comes with being tenured in case of being wrongly accused or in being staff reduced. Please listen to the teachers, stop this bill from passing, and help us so we can know our personal and family life is taken care of so we can continue to serve Hawaii's children! Thank you.

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Tuesday, January 31, 2012 8:35 PM  
**To:** EDNtestimony  
**Cc:** LittletonL@aol.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM  
**Attachments:** HB1668.doc

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Susan Warren  
Organization: Individual  
E-mail: [LittletonL@aol.com](mailto:LittletonL@aol.com)  
Submitted on: 1/31/2012

Comments:



In more advanced cultures around the world, Finland, for example, the vocation of teaching is both well respected and well paid. Educators are viewed among the pinnacles for a career choice. Why is our Legislature willing to sacrifice the future of its children by discarding the vitality of tenured teachers?

I attended four years of undergraduate school and two years of graduate school to attain my advanced teaching degrees. I have 38 years total of teaching experience, but my annual pay as an educator in Hawaii is half of what it is in other states. Mind you, I have more years of teaching experience than most of you have sitting on the Legislature.

Why is this travesty regarding tenure even up for legislative questioning? How dare you consider this when you each should be on your knees thanking all teachers because one of US taught you to read and be creative thinkers! Like I said, "How dare you!" In fact, this campaign is the epitome of disrespect toward every educator you ever had in your entire lives!

Vote NO on HB 1668

Susan K. Warren  
4230 Ono St.  
Lihue, HI. 96766

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Tuesday, January 31, 2012 8:35 PM  
**To:** EDNtestimony  
**Cc:** cabbageflower2@gmail.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM  
**Attachments:** testimony for HB 1668.docx

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Summer Yonamine  
Organization: Department of Education  
E-mail: [cabbageflower2@gmail.com](mailto:cabbageflower2@gmail.com)  
Submitted on: 1/31/2012

Comments:

It is arbitrary to present a bill that strips the teacher's their right to tenure. It is also discriminatory to single out teachers and take away their earned rights. Why are the teachers being put under this type of pressure and no other state position? We work hard on a daily basis and are on the front lines educating students. What does that say about the future of teaching? How is this going to promote future students to engage in the field of education? If this bill goes forward and you take away tenure from good hard working teachers. There will be many seasoned teachers with a host of experience who will not have job security. We teach our students cause and effects when making decisions. We teach them to think through all the possible outcomes that will ensue. Please reconsider and think about the long term effects it will have on the children's future.

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Tuesday, January 31, 2012 8:15 PM  
**To:** EDNtestimony  
**Cc:** tsanthro@yahoo.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Timothy Stewart  
Organization: Individual  
E-mail: [tsanthro@yahoo.com](mailto:tsanthro@yahoo.com)  
Submitted on: 1/31/2012

**Comments:**

I (and my family that supports me politically) refuse to vote for any politicians connected to this bill if it passes. Taking away tenure is not a feasible solution. It is significantly cheaper to privatize K-12 education and let the contract winner deal with personnel negotiations. By doing so the State has no obligation to fund retirement pensions, medical insurance and other cost items. Get rid of all the related government positions and let competition begin with educational services. Getting rid of tenure will actually cost the state more, especially if the HSTA actually uses legal insurance for all their members that were at risk for losing their jobs and those teachers are likely to call the union in the first place anyway right?

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Tuesday, January 31, 2012 8:13 PM  
**To:** EDNtestimony  
**Cc:** cleaverm001@hawaii.rr.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Maralie Cleaver  
Organization: Individual  
E-mail: [cleaverm001@hawaii.rr.com](mailto:cleaverm001@hawaii.rr.com)  
Submitted on: 1/31/2012

Comments:

belatti2 - Kate

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Tuesday, January 31, 2012 8:11 PM  
**To:** EDNtestimony  
**Cc:** imanimele@yahoo.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: maribel gali  
Organization: Individual  
E-mail: [imanimele@yahoo.com](mailto:imanimele@yahoo.com)  
Submitted on: 1/31/2012

Comments:  
HB 1668:

First, I would like to remind you that tenure is only earned after a teacher has been duly observed and evaluated, and has successfully demonstrated his/her professional competence throughout the probationary period.

Furthermore, tenure does not guarantee a teacher a job, but rather, ensures that due process is followed. In other words, effective teachers are allowed to continue to teach without the constant distraction of having to wonder if they will have a job the following year. Without tenure, teachers may be arbitrarily dismissed. For example, more experienced teachers may be unfairly targeted simply because their salaries are more costly. On the other hand, a tenure system establishes a process by which struggling teachers may receive additional support needed. At the same time, the tenure and evaluation system weeds out those individuals unsuited to this demanding profession. This is important because a bad teacher brings us all down.

Doing away with the possibility of tenure, coupled with erosion of public employee benefits and recent measures targeting public school teacher in particular, make the task of recruiting and retaining highly qualified teachers increasingly difficult.

Finally, tenure is and always has been a subject of collective bargaining. To strip us of tenure previously bargained and earned would, in my opinion, be a violation of our statutory and constitutional right to collectively bargain over wages, hours, and conditions of work.

