



STATE OF HAWAII
DEPARTMENT OF EDUCATION
P.O. BOX 2360
HONOLULU, HAWAII 96804

Date: 03/25/2015
Time: 02:00 PM
Location: 309
Committee: House Education

Department: Education

Person Testifying: Kathryn S. Matayoshi, Superintendent of Education

Title of Bill: SB 1346, HD1 RELATING TO TEACHERS.

Purpose of Bill: Sets probationary period of specified licensed charter school teachers according to policies and practices as determined by DOE, BOE, and collective bargaining agreements. Subjects tenured DOE licensed teachers who transfer to charter schools to the appropriate collective bargaining agreement. (SB1346 HD1)

Department's Position:

The Department of Education (Department) supports S.B. 1346, H.D. 1. The proposed revision to subsection (d) (2) allows the Department to align probationary requirements for all incoming teachers. It corrects the existing inequity where a licensed charter school teacher may enter or return to the Department and gain tenure after only one year, whereas licensed Department teachers must serve three years of probation.

The proposed revision also ensures that there is sufficient time for principals to observe and provide assistance and support to probationary teachers before awarding tenure, which ultimately supports the goals of improving student achievement, instructional practices, and overall professionalism.

DAVID IGE
GOVERNOR



CATHERINE PAYNE
CHAIRPERSON

STATE OF HAWAII
STATE PUBLIC CHARTER SCHOOL COMMISSION
(‘AHA KULA HO‘ĀMANA)

<http://CharterCommission.Hawaii.Gov>
1111 Bishop Street, Suite 516, Honolulu, Hawaii 96813
Tel: (808) 586-3775 Fax: (808) 586-3776

FOR: SB1346 HD1 Relating to Teachers
DATE: Wednesday, March 25, 2015
TIME: 2:00 p.m.
COMMITTEE(S): House Committee on Education
ROOM: Conference Room 309
FROM: Tom Hutton, Executive Director
State Public Charter School Commission

Chair Takumi, Vice Chair Ohno, and members of the Committee:

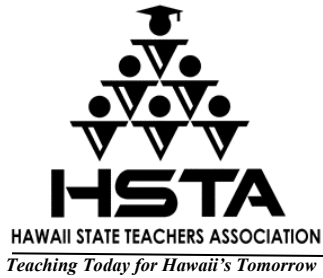
The State Public Charter School Commission appreciates the opportunity to submit these written comments on Senate Bill 1346 HD1, "Relating to Teachers," which sets the probationary period for licensed teachers who are not yet tenured in the Department of Education ("DOE") and are entering or returning to the DOE after employment at a public charter school in accordance with policies and practices determined by the Department, Board of Education, and collective bargaining agreements.

While the Commission does not take a position on this legislation, our understanding from the DOE is that the bill is needed to ensure that, under the longer probationary period established under the master collective bargaining agreement between the DOE and the Hawaii State Teachers Association ("HSTA"), a public charter school teacher transferring to a DOE school does not enjoy an unfair advantage as to his or her probationary status relative to a teacher who has served for the same period of time in the DOE. Assuming that the proposed change would not place an experienced public charter school teacher at an unfair disadvantage as to his or her probationary status in the DOE, this would seem appropriate. We note that HSTA, which represents both DOE and charter school teachers, has expressed support for the proposal.

This draft of the bill also provides that tenured DOE teachers who transfer to charter schools will be subject to the appropriate collective bargaining agreement, rather than statutorily exempt, as they are under current law, from serving a probationary period. Public charter

schools are authorized under Section 302D-12(e), Hawaii Revised Statutes, to negotiate supplemental collective bargaining agreements with the exclusive representatives of their employees. This provision clarifies that a negotiated supplemental agreement that addresses teacher probation in the charter school will be respected.

Thank you for the opportunity to provide this testimony.



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TESTIMONY BEFORE THE HOUSE COMMITTEE ON
EDUCATION

Wil Okabe
President
Joan Kamila Lewis
Vice President
Colleen Pasco
Secretary-Treasurer
Wilbert Holck
Executive Director

DATE: FRIDAY, FEBRUARY 13, 2015

RE: S.B. 1346, H.D. 1 – RELATING TO TEACHERS

PERSON TESTIFYING: JOAN LEWIS, VICE PRESIDENT
HAWAII STATE TEACHERS ASSOCIATION

The Honorable Chair Roy Takumi, Honorable Vice Chair Takashi Ohno and Members of the Committee:

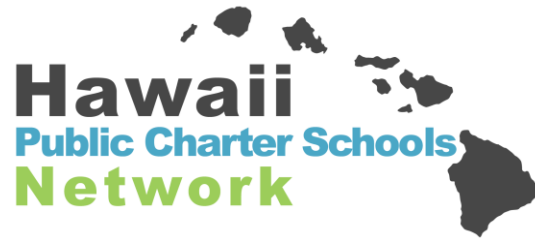
Thank you for the opportunity to provide **comments on S.B. 1346, H.D. 1**, relating to teachers.

HSTA is the exclusive representative of more than 13,500 public and charter school teachers statewide. As the state affiliate of the 2.2 million member National Education Association (NEA), the HSTA has bargained for over 10 years as the charter school teachers exclusive representative.

HSTA believes that charter schools should be subject to the same public sector labor relations statutes as mainstream public schools, and charter school employees should have the same collective bargaining rights under both state law and local practice as their counterparts in mainstream public schools. As such, the same standard on probationary period requirements of the Department of Education teachers to public charter school teachers who have not earned tenure within the Department of Education should be applied upon entry or reentry to the department of education.

As such, HSTA is submitting **comments on S.B. 1346, H.D. 1**.

Thank you for the opportunity to testify.



State of Hawaii, House of Representatives
Committee on Education

DATE: Wednesday, March 25, 2015

TIME: 2:00 p.m.

PLACE: Conference Room 309, Hawaii State Capitol

Chair Takumi, Vice Chair Ohno, and Members of the Committee,

Re: SB 1346 HD1 RELATING TO TEACHERS

Mahalo for the opportunity to testify in support of SB 1346 HD1, a bill that applies the same probationary period requirements of department of education teachers to public charter school teachers, who have not earned tenure within the department of education, upon entry or reentry to the department of education.

Hawaii Public Charter Schools Network (HPCSN) represents 30 of 34 public charter schools in Hawaii and is committed to quality education for all public school students through our support of, and work with, charter schools. Your support of Hawaii's public students is greatly appreciated.

Sincerely,

A handwritten signature in black ink, appearing to read "Lynn Finnegan".

Lynn Finnegan
Executive Director