

belatti2 - Kate

From: mailinglist@capitol.hawaii.gov
Sent: Wednesday, February 01, 2012 12:21 PM
To: EDNtestimony
Cc: mitch@kaneoheranch.com
Subject: Testimony for HB1668 on 2/1/2012 2:00:00 PM
Attachments: Testimony - HB1668 - 02-01-2012.pdf

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

LATE TESTIMONY

Conference room: 309
Testifier position: Support
Testifier will be present: Yes
Submitted by: H. Mitchel D'Olier
Organization:
E-mail: mitch@kaneoheranch.com
Submitted on: 2/1/2012

Comments:



KANEOHE
RANCH

February 1, 2011

LATE TESTIMONY

The Honorable Roy M. Takumi, Chair and Members
House Committee on Education
The Honorable Karl Rhoads, Chair and Members
House Committee on Labor & Public Employment
Hawaii State Legislature
State Capitol
Honolulu, HI 96813

RE: Testimony on HB1668 RELATING TO EDUCATION

Ladies and Gentlemen:

This testimony is submitted in support of HB1668, with reservations.

On August 24, 2010, the U.S. Department of Education announced Hawaii as a winner of a \$75 million Race to the Top grant. The Hawaii DOE team proved we could compete successfully and we were one of eleven states and the District of Columbia to win, placing third in the final standings. We won because of a bold plan to improve education outcomes for all Hawaii's children. Nothing is more important to our State's future. Hawaii's 2011 NAEP scores showed the Department is making progress.

HB1668 provides a means to adjust the time requirement for tenure as needed to preserve Hawaii's Race to the Top grant.

Although this writer hopes these matters can be achieved through collective bargaining, a portion of this legislation is needed to protect the Race to the Top grant. The remainder of the bill will be very controversial. Dialogue is needed on all these subjects. The writer commends the introducers of this bill for raising a difficult and controversial subject. Hopefully it can promote private dialogue.

I believe improved student outcomes are critical to the future of our state, and improving educator effectiveness is a key element to achieving those outcomes.

Thank you for this opportunity to testify and for your kind consideration of these matters.

Very truly yours,

H. Mitchell D'Olier
President and
Chief Executive Officer

belatti2 - Kate

From: mailinglist@capitol.hawaii.gov
Sent: Wednesday, February 01, 2012 11:53 AM
To: EDNtestimony
Cc: dameb001@hawaii.rr.com
Subject: Testimony for HB1668 on 2/1/2012 2:00:00 PM
Attachments: HB1668 testimony_BE_Dame.rtf

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: Bart Dame
Organization: Individual
E-mail: dameb001@hawaii.rr.com
Submitted on: 2/1/2012

Comments:

LATE TESTIMONY

Joint Hearing House Committee on Education and Committee on Labor and Public
Employment
Wednesday, February 1, 2012, 2:00 pm
Conference Room 309

Bart Dame
710 West Hind Drive
Honolulu, HI 96821
808-542-9084

LATE TESTIMONY

TESTIMONY IN STRONG OPPOSITION TO HB 1668, Relating to EDUCATION

Aloha Chairs Takumi and Rhoads, members of the committee,

My Name is Bart Dame and I am testifying today as an individual in strong opposition to HB 1668.

The authors of the bill have said they introduced it in order to have a discussion. OK, what message does this bill send? It seems to say teachers are the main obstacle to improving the schools and if we strip away tenure protections, the schools will improve.

Since this is the same attitude as that of most employers, I can see why this position is advanced by the banks and the corporations. I do not understand why otherwise thoughtful legislators would fall for it.

Other public employees are protected by civil service rights. Why should teachers be any different? A strong argument can be made that teachers deserve MORE protection from arbitrary termination than most public employees, as they are in constant interaction with children and many parents are quick to criticize the teacher when their child does poorly at school or reports on something they learned in school which varies from the prejudice of the parent.