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Tuesday, January 31, 2012 8:08 PM  
**To:** EDNtestimony  
**Cc:** eva\_lcm@hotmail.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM  
**Attachments:** HB1668.rtf

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Eva Conway-McGuire  
Organization: Individual  
E-mail: [eva\\_lcm@hotmail.com](mailto:eva_lcm@hotmail.com)  
Submitted on: 1/31/2012

Comments:

January 30, 2012

Dear Committee on Education,

I am writing about HB 1668, currently before the Committee on Education. I encourage you to oppose this bill on the grounds that it reflects a misguided opinion that the stability of teaching positions creates unmotivated, inept teachers. It assumes that no evaluation and assessment is taking place and that teachers are unwilling to improve their skills on a regular basis. My co-workers and I are caring, committed education professionals who constantly strive to update and improve our teaching skills. As an example, I am currently taking a class on how to better understand and improve the educational experiences of Native Hawaiian learners. Each week we work many additional evening and weekend hours creating engaging, standards-based educational activities for our students.

It is unfair and demoralizing that we have become targeted as part of a group whose rights and protections as civil service employees are being removed. I feel you are wrongly assigning blame to us as the primary cause of problems in public education, while ignoring the reality of lack of adequate funding and support, or the socio-economic challenges facing our most needy children. This bill will effectively silence the voice of teachers to advocate for themselves, their students, and public education.

I'm stating this not to complain, but to point out that the proposed law demonstrates lack of understanding for what most teachers do. I love my job but would like to feel appreciated and supported by my state government. Teachers and state legislators should work together to come up with viable solutions to the problems with our schools.

Sincerely,

Eva Conway-McGuire  
eva\_lcm@hotmail.com  
(808) 756-7950  
PO Box 551683  
Kapaau, HI 96755



**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Tuesday, January 31, 2012 7:43 PM  
**To:** EDNtestimony  
**Cc:** emdepillis@gmail.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Em de Pillis  
Organization: Individual  
E-mail: [emdepillis@gmail.com](mailto:emdepillis@gmail.com)  
Submitted on: 1/31/2012

**Comments:**

There is no evidence that the elimination of tenure will improve student learning. On the contrary, the ability to fire teachers at will without due process will result in increased corruption. Teachers could be punished for upholding academic standards or refusing to indulge in favoritism. Bad teachers can be fired; administrators need to have justification to do so and to follow a process. Enabling capricious personnel decisions will not improve anything, and will most likely make matters worse.

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Tuesday, January 31, 2012 7:15 PM  
**To:** EDNtestimony  
**Cc:** htakenishi@gmail.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM  
**Attachments:** HB1668 Tenure.doc

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Hal Takenishi  
Organization: Individual  
E-mail: [htakenishi@gmail.com](mailto:htakenishi@gmail.com)  
Submitted on: 1/31/2012

Comments:

## Oppose HB 1668

Representative Takumi, Chair of Education  
Representative Della Au Bellati, Vice-Chair

I strongly oppose HB 1668, a bill designed to take away tenure for teachers. Over the years that I've taught, two things come to mind. First, a random poll was taken a few years back by the news media and the results were reported to the public that parents were satisfied with their child's teachers but did not have faith in the teachers of Hawaii as a whole. This reflects the notion that people tend to judge others by their "cover" and not by what they know as factual evidence. As with this poll results, it seems clear to me that once parents get to know their neighborhood teachers and actually see them teach, they have good things to say about them.

Second, in every profession there are the "bad" apples. The field of teaching is not any different. We have our detractors too. But we mustn't forget that it takes a village to educate a child – teachers, administrators, and yes, parents too. If a child is not learning, why are teachers the only ones being targeted? When a company goes bankrupt, the CEO or the president of a company "retires or gets fired" before the employees. If the educational system is supposedly not good, why is Ms. Matayoshi or her superintendents not being fired or not stepping down? Instead, the entire focus rests solely on the teachers as the "bad" guys. But are you looking in the right direction? Shouldn't you widen the scope of the direction you're looking towards to not just teachers but school administrators and parents too? I understand the public's need to criticize everyone – from the president of the United States and the members of Congress, to doctors, lawyers, used car salespeople, politicians, banks, teachers, and so on when the going gets rough. But blaming teachers by taking away their tenure is not the way to go.

This begs the following questions:

1) Does public opinion really seem to be saying that we have a lot of "bad" teachers in the system and so tenure is the "bad guy" and it must be gotten rid of? Or, is the problem "one bad egg spoils the barrel"? Since teachers are deeply committed to the success of every child and they put children in the center of their work, it is not plausible for the "none rotten egg majority" to not want to improve and keep improving their craft of teaching.

2) How many "bad" teachers are we trying to get rid of in the first place? Is it 100 teachers out of 12,000 teachers or .8%? What criteria are being used

to judge teachers “bad” and by whom? If we really have “bad” teachers, what measures have been implemented to help them to improve their performance? How are administrators helping the “bad” teachers?

3) Our union fought so hard to get tenure into the teacher’s contract in the 1970’s in order to protect their rights to be treated fairly and in an equal manner. Tenure ensures a system of due process so teachers cannot be fired unfairly as was the case prior to unionization in the 70’s.

\* Do we now disregard the past reasons behind the importance of tenure for the sake of a few “bad” teachers, if they even exist? I think not!

