

**HB1971**

**HD2 SD1**



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TESTIMONY BEFORE THE SENATE COMMITTEES ON  
JUDICIARY AND LABOR AND WAYS AND MEANS

Wil Okabe  
President  
Joan Kamila Lewis  
Vice President  
Colleen Pasco  
Secretary-Treasurer  
Alvin Nagasako  
Executive Director

DATE: TUESDAY, APRIL 1, 2014

RE: H.B. 1971, HD2, SD1 - RELATING TO LABOR

PERSON TESTIFYING: WIL OKABE  
HAWAII STATE TEACHERS ASSOCIATION

The Honorable Chairs Clayton Hee and David Ige and Members of the Committees:

The Hawaii State Teachers Association (HSTA) **strongly supports H.B. 1971, HD2, SD1**, relating to charter school teachers.

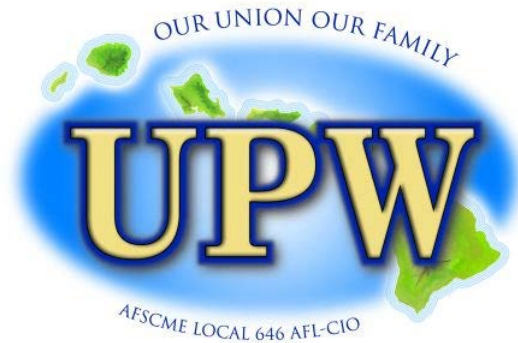
HSTA is the exclusive representative of more than 13,500 public and charter school teachers statewide. As the state affiliate of the 3.2 million members of the National Education Association, HSTA believes that all bargaining unit 5 members should be treated fairly.

Administrative, support, and instructional employees in charter schools should have the right to fully participate in the state's employee benefit programs, and receive professional support and incentives offered by the Department of Education. Currently, local charter school governing boards negotiate supplemental agreements that often fail to incentivize professional growth and teacher retention for charter school teachers. Yet, charter school teachers face most of the challenges and mandates faced by traditional public school teachers, including resource scarcity, infrastructure shortcomings, and reduced purchasing power.

If charter schools are going to be held to similar standards of learning growth as traditional public schools, then charter school teachers must be subject to the same compensatory perks as their traditional public school counterparts. Accordingly, they should be entitled to national board certification, special education, probation competition, and hard-to-staff bonuses. The last of these, hard-to-staff bonuses, is particularly critical, since many charter schools service low-income and rural communities that have difficulty retaining highly qualified teachers and maintaining academic stability.

Furthermore, we recommend that the charter school commission provide oversight and technical assistance regarding supplemental contracts, as local school boards have offered contracts to teachers that provide lesser earnings than the HSTA salary schedule calls for.

Thank you for the opportunity to testify in **support of H.B. 1971, HD2, SD1**.



THE HAWAII STATE SENATE  
The Twenty-Seventh Legislature  
Regular Session of 2014

COMMITTEE ON JUDICIARY AND LABOR

The Honorable Sen. Clayton Hee, Chair  
The Honorable Sen. Maile S.L. Shimabukuro, Vice Chair

COMMITTEE ON WAYS AND MEANS

The Honorable Sen. David Y. Ige  
The Honorable Sen. Michelle N. Kidani, Vice Chair

DATE OF HEARING: Tuesday, April 1, 2014  
TIME OF HEARING: 10:00 A.M.  
PLACE OF HEARING: Conference Room 211

**TESTIMONY ON HB1971 HD2 SD1 RELATING TO LABOR**

By DAYTON M. NAKANELUA,  
State Director of the United Public Workers, AFSCME Local 646, AFL-CIO

My name is Dayton M. Nakanelua and I am the State Director of the United Public Workers, AFSCME, Local 646, AFL-CIO (UPW). The UPW is the exclusive representative for approximately 11,000 public employees, which include blue collar, non-supervisory employees in Bargaining Unit 01 and institutional, health and correctional employees in Bargaining Unit 10, in the State of Hawaii and various counties. The UPW also represents about 1,500 members of the private sector.

The UPW supports HB1971 HD2 SD1, that allows administrative, support, and instructional employees in charter schools to fully participate in the State's systems for certain employee benefits and additional supports and incentives offered by the Department of Education. Requires a report to the legislature.

We ask that you pass this bill

Thank you for the opportunity to testify on this measure.

**From:** [mailinglist@capitol.hawaii.gov](mailto:mailinglist@capitol.hawaii.gov)  
**To:** [JDLTestimony](#)  
**Cc:** [dlokelani.han@gmail.com](mailto:dlokelani.han@gmail.com)  
**Subject:** Submitted testimony for HB1971 on Apr 1, 2014 10:00AM  
**Date:** Sunday, March 30, 2014 8:51:26 PM

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**HB1971**

Submitted on: 3/30/2014

Testimony for JDL/WAM on Apr 1, 2014 10:00AM in Conference Room 211

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
Davelyn Lokelani Han	Individual	Support	No

Comments: Administrative, support, and instructional employees in charter schools should have the right to fully participate in the state's employee benefit programs, and receive professional support and incentives offered by the Department of Education. Currently, local charter school governing boards negotiate supplemental agreements that often fail to provide professional growth opportunities and teacher retention for charter school teachers. Yet, charter school teachers have to face most of the challenges and mandates faced by traditional public school teachers, including resource scarcity, infrastructure shortcomings, and reduced purchasing power. If charter schools are going to be held to similar standards of learning growth as traditional public schools, then charter school teachers must be subject to the same compensatory perks as their traditional public school counterparts. Accordingly, they should be entitled to national board certification, special education, probation competition, and hard-to-staff bonuses. The last of these, hard-to-staff bonuses, is particularly critical, since many charter schools service low-income and rural communities that have difficulty retaining highly qualified teachers and maintaining academic stability. Furthermore, I support the recommendation that the charter school commission provide oversight and technical assistance regarding supplemental contracts, as local school boards have offered contracts to teachers that provide lesser earnings than the HSTA salary schedule calls for.

Please note that testimony submitted less than 24 hours prior to the hearing, improperly identified, or directed to the incorrect office, may not be posted online or distributed to the committee prior to the convening of the public hearing.

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