I recognize the DOE is under pressure from the Federal government to transform our schools to satisfy the "Race to the Top" educational "reform" du jour. RTTT is essentially a re-packaged version of "No Child Left Behind." But because it has the backing of President Obama, Democrats and educators are expected to accept this repackaged agenda, despite the lack of evidence that this approach actually improves schools? I view Race to the Top as public relations scam to avoid spending more money on education, strip teachers of union protection and divert funds into privatized, for profit education corporations. There is no evidence Arne Duncan managed to fix the Chicago school system, yet he is now entrusted with dictating educational policy nationwide, based upon his ability to talk smooth?

By what criteria is HIS job performance measured?

The Feds tax the people of the United States, then dangle billions of dollars in front of grossly underfunded school districts in order to impose this new system on us? This is blackmail. And it leads our school system into adopting "plans" which we would otherwise reject. Hawaii now faces the loss of \$75 million we desperately need.

Faced with this, some legislators appear willing to throw away the basic right to due process before being fired. Politicians have their own imperatives. Appearing to do something about education, rather than actually improving the schools, may serve their immediate needs. Helping Hawaii secure needed Federal dollars? Yep, I can understand why you want to do that. But I strongly believe stripping power from teachers and leaving them subject to more arbitrary hiring and firing, will actually undermine education.

And based upon the rejection of the last contract offer, it appears teachers agree with me by a ratio of 2 to 1. Please kill this bill. Then we can have that discussion, based upon mutual respect, not a one-sided disempowerment of teachers.

LATE TESTIMONY

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From: mailinglist@capitol.hawaii.gov
Sent: Wednesday, February 01, 2012 11:01 AM
To: EDNtestimony
Cc: jg@lava.net
Subject: Testimony for HB1668 on 2/1/2012 2:00:00 PM
Attachments: HB 1668 Public K-12 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: Janet Gillmar
Organization: Individual
E-mail: jg@lava.net
Submitted on: 2/1/2012

LATE TESTIMONY

Comments:

LATE TESTIMONY

HB 1668 Public K-12 Teachers Tenure

Please do not support this bill that removes tenure for public school K-12 teachers. Tenure has value in assuring academic freedom which provides for a broader spectrum of views in the public arena, not overly tied to the politics of the day. It also helps to keep an experienced corps of teachers educating our children.

It would seem that HB 1668 would "solve a problem" that doesn't really exist. In tight financial times, and with demographic distribution of K-12 students that changes, a problem would appear to be concern that the state doesn't have the needed flexibility to respond to those challenges. However, reading the marked-up text where reference to tenure is made, there appears to be the needed flexibility in the crossed out text. The only other problem that the bill seems to be addressing is that teachers who aren't doing a good job are coasting on their tenure. To address this, tenure requirements could be amended.

I am not an employee of the Dept. of Education or related to one.

Janet Gillmar
3035 La-I Road
Honolulu, Hawaii 96816
732-1161

belatti2 - Kate

From: mailinglist@capitol.hawaii.gov
Sent: Wednesday, February 01, 2012 10:43 AM
To: EDNtestimony
Cc: advguide1@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: Kelly Gallagher
Organization: Individual
E-mail: advguide1@gmail.com
Submitted on: 2/1/2012

LATE TESTIMONY

Comments:

As a new teacher, I am wondering what the advantage is to the State of Hawaii to take tenure away/not offer it from the teachers? There are a very things tied to the tenure status that qualify the individual for, so how are these issues going to be addressed if the tenure is removed?

Is this action in rebuttal to the refusal of the contract? Or is it connected to the possible loss of the Race to the Top grant? Or is this the State stepping on the right to be a part of a union. I was not given the option to not be a member of the union, and now I am not being given the option of being in the union...I feel like a puppet on a string being pulled whatever way someone else wants me to go. Strange way of doing business.Would have been nice to be included in this conversation prior to it being introduced as a BILL and given to the House of Reps.