In sum, getting rid of tenure is a big mistake and it is going backwards and not progressing forward in a positive way. History repeats itself and teachers don’t want to repeat the unfair practices leveled against them by administrators prior to unionization in the 70’s. Perhaps it might be fruitful for the members of the House to speak to these veteran teachers who suffered from corruption, favoritism and nepotism over 40 years ago. Please DO NOT pass HB 1668 unless you want to unravel the progress teachers have made since the 70’s.

Thank you,

Hal Takenishi

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Tuesday, January 31, 2012 6:17 PM  
**To:** EDNtestimony  
**Cc:** cleuteneke@aol.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Winter Leuteneker  
Organization: Individual  
E-mail: [cleuteneke@aol.com](mailto:cleuteneke@aol.com)  
Submitted on: 1/31/2012

Comments:

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Tuesday, January 31, 2012 6:09 PM  
**To:** EDNtestimony  
**Cc:** helierock@yahoo.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Helie Rock  
Organization: Individual  
E-mail: [helierock@yahoo.com](mailto:helierock@yahoo.com)  
Submitted on: 1/31/2012

**Comments:**

Regarding HB1668, which proposes to eliminate tenure for all teachers, I am vehemently opposed to this bill. Teaching is one of the most difficult careers one can embark upon, and statistics show that almost half of all new teachers who begin their career in Hawaii public schools quit within five years. Eliminating any reasonable hope of reaching tenure—and hence, job security—will no doubt dissuade most talented newcomers from even applying for a teaching position here. We cannot afford to lose Hawaii's best and brightest due to this legislative short-sightedness.

In addition, this bill proposes that all experienced teachers who currently have tenure will lose that tenure by the end of this year. This is a grievous ethical violation, if not a legal violation, of the promise that was made to those teachers when they EARNED that tenure through hard work and positive evaluations. It negates their years of faithful service to their students, their employer, and their state, and it is simply wrong. Please do not further this bill.

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Tuesday, January 31, 2012 5:46 PM  
**To:** EDNtestimony  
**Cc:** vanessa.kahihikolo@gmail.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM  
**Attachments:** OPPOSE HB 1668.doc

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Vanessa Kahihikolo  
Organization: Individual  
E-mail: [vanessa.kahihikolo@gmail.com](mailto:vanessa.kahihikolo@gmail.com)  
Submitted on: 1/31/2012

Comments:

OPPOSE HB 1668

Representative Takumi, Chair of Education  
Representative Della Au Bellati, Vice-Chair

I am writing to you to express my strong opposition to HB 1668 relating to Teacher Tenure.

Your bill will end tenure for those who are currently tenured teachers and not allow for future teachers to become tenured. I worked very hard to achieve my goal to be a tenured teacher and I am very proud of that fact. I teach my students about goal setting in my classroom all of the time. I have never told them that once you achieve the goal, someone might make a law that takes it away. I teach them to be good citizens, follow the law, and set goals to achieve. Why would you want to take this away from me?

Our Union has a right to bargain this under the Constitution and I don't want to lose my rights to have them do that for me. Please stop this bill immediately from going forward and let us work together to protect our right to tenure.

Thank you.

Vanessa Kahihikolo  
Kea'au Middle School Teacher



**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Tuesday, January 31, 2012 5:43 PM  
**To:** EDNtestimony  
**Cc:** tresisi@mac.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM  
**Attachments:** Tenure.doc

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Marilou Bulagay  
Organization: Individual  
E-mail: [tresisi@mac.com](mailto:tresisi@mac.com)  
Submitted on: 1/31/2012

Comments:

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Tuesday, January 31, 2012 5:40 PM  
**To:** EDNtestimony  
**Cc:** cyninouye@gmail.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: cynthia inouye  
Organization: Individual  
E-mail: [cyninouye@gmail.com](mailto:cyninouye@gmail.com)  
Submitted on: 1/31/2012

Comments:

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Tuesday, January 31, 2012 5:37 PM  
**To:** EDNtestimony  
**Cc:** jnishiki@hotmail.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Janet Nishiki  
Organization: Individual  
E-mail: [jnishiki@hotmail.com](mailto:jnishiki@hotmail.com)  
Submitted on: 1/31/2012

Comments:

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Tuesday, January 31, 2012 5:36 PM  
**To:** EDNtestimony  
**Cc:** Gart57@hotmail.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Kristen hak  
Organization: Individual  
E-mail: [Gart57@hotmail.com](mailto:Gart57@hotmail.com)  
Submitted on: 1/31/2012

**Comments:**

I am truly disturbed that the state continues to meddle in my profession without the slightest idea of what they are doing. The governor and other politicians are looking to demoralize teachers and call it "education reform." Tenure is a symbol of pride and status for educators. If you take that away from those of us who have worked hard to earn it it will be felt as if we are being slapped across the face. What other professionals are told that they should lose their status after working hard to earn it? No one. If you vote to end teachers tenure I think you might be forcing me out of teaching. I am so fed up with the treatment by Governor Abercrombie and our lack of a contract that I can't take it anymore. Good luck finding another teacher with nine years experience in a leeward Oahu school to fill my position.

