

From: [Sherry Vierra](#)
To: [WAM Testimony](#)
Subject: SB 2652 Feb 28,2012 9:00a.m.
Date: Sunday, February 26, 2012 3:02:18 PM

RE: SB 2652 Testimony

DATE: Tuesday, February 28, 2012
TIME: 9:00 a.m.
PLACE: Conference Room 211
State Capitol
415 South Beretania Street

Honorable Stan S. Tsutsui, the Hawaii State Senate Legislature, and the Committee on Education,

I am writing in regards to S.B. No. 2625, the bill to “repeal the minimum hourly and per diem rates for substitute teachers” that adjusts according to regular teacher pay. I am a substitute teacher on the Big Island servicing primarily Kau High and Waiakea High. I live in Volcano. This bill was just brought to my attention by another substitute teacher who had recently called Senator Green’s office on February 24, 2012 inquiring as to the status of the payment for lost wages for substitute teachers resulting from the lawsuit previously settled. There has been no public notice about this bill. I do not know why the Board of Education and the Department of Education want to repeal this law. Substitute teachers are VITAL to the running of the public schools. As it stands now, our pay is calculated to the entry level pay of the class to which we fall under, regardless of our years of experience and service to the public schools. We have NO benefits such as healthcare insurance and paid sick days. Even the most basic benefit that all employed citizens have if they are laid off from work, unemployment insurance, is denied to us when school is not in session.

If the State is going to be in the business of education, they need to compensate their substitute teachers appropriately. Every good business person knows to have a motivated, innovative, productive workforce, you must pay them appropriately and make sure they are healthy. Because we have to purchase our own healthcare insurance or pay in full for our healthcare visits, and if we are sick and cannot work we do not get paid (i.e. paid sick days), we need more compensation than we are currently getting.

It has also been brought to my attention that the Puna and Kau district schools will be extending their instructional day by one hour. As a result of this, teachers will receive a 17.4% increase in pay. The substitute teachers will also need a 17.4% increase in pay.

Once again, substitute teachers are a VITAL part of the educational system. Substitute teachers must take the place of the regular teachers when the regular teachers are out. Please keep in mind that with a longer work day and the larger teacher workload that will be placed onto the teachers, teachers will be taking more sick days to care for their own health. This will result in an increase use of substitute teachers EDUCATING our students. We must be professionally and appropriately compensated.

I am very concerned about the repeal of Section 302A-624 by way of Bill 2652 as I do not know what the basis will be for calculating substitute teacher pay which is already currently a very low wage for such a VITAL teaching position.

Sincerely,

Sheryl Vierra

February 26, 2012

From: mailinglist@capitol.hawaii.gov
To: [WAM Testimony](#)
Cc: coopersekirka@hotmail.com
Subject: Testimony for SB2652 on 2/28/2012 9:00:00 AM
Date: Monday, February 27, 2012 3:21:31 AM

Testimony for WAM 2/28/2012 9:00:00 AM SB2652

Conference room: 211
Testifier position: Oppose
Testifier will be present: No
Submitted by: John P. Cooper III
Organization: Individual
E-mail: coopersekirka@hotmail.com
Submitted on: 2/27/2012

Comments:

To; State of Hawaii Senate Committee for Education.
Chair. Jill N. Tokuda & Vice Chair. Michelle N. Kidani.
Reference SB2652 SD1. "Repeals minimum hourly and per diem rates for substitute teachers and wage adjustments based upon teachers pay."

Dear Chairman Tokuda, Vice Chairman Kidani and Education Committee members,
As a citizen, an active community member, and a professional person now in my 10th year of substitute teaching I respectfully state my firm conviction and observation that as presented SB2652 will cause much more dislocation in our schools and communities. I also feel that as forwarded the bill has been in direct violation of open public meeting, or "sunshine" laws? Introduced, and possibly "fast tracked" by Senate President Shan S. Tsutui on 1/25/2012, until 2 or 3 days ago neither I nor any of the many substitute teachers I have worked with had ever heard of this proposed legislation. We have worked in good faith for the Hawaii Department of Education and what appears to be a duplicitous silence on this issue has been revealed as a dishonorable action, a dishonorable slap in the face, a shameful deception and treatment of more than three thousand loyal D.O.E. employees, a large majority of whom had their Bachelors degrees long before the current increase in the educational requirements. A substantial number also have Masters degrees and there are some PhDs. If the intent of SB2652SD1 comes to fruition What happens then? How do we reform our working relationships?

Within the scope of SB2652 SD1 Substitute teachers should not be punished for ill conceived management decisions they had no role in.

As substitute teachers we like the usefulness of our work for society and love what Hawaii represents. We are home. We have families and friends here. We also want a better education system and a better life for everyone. A life in a truly participatory democracy!

Thank you, I appreciate the opportunity to have communicated with you.

I came to substitute teaching with both a Bachelor of Arts Degree in History and a Masters Degree in History and Literature, as well as Behavior Modification training as a Youth Counselor. As a former Museum and Parks and Recreation Director I also am familiar with management issues. Again, in closing, Please do not follow through with what I see as the undemocratically administered and potentially very damaging SB2652 SD1

Respectfully, John P. Cooper III
P.O. Box 6721
Ocean View, Hawaii 96737
(808) 929-9394

From: mailinglist@capitol.hawaii.gov
To: [WAM Testimony](#)
Cc: plstanfield@gmail.com
Subject: Testimony for SB2652 on 2/28/2012 9:00:00 AM
Date: Sunday, February 26, 2012 12:38:49 PM

Testimony for WAM 2/28/2012 9:00:00 AM SB2652

Conference room: 211
Testifier position: Oppose
Testifier will be present: No
Submitted by: Patty Stanfield
Organization: Individual
E-mail: plstanfield@gmail.com
Submitted on: 2/26/2012

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,

Vanessa Ott

From: mailinglist@capitol.hawaii.gov
To: [WAM Testimony](#)
Cc: aasnc@yahoo.com
Subject: Testimony for SB2620 on 2/28/2012 9:00:00 AM
Date: Sunday, February 26, 2012 11:13:27 AM

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

Conference room: 211
Testifier position: Oppose
Testifier will be present: No
Submitted by: Alicia Jacobson
Organization: Individual
E-mail: aasnc@yahoo.com
Submitted on: 2/26/2012

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. This legislation will only move us backwards.

Substitute teachers rely on the legislature to protect their wages. In this age of great concern for better schools, we need to support the retention of quality substitutes particularly based on the level of education required to become a substitute.

It is very difficult for teachers to get effective substitutes. Substitute teaching is a difficult job with discipline being a major issue. Teachers are absent with regularity (in order to attend trainings demanded by NCLB, Race to the Top, and re-certification.) It is crucial to retain quality experienced substitutes, so an entire instruction day is not lost. Recently my Principal refused my request to join an education focus group because he said, "A substitute can not deliver your lesson as effectively as you can." Perhaps not the one that I would be forced to retain due to the shortage of substitutes. On workshop days, we often can not find enough subs to cover classes.

Please show respect for teachers not part of a union and provide fair compensation for substitute teachers.

Please reject SB 2652, SD1.

Thank you,