Wondering what happened to the democracy I am a part of. Perhaps this should have been put to vote by the entire State instead of the select few.

belatti2 - Kate

From: mailinglist@capitol.hawaii.gov
Sent: Wednesday, February 01, 2012 10:31 AM
To: EDNtestimony
Cc: veronica_farrell@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

LATE TESTIMONY

Conference room: 309
Testifier position: Oppose
Testifier will be present: No
Submitted by: Veronica Farrell
Organization: Individual
E-mail: veronica_farrell@notes.k12.hi.us Submitted on: 2/1/2012

Comments:

I oppose HB 1668 which eliminates tenure for all K-12 teachers and principals. Please treat educators as professionals!

belatti2 - Kate

From: mailinglist@capitol.hawaii.gov
Sent: Wednesday, February 01, 2012 10:52 AM
To: EDNtestimony
Cc: keolabear@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: Keola Akana
Organization: Individual
E-mail: keolabear@hotmail.com
Submitted on: 2/1/2012

LATE TESTIMONY

Comments:

Please do NOT pass this bill! This bill sends a message to our teachers and school administrators that their years of hard work for our children is not deserving of rewards and protections. If there are teachers doing an inadequate job then address these situations on an individual basis rather than setting a draconian policy affecting all. By and large we have good teachers who should be afforded job protection, especially since their pay is less than sufficient to compensate them for all the hours they provide to educating our children. Please do NOT pass this bill!

belatti2 - Kate

From: mailinglist@capitol.hawaii.gov
Sent: Wednesday, February 01, 2012 12:43 PM
To: EDNtestimony
Cc: adamson@hawaii.edu
Subject: Testimony for HB1668 on 2/1/2012 2:00:00 PM

LATE TESTIMONY

Testimony 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 Paul Adamson
Organization: Individual
E-mail: adamson@hawaii.edu
Submitted on: 2/1/2012

Comments:
I OPPOSE HB1668.

Tenure protects academic freedom for public K-12 teachers and post-secondary educators.



STATE OF HAWAII
DEPARTMENT OF EDUCATION
KEALAKEHE HIGH SCHOOL
74-5000 PUOHULIHULI STREET
KAILUA-KONA, HAWAII 96740
PHONE: (808) 327-4300 • FAX (808) 327-4307

February 1st, 2012
2:00p.m.

LATE TESTIMONY

To: The Honorable Roy M. Takumi, Chair
and Members of the House Committee on Education

From: Gloria Ilagan, BA, ME, SpEd., ABD
Physical Education/Health Instructor

Re: H.B. 1668, Relating to Tenure

The teachers of the West Hawaii School Complex strongly oppose this bill that undermines the value of teacher retention and experience in the "hands on field" of Education.

Teachers are not merely employees, we *are* the Public Servants that have a vested interest in providing **counsel, instruction, resources, safety, and stability** in the lives of those who are dependent. We are at the mercy of our evaluators who determines the standards of practice and of our clients who we deal with on a regular basis.

Tenure is earned through a probationary period by observation of practice and evaluation that ensures standards have been met by the teacher. Usually a period of two years, sometimes more than that if the subject area is not in the Highly Qualified position, as opposed to the industry standard of three to six months in fields outside of teaching.

Tenure as stated from the DOE School Code "*is obtained by continued employment based on (a) successful completion of probationary requirements; and (b) demonstrated competency at progressive higher levels of performance.*

The Department sets the standards and is performed by the Administrator. Tenure is earned after an agreed upon process for probationary training. If the process to obtain tenure is broken, then fix the process, not eliminate the process of tenure. Doing away with tenure sets the stage for Administrators to arbitrarily hire and fire. Civil rights are at stake.

Teachers with more knowledge and experience will lose earned credits and benefits and seek gainful employment elsewhere. Teachers for "emergency hires" such as the "Teach of America" are incentives to fill urgent or short-term vacancies and obtain standard training without previous experience.

Student achievement cannot be guaranteed with high teacher turnover rates. In mathematics and science "*teachers who have a standard certification have a statistically significant positive impact on student test scores relative to teachers who either hold private school certification or are not certified in their subject area*" (Goldhaber & Brewer, 2000).

It is the quality (type of degree), experience and relationships that veteran teachers have over those who have not met the standards of tenure that can lead to higher student achievement.

Please do not support this bill for the sake of the future of our State. Mahalo