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Tuesday, January 31, 2012 5:26 PM  
**To:** EDNtestimony  
**Cc:** poohbutt10@hotmail.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: KRISTEN NAKASUE  
Organization: DEPARTMENT OF EDUCATION  
E-mail: [poohbutt10@hotmail.com](mailto:poohbutt10@hotmail.com)  
Submitted on: 1/31/2012

**Comments:**

I STRONGLY OPPOSE THIS BILL TO ELIMINATE TENURE. TEACHERS LIKE MYSELF DESERVE THIS RIGHT THROUGH OUR BARGAINING UNIT.

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Tuesday, January 31, 2012 5:14 PM  
**To:** EDNtestimony  
**Cc:** bob\_rossman@mail.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: robert rossman  
Organization: Individual  
E-mail: [bob\\_rossman@mail.com](mailto:bob_rossman@mail.com)  
Submitted on: 1/31/2012

**Comments:**

I am writing to you to express my strong opposition to HB 1668 relating to Teacher Tenure. Your bill will end tenure for those who are currently tenured teachers and not allow for future teachers to become tenured. Please stop this bill immediately.

Thank you.  
Robert Rossman

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Tuesday, January 31, 2012 5:14 PM  
**To:** EDNtestimony  
**Cc:** kuliaane@hotmail.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Julianne Cross  
Organization: Individual  
E-mail: [kuliaane@hotmail.com](mailto:kuliaane@hotmail.com)  
Submitted on: 1/31/2012

**Comments:**

I oppose HB 1668 that proposes tenure for teachers to be eliminated. I have been at a school where the principal was extremely vindictive, conniving, explosive, and irrational and if given the chance, probably would have fired all who opposed her, if it weren't for tenure. Tenure protects teachers' rights. It also gave teachers the opportunity to speak out against the corruption seen at the school. If tenure is eliminated, cronyism, nepotism will abound and those who are not called to education will be hired because they are friends of friends and need a job. This is not where teachers want the profession to go. To assume that all public school teachers are junk until proven differently is a mindset that seems to abound on Oahu, where all the decisions are made. The mentality that we see on the outer islands is that Oahu only wants to send their children to private schools, legislators included, because they don't want their kids to be exposed to the riff-raff, teachers included, that are assumed to abound at our schools. We have good public schools on the outer islands, where good students are educated by good teachers and going off Ivy League schools, state universities, private and community colleges here and on the mainland. To suggest that public school teachers are incapable of teaching students in a relevant way is an insult to the profession. And to advocate that teachers need to be afraid for their jobs because students are not achieving is folly. Remember this is public education and teachers in public education teach everyone, from the very rich, well-heeled to the impoverished child whose parents are not around because of societal ills like drug addiction. I invite all legislators to teach one of our classes for a semester and deal with what we deal with everyday with grace and aplomb. Then to do it with the threat of losing your job because your students haven't improved enough.

Julianne Cross  
Hilo Intermediate School

## Jon Kawamura

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**From:** Malia\_Beaver/NANAKULIHI/HIDOE@notes.k12.hi.us  
**Sent:** Tuesday, January 31, 2012 5:55 PM  
**To:** Rep. Della Belatti; Rep. Henry J.C. Aquino; Rep. Jerry Chang; Rep. Faye Hanohano; Rep. John Mizuno; Rep. Mark Nakashima; Rep. Scott Nishimoto; Rep. Tom Okamura; Rep. Scott Saiki; Rep. K. Mark Takai; Rep. Jessica Wooley; Rep. George Fontaine; Rep. Aaron Ling Johanson; Rep. Karl Rhoads; Rep. Kyle Yamashita; Rep. Ty Cullen; Rep. Linda Ichiyama; Rep. Marilyn Lee; Rep. Sylvia Luke; Rep. Joseph Souki  
**Subject:** HB 1668  
**Attachments:** Malia Beaver's testimony.doc  
**Importance:** High

I oppose HB 1668 and have submitted my written testimony as attached.

*(See attached file: Malia Beaver's testimony.doc)*



**Malia Beaver's written testimony**

**On H.B. No.1668**

Units 5 and 6 are in danger of losing tenure as quickly as 6/30/12. H.B. No 1668 states: "any member of bargaining units (5) or ( 6) with tenured status shall lose such status as of the expiration of the collective bargaining contract covering the 2011-2012 contract period. "

Yesterday's Star Advertiser stated comments from both the Sup and Abercrombie: Matayoshi - ...reforms will move forward even if the federal government rescinds the grant

Abercrombie - has pledged to move forward with Race education reforms, even without a new contract in place, and has included in his **package of bills** to the Legislature one that would require teacher evaluations. Insofar as Teacher Evaluations – DOE has a teacher evaluation process called the PEP-T in which teacher's performance is evaluated.

I view the H.B. 1668 as a union busting bill that discriminates and brow beats the already down-trodden public school teachers and exposes teachers to become vulnerable to harassment, intimidation, abuse and bonded servitude in response to teachers recent rejection of the contract.

Being No teacher can survive now on only our HIDEOE salary. Removing tenure is " adding insult to injury."

I am an 11 year, tenured, teacher, currently in the Leeward District at Nanakuli High and Intermediate School. Formerly, I had a 20+ year career in the private sector with 10 of those years holding a position as the president of a

corporation. I resigned from that job to dedicate myself to public service as a secondary teacher in a severely depressed community. Rather than complain about the state of education and the future of our youth, I made the financial sacrifice of becoming part of the solution rather than speculating on the problems.

