



Senate Committee on Ways and Means  
Tuesday, February 28, 2012  
9:00 a.m.

**SB 2620, SD1, Relating to the University of Hawaii.**

Dear Chairman Ige and Committee Members:

On behalf of the University of Hawaii Professional Assembly, our union supports SB 2620, SD1. We believe that the current system to select Board of Regents is onerous and discourages outstanding citizens from seeking appointment. SB2620, SD1 is an appropriate approach more closely attuned to greater accountability by the Governor for appointments to the Board of Regents.

The University of Hawaii Professional Assembly supports passage of this bill.

Respectively submitted,

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Associate Executive Director

UNIVERSITY OF HAWAII  
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**Subject:** Testimony for SB2620 on 2/28/2012 9:00:00 AM  
**Date:** Monday, February 27, 2012 4:44:31 PM

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Testimony for WAM 2/28/2012 9:00:00 AM SB2620

Conference room: 211  
Testifier position: Oppose  
Testifier will be present: No  
Submitted by: Angela Tannehill  
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Submitted on: 2/27/2012

Comments:

I oppose SB 2652, SD1 which proposes to repeal wage adjustments based upon teacher pay, and minimum hourly and per diem rates, for substitute teachers. Why would anyone propose such regressive legislation?

In this age of renewed efforts to bust unions, it is even more important for the legislature to protect wages. Substitute teachers do not even have a union and rely solely on the legislature to protect a living wage. In this age of great concern for better schools, we need to support best business practices for retaining good contractors and employees. Does this legislation help create better schools? No.

At least in my neighborhood, it's difficult for teachers to get good quality substitutes. Substitute teaching is a difficult job under the best of circumstances. Around here, where discipline is more a buzz word than a practice, it's even harder. In an era when teachers are absent with alarming regularity (to attend all the trainings demanded by NCLB, Race to the Top, and recertification), we need to retain good substitutes. There were many times when I've had to call several substitutes to find one available. There have been many times when newer substitutes became overwhelmed, and when I returned to the classroom, it would take days to reteach appropriate behavior.

We need substitutes who are experienced, and will return from year to year. Any good business manager knows that you must treat your employees with respect if you want to keep them. And retention is a best business practice for success -- unless your model is slave labor and sweat shops. SB 2652, SD 1 is destructive to the American Dream of fair treatment and a living wage.

In SB 2652, SD1 I see no evidence of good business practices. What I see is the legislature abdicating its responsibility to provide checks and balances on the Department of Education. Democracy requires checks and balances. Please keep democracy alive. Please work toward providing better resources (such as substitute teachers) for public schools. Please show respect for citizens working in our schools by ensuring fair monetary compensation for substitute teachers.

Please reject SB 2652, SD1.

Thank you,