At my own personal expense, I returned to college to receive teaching certification and earned a master's degree in education. I further expended my personal expenses on taking 3 levels of the professional PRAXIS exam (with 2 to 3 exams at each level) in order to qualify for licensure. I paid for that licensing fee and recently completed the process to renew that license. Additionally, I spend up to about \$2,000 a school year to provide my students with school supplies, teaching materials, and student hygiene products. Although school ends at 2:15 pm, my work week is from 7:30 a.m. to 5pm (I meet with students daily after school to accommodate struggling students), sometimes leaving at 6pm depending on whether students need help up to that time. I don't sleep until early morning because I am still grading or providing feedback on student work. I am not even including the volunteer time I provide students with their extra-curricular activities.

In the last five years of teaching, teachers have received repeating 5% cuts that all ready equal 25% total pay cuts. Additionally, furloughs (no school time without pay) have additionally reduced our paycheck. Further, furloughs now called DDWOP's continue. Furthermore, as the result of Lingle's administrative poor handling of trust funds in our EUTF, that program has bankrupted and teachers were forced to withdraw from the solvent VEBA program to return to the

EUTF with a forced 50% contribution on our part. My retirement and base pay is remarkably impacted by these events. At this point, I cannot survive on my teacher's salary.

Rather than continuing to place a bulk of the budget and political relief on teachers, I am asking you to stop HB 1668. The teachers are not the reasons education is broken. Education is broken because of the heavy-handed budget cuts to the Department of Education. Thank you.

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Wednesday, February 01, 2012 9:26 AM  
**To:** EDNtestimony  
**Cc:** malia\_beaver@notes.k12.hi.us  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM  
**Attachments:** Malia Beaver's testimony.doc

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Malia Beaver  
Organization: Individual  
E-mail: [malia\\_beaver@notes.k12.hi.us](mailto:malia_beaver@notes.k12.hi.us)  
Submitted on: 2/1/2012

**Comments:**

Please add the following comments to my testimony previously submitted:

I view this bill as discriminatory and prejudicial targeting a specific group of citizens who are public employees and as a union busting bill in retaliation to teachers' rejection of the contract. The contract and HB 1668 advocate the creation of a hostile work environment towards teachers and opens teachers to unfair labor and employment practices

## **Malia Beaver's written testimony**

### **On H.B. No.1668**

Units 5 and 6 are in danger of losing tenure as quickly as 6/30/12. H.B. No 1668 states: "any member of bargaining units (5) or ( 6) with tenured status shall lose such status as of the expiration of the collective bargaining contract covering the 2011-2012 contract period. "

Yesterday's Star Advertiser stated comments from both the Sup and Abercrombie:

Matayoshi - ...reforms will move forward even if the federal government rescinds the grant

Abercrombie - has pledged to move forward with Race education reforms, even without a new contract in place, and has included in his **package of bills** to the Legislature one that would require teacher evaluations. Insofar as Teacher Evaluations – DOE has a teacher evaluation process called the PEP-T in which teacher's performance is evaluated.

I view the H.B. 1668 as a union busting bill that discriminates and brow beats the already down-trodden public school teachers and exposes teachers to become vulnerable to harassment, intimidation, abuse and bonded servitude in response to teachers recent rejection of the contract.

In other words, I view this bill as discriminatory and prejudicial targeting a specific group of citizens who are public employees and as a union busting bill in retaliation to teachers' rejection of the contract. The contract and HB 1668 advocate the creation of a hostile work environment towards teachers and opens teachers to unfair labor and employment practices

Being No teacher can survive now on only our HIDEOE salary. Removing tenure is " adding insult to injury."

I am an 11 year, tenured, teacher, currently in the Leeward District at Nanakuli High and Intermediate School. Formerly, I had a 20+ year career in the private sector with 10 of those years holding a position as the president of a corporation. I resigned from that job to dedicate myself to public service as a secondary teacher in a severely depressed community. Rather than complain about the state of education and the future of our youth, I made the financial sacrifice of becoming part of the solution rather than speculating on the problems.

At my own personal expense, I returned to college to receive teaching certification and earned a master's degree in education. I further expended my personal expenses on taking 3 levels of the professional PRAXIS exam (with 2 to 3 exams at each level) in order to qualify for licensure. I paid for that licensing fee and recently completed the process to renew that license. Additionally, I spend up to about \$2,000 a school year to provide my students with school supplies, teaching materials, and student hygiene products. Although school ends at 2:15 pm, my work week is from 7:30 a.m. to 5pm (I meet with students daily after school to accommodate struggling students), sometimes leaving at 6pm depending on whether students need help up to that time. I don't sleep until early morning because I am still grading or providing feedback on student work. I am not even including the volunteer time I provide students with their extra-curricular activities.

In the last five years of teaching, teachers have received repeating 5% cuts that all ready equal 25% total pay cuts. Additionally, furloughs (no school time without pay) have additionally reduced our paycheck. Further, furloughs now called DDWOP's continue. Furthermore, as the result of Lingle's administrative poor handling of trust

funds in our EUTF, that program has bankrupted and teachers were forced to withdraw from the solvent VEBA program to return to the EUTF with a forced 50% contribution on our part. My retirement and base pay is remarkably impacted by these events. At this point, I cannot survive on my teacher's salary.

Rather than continuing to place a bulk of the budget and political relief on teachers, I am asking you to stop HB 1668. The teachers are not the reasons education is broken. Education is broken because of the heavy-handed budget cuts to the Department of Education. Thank you.

**Jon Kawamura**

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**From:** Karen Kohagura [kkohagura@hotmail.com]  
**Sent:** Tuesday, January 31, 2012 12:07 PM  
**To:** Rep. Roy Takumi; Rep. Della Belatti  
**Cc:** Wil Okabe; rae yamanaka; Edwin Kagawa; T. Symons  
**Subject:** HB 1668

Representative Takumi, Chair of Education

Representative Della Au Bellati, Vice-Chair

Oppose HB 1668

My name is Karen Kohagura, and I am a teacher at Pahoia Elementary School on the Big Island. I have been a classroom teacher with the Department of Education for 22  $\frac{1}{2}$  years.

I am strongly opposed to this bill. It negates all the years of my education, teaching experience, the PATH & PEP-T evaluations that I have passed satisfactorily, and the many workshops and trainings I have attended for professional development. I am at Class VII, Step 11. I have more than earned this position within the salary construct, and have nowhere else to go. Now this bill is threatening to take away my tenure which I have worked so hard to earn!

Teachers, like me, have worked very hard to earn their tenure based on "(a) successful completion of probationary requirements, and (b) demonstrated competency at progressively higher levels of performance." (From the DOE School Code)

It is very unfair that the rules are being changed at this time. If this bill is passed, it will punish all teachers who have worked so hard to earn their tenure. Furthermore, it destroys the very essence of unions, job security.

Please vote against the passage of this bill.

Thank you for this opportunity to testify.

Sincerely,

*Karen Kohagura*



**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Wednesday, February 01, 2012 7:43 AM  
**To:** EDNtestimony  
**Cc:** etcm13@yahoo.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Richard Enright  
Organization: Individual  
E-mail: [etcm13@yahoo.com](mailto:etcm13@yahoo.com)  
Submitted on: 2/1/2012

Comments:

Are we as a state trying to force the teachers into other fields where the pay is significantly better. Keep trying to force changes on our teachers and before long we will have a critical shortage of teachers, of course it isn't all that important it is only the future of the state you are messing with. I think you should work with the teachers to make the proper changes to support education. I know it is hard for politicians to understand team work, just look at Washington, however if we really want to fix education in Hawaii stop listening to Washington, work with the teachers and we can achieve great results. Keep listening to Washington and you will create a system and environment that has no chance to succeed

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Wednesday, February 01, 2012 7:07 AM  
**To:** EDNtestimony  
**Cc:** thesandpebbles@hotmail.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM  
**Attachments:** HB1668 Testimony 02-01-2012.doc

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Howard Hurst  
Organization: Individual  
E-mail: [thesandpebbles@hotmail.com](mailto:thesandpebbles@hotmail.com)  
Submitted on: 2/1/2012

**Comments:**

Your sincere attention to this matter is greatly appreciated. Mahalo

Aloha,

I am writing in opposition of HB1668. In an educational system wracked by the ensured mediocrity of unchecked cronyism and nepotism, the removal of teacher tenure will only exacerbate the present void of credentialed professionals in Hawaii's public schools. As a recruited Special Education Teacher and former School Community Council Chair who resigned over professional ethical concerns of the schools principal that went without question or investigation; I assure you it was only my tenure that kept me from becoming another victim of the bigoted indifference that is the shame of Hawaii State government today. Despite the ensuing yearly hostile work environment and fool's vendetta of the same principal I endure, unlike the exodus of thousands of similar recruited teachers across the state I continue on. It is the success and smiles of my students that fuels my heart and soul towards goals that no other profession can compare.

The proposal to remove teacher tenure is but one more attack against America's most maligned profession. The pogrom against teachers nationwide is undermining the foundation of a compact between parents, teachers, and students with its misinformation. Economist that represent big business and developed the surreal strategy of holding teachers accountable for tests that are of "no stakes" to students agree that value-added teacher input equals only 10% of the variability in student test scores (1).

In three separate studies it has been proven that the student I.Q. drops as much as 7 points in areas of organophosphate pesticide application (2). Hawaii's current legislature has embraced the GMO corn industry which inundates our islands with this very same pesticide.

The vindictive maligning of teachers in support of audacious legislation such as HB 1668 and misrepresentation to the public as to the fundamental reasons 67% of Hawaii's teachers voted "no" to ratification, is a deplorable mendacity. It also is indicative of a willingness to follow the lead of incumbents across the nation acting as shills to a growing industrial educational complex.

In pursuit of profit, Educational Management Corporations are destroying another pillar of our democracy, the responsibility of our government to provide a free and equal public education. The bulk of "Race to the Top" funding will go to these companies. Educational historian Diane Ravitch poignant assessment in her book "The Death and Life of the American School System" details the efficacy of these organizations in reaping the rewards of having lobbyist in legislatures around the country, and manipulation of data obfuscating the reality of their zero impact.

An individual teacher's accountability for student performance is not absolute. If legislators continue to hold classroom teachers solely responsible for the state of our underfunded, overburdened, educational system without attention to the dearth of educational leadership in the public sector, the impact of economic pressures, a demise of the American family, insured mediocrity from a system wracked by bigoted cronyism and nepotism, or the negative effect on student I.Q. organophosphate pesticides applied on GMO crops in close proximity of schools, then all of you are as much at fault for your failure to remediate these antecedents.

I implore you for the sake of our children and the future of our democracy to oppose HB1668. Support the truth, collective bargaining rights, the democratic process, and please support the once respected profession of teaching.

Altruistically,

Howard Hurst, M.S.Ed  
Waimea Canyon Middle School – Kauai

1. Cody, A. (2012). ALEC Reports on the War on Teachers. *Education Week Teachers*

[http://blogs.edweek.org/teachers/living-in-dialogue/2012/01/alec\\_reports\\_on\\_the\\_war\\_on\\_tea.html?intc=es](http://blogs.edweek.org/teachers/living-in-dialogue/2012/01/alec_reports_on_the_war_on_tea.html?intc=es)

2. Yang, S. (2011). Prenatal Pesticide Exposure Tied to Lower IQ in Children. *U.S. Berkeley News Center*

<http://newscenter.berkeley.edu/2011/04/20/prenatal-pesticide-exposure-lower-iq/>

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Wednesday, February 01, 2012 6:49 AM  
**To:** EDNtestimony  
**Cc:** kellie\_young@notes.k12.hi.us  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Kellie Young  
Organization: Individual  
E-mail: [kellie\\_young@notes.k12.hi.us](mailto:kellie_young@notes.k12.hi.us)  
Submitted on: 2/1/2012

Comments:

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Wednesday, February 01, 2012 12:34 AM  
**To:** EDNtestimony  
**Cc:** marvsaun@hawaii.rr.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM  
**Attachments:** HB1668.doc

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Sandra Takara  
Organization: Individual  
E-mail: [marvsaun@hawaii.rr.com](mailto:marvsaun@hawaii.rr.com)  
Submitted on: 2/1/2012

Comments:

Jan 31, 2012

Hello Legislators,

HB 1668, which proposes eliminating tenure for teachers as a way to develop a dependable and competent workforce makes sense if you are looking for a scapegoat to shoulder the blame for the level of student achievement in the State of Hawaii. Those who are outside the teaching profession may assume that teachers have an easy job – Monday through Friday, 7:45 am to 2:05 pm, have breaks and summer vacations. They may think that anyone can be a teacher because they just follow the textbook. Therefore, when teachers receive tenure, they become complacent because they now have a job for life. I can tell you that this is so far from the truth.

First of all, I received tenure many, many years ago. In fact, I have been teaching for over 26 years. During that time, I consistently work beyond Monday through Friday, 7:45 am to 2:05 pm. In fact, many times I am the last one at school and leave when it is pitch black outside. Why, because I am correcting work, analyzing scores and data, and planning for my students. Sometimes I have to design my own materials, using multiple sources to meet the needs of my students. Besides that I coach my students for performances and tutor them after school if they need help.

I am also involved in school leadership by helping teachers learn and improve their instructional strategies and content knowledge. This occurs on a weekly basis – without any extra pay. In addition, I also facilitate support sessions for teachers who are going through the National Board certification process. This again, takes many extra hours, which are not compensated.

Being tenured does not mean teachers are complacent because they now have a job for life. Tenure means teachers have passed the entry period for doing expected satisfactory performance. Teachers must meet yearly performance expectations of providing the very best education for their students. An assessment may not be done with a formal tool like the PEP-T, but teachers are constantly assessing themselves because they know they are one of the components influencing student achievement.

What the general public, and maybe even the Legislature, may be unaware of is that most tenured teachers are very competent and work diligently to keep current and improve their practices. Many public school teachers in the State of Hawaii have advance degrees. I for one have earned a Bachelor of Education, Masters of Education, a Professional Diploma in Education, and I am a National Board Certified Teacher. My HSA test scores have been consistently high, with most of my students exceeding and meeting proficiency. My class scores are higher than the State, Complex, and School averages in both Reading and Math.

In any profession and occupation, there will be some less than desirable individuals. These individuals may require specific support and guidance. The current evaluation system does not provide specific support and guidance for these individuals. Each school is expected to provide mentors for their new teachers. However, these mentors are for probationary teachers who are given general assistance. How does the system provide specific support and guidance for any teacher having difficulty? It doesn't. Why? Because it doesn't assess, diagnose, and remediate the problem or situation. It just evaluates it. Does eliminating tenure and making everyone probationary improve the situation? There won't be enough support personnel to provide specific support and guidance to those who need it because of the budgetary crisis. The situation will not improve. To make a sweeping decision like eliminating tenure based on a few individuals or to gain approval for the Race to the Top grant, is like throwing out the baby with the bath water.

Eliminating tenure isn't going to get rid of bad teachers. It will make teachers focus more on themselves instead of their students – like teaching to a test instead of learning what is being taught.

The focus will be on the rating. It will also make the evaluation process more political than objective.

Teachers are not against performance evaluations. Teachers are against agreeing to a vague and unplanned system where school politics can interfere and influence the evaluation. The D.O.E. expects teachers to assess and evaluate their students on clearly defined standards and rate them against a specific rubric. Students know what and how they will be assessed. So why shouldn't teachers have the same?

The D.O.E. does not have an assessment tool that is able to state specific teaching standards with a rubric. The tool used is so generic it is difficult to pin point where a teacher needs assistance. What is needed is a non political but rigorous assessment tool that can match a teacher's practices to the highest teaching standards. This assessment tool is the National Board for Professional Teacher Standards certification process. Teachers go through a rigorous process that assesses pedagogy and content knowledge. Teachers must demonstrate their teaching practices and how it impacts student learning. Practices are analyzed and reflected upon for improvement. This is a three-year process. Not everyone who completes the process is able to certify. Some take the full three years to certify. Some repeat it. Some drop out. However, the growth teachers make going through the process, improves and elevates their teaching practices, their content knowledge, and how they impact student achievement, thus making them better teachers than what they were prior to engaging in the process.

Creating fear and distress as a wake up call to teachers will not lead to improvements. Imposing a contract and threatening actions against only teachers is discriminatory and unproductive. Teachers cannot and should not be the only ones to bear the burden of student achievement. Students, parents, the school, and the community all influence the level of student achievement.

If the Legislature is truly interested in improving the educational system, they must invest in the teacher and support them. Legislative mandates must be carefully thought out and not created for a quick fix. The National Board for Professional Teacher Standards certification process already has national teaching standards and rubrics in place. The certification process is voluntary and non-political. The Legislature should encourage and support teachers to engage in this process as a way to evaluate teacher performance. Once teachers receive certification, an evaluation of "highly effective" should be given for the term of the certification.

Remember, each teacher has the ability to impact at least 20 – 30 students every year. A good teacher will have an effect on those students. A GREAT teacher will make an impact and affect them for their lifetime.

Please do not pass HR 1668 – Eliminating teacher tenure. It will not improve the educational system. There are other more productive options.

Sincerely,

Sandra Takara  
Teacher  
Aliamanu Elementary School



**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Wednesday, February 01, 2012 9:31 AM  
**To:** EDNtestimony  
**Cc:** s.mossman@yahoo.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM  
**Attachments:** Dear Representative Takuma and Representative Della Au Bellati.doc

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Sadie Mossman  
Organization: Individual  
E-mail: [s.mossman@yahoo.com](mailto:s.mossman@yahoo.com)  
Submitted on: 2/1/2012

Comments:

Dear Representative Takuma and Representative Della Au Bellati,

I am writing to express my strong opposition to HB 1668 relating to Teacher Tenure. Just last week I was sitting at a ceremony to receive recognition for my work to become a National Board Certified Teacher. I was disappointed that the speech by Mrs. Tokuda, eluded to the fact that there were plans or "difficult discussions" that would need to take place that would once again undermine and devalue the teaching profession. I am a tenured teacher here in the State of Hawaii and have never thought of my tenure as a guarantee to a job. However, I see tenure for what it is, a system put in place so that teachers go through a process of evaluation during their probationary period and then are able to gain employee rights to have a fair process for evaluation and termination. I am observed by my Principal, follow the PEP-T evaluation process and know that I must always work to do my job in an outstanding way. If there is any question about my performance I have rights to due process. This is what we give people who are charged with a crime, the right to a fair trial. Your plan to make us "at will" employees sends the message that you want to create an environment where teachers have no rights and are subject to the whims of administration or the Department of Education.

Please know that I devote so much of my personal time, money, and heart into my teaching and running student extra-curricular events. All I ask for in return is to be treated fairly, given my employee rights and to earn a livable wage. The State of Hawaii through its laws and collective bargaining has insulted the teaching profession on all of these points. Please do something to show some respect for the hard work and professionalism that the teachers of Hawaii put forth every day by stopping this bill.

Sincerely,  
Sadie Mossman

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Wednesday, February 01, 2012 8:44 AM  
**To:** EDNtestimony  
**Cc:** msjhops@gmail.com  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Kathleen Hoppe  
Organization: Individual  
E-mail: [msjhops@gmail.com](mailto:msjhops@gmail.com)  
Submitted on: 2/1/2012

**Comments:**

Speaking as a counselor, and a member of a hard-to-staff school community, I strongly oppose this legislation. It would make staffing of our beautiful Waianae Coast even more difficult, and would negatively impact countless children across the state. Tenure ensures the protection for teachers to advocate on behalf of themselves and their students without fear of being fired. It is essential, and shows our invaluable profession that teaching is respected. Teachers have already felt like the state's punching bag for too many years. This legislation would essentially be the final blow.

**belatti2 - Kate**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Wednesday, February 01, 2012 8:41 AM  
**To:** EDNtestimony  
**Cc:** DYON77@GMAIL.COM  
**Subject:** Testimony for HB1668 on 2/1/2012 2:00:00 PM

Testimony for EDN/LAB 2/1/2012 2:00:00 PM HB1668

Conference room: 309  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: DYON NAKAMURA  
Organization: Individual  
E-mail: [DYON77@GMAIL.COM](mailto:DYON77@GMAIL.COM)  
Submitted on: 2/1/2012

Comments:

**belatti2 - Kate**

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**From:** Sherrie\_Nishimura/ALIAMANU/HIDOE@notes.k12.hi.us  
**Sent:** Wednesday, February 01, 2012 8:35 AM  
**To:** EDNtestimony  
**Subject:** testing

I oppose HB1668!