



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

LATE

Date: 02/06/2019
Time: 02:55 PM
Location: 229
Committee: Senate Education

Department: Education

Person Testifying: Dr. Christina M. Kishimoto, Superintendent of Education

Title of Bill: SB 1304 RELATING TO TEACHER PAY.

Purpose of Bill: Establishes minimum starting salaries for certified teachers who, with or without a master's degree, have completed an accredited teacher education program.

Department's Position:

Thank you for the opportunity to provide comments on S.B. 1304.

S.B. 1304 proposes to amend §302A-624, HRS, by establishing minimum starting salaries for certified teachers who, with or without a master's degree, have completed an accredited teacher education program.

The Department of Education (DOE) is the sole employer for all State employees in bargaining unit 5 as defined in HRS, §89-6(a)(5) and directly engages in contract negotiations with the certified exclusive bargaining representative (i.e. the Hawaii State Teachers Association).

While the DOE appreciates and recognizes its legislative intent, we do believe that S.B. 1304 may be deemed as a violation of Article XIII, Section 2, of the Hawaii State Constitution, and that such similar legislation has been deemed as such by the Hawaii Supreme Court.

On December 6, 2002, the Hawaii Supreme Court decided in *United Public Workers, AFSCME, LOCAL 646, AFL-CIO v. Yogi* (101 H. 46 62 P.3d 189), in Act 100, SLH 1999, that prohibited public employers and public employees' unions from collectively bargaining over cost items for the biennium 1999 - 2001 violated Article XIII, Section 2. because it withdrew from the collective bargaining process core subjects such as wages, hours, and other conditions of employment that the voters contemplated would be part of the bargaining process when they ratified Article XIII, Section 2.

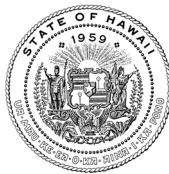
Moreover, the concept of establishing minimum starting salaries are already incorporated in other State collective bargaining unit contracts that were all negotiated under HRS, §89-9(a), versus established by statutes.

There are other mitigating factors that the DOE would also need to consider, evaluate, and possibly rectify due to unintended consequences that are normally discussed during the collective bargaining process. As just one example, only individuals who have completed state-approved teacher education programs through a Master's degree program are eligible for the enhanced starting salary of no less than \$60,000 a year. However, individuals completing post baccalaureate certification programs with 30 semester credits or those who have earned a Bachelor's degree in education plus 30 acceptable semester credits would not be eligible for the higher pay. The DOE's current practice is to recognize and pay these individuals the same salary classification as someone who holds an appropriate Master's degree. The same holds true for the established minimum salary for an individual holding a Master's degree.

Based on the above, we respectfully request that the committee consider these comments when deciding on this measure.

The Hawaii State Department of Education seeks to advance the goals of the Strategic Plan which is focused on student success, staff success, and successful systems of support. This is achieved through targeted work around three impact strategies: school design, student voice, and teacher collaboration. Detailed information is available at www.hawaiipublicschools.org.

DAVID Y. IGE
GOVERNOR



RODERICK K. BECKER
DIRECTOR

ROBERT YU
DEPUTY DIRECTOR

EMPLOYEES' RETIREMENT SYSTEM
HAWAII EMPLOYER-UNION HEALTH BENEFITS TRUST FUND
OFFICE OF THE PUBLIC DEFENDER

STATE OF HAWAII
DEPARTMENT OF BUDGET AND FINANCE
P.O. BOX 150
HONOLULU, HAWAII 96810-0150

ADMINISTRATIVE AND RESEARCH OFFICE
BUDGET, PROGRAM PLANNING AND
MANAGEMENT DIVISION
FINANCIAL ADMINISTRATION DIVISION
OFFICE OF FEDERAL AWARDS MANAGEMENT (OFAM)

WRITTEN ONLY
TESTIMONY BY RODERICK K. BECKER
DIRECTOR, DEPARTMENT OF BUDGET AND FINANCE
TO THE SENATE COMMITTEE ON EDUCATION
ON
SENATE BILL NO. 1304

February 6, 2019
2:55 p.m.
Room 229

RELATING TO TEACHER PAY

This measure amends Chapter 302A, HRS, to establish minimum teacher salaries of \$55,000 a year for a certified teacher who has completed a State-approved teacher education program and \$60,000 a year for a certified teacher who has completed a State-approved teacher education program and earned a master's degree from an accredited teacher education.

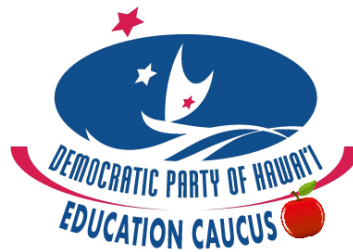
The Department of Budget and Finance has concerns about possible disruptions to the collective bargaining process. Pursuant to Chapter 89, HRS, teacher salaries are mandatory subjects of collective bargaining. Consequently, these types of increase should be negotiated through collective bargaining.

The estimated cost of the \$55,000 minimum alone would be at least \$13.0 million, assuming only salary adjustments for certified teachers below the proposed minimum. This would result in some teachers getting a salary increase, but most teachers would get no increase resulting in a major disruption to the current salary schedule.

Because the current eligibility requirements for the enhanced salary levels of Class III teachers are defined more broadly than the provisions set in the bill, it is difficult to estimate the cost of the \$60,000 minimum provision. Based on a September 2018 teacher count, there would be over 3,000 teachers at Class III or higher with an annual salary below \$60,000 (excluding the current 21 hours of paid professional development time currently being negotiated to extend past the current school year) and some salary increases would be over 14 percent. Consequently, the costs could be significant.

Because substitute teachers are also entitled to comparable increases, it is estimated the \$55,000 minimum would increase substitute costs around \$0.5 million, with an additional unknown increase for the \$60,000 minimum.

Thank you for your consideration of our comments.



SENATE BILL 1304, RELATING TO TEACHER PAY

FEBRUARY 6, 2019 · SENATE EDUCATION
COMMITTEE · CHAIR SEN. MICHELLE N. KIDANI

POSITION: Support.

RATIONALE: The Democratic Party of Hawai'i Education Caucus supports SB 1304, relating to teacher pay, which establishes minimum starting salaries for certified teachers who, with or without a master's degree, have completed an accredited teacher education program.

Hawai'i is suffering from a chronic teacher shortage crisis. According to the Hawai'i Department of Education, our state's teacher shortage stood at 1,029 teacher positions overall for the 2018-2019 school year, 252 of which were for special education. Additionally, we continue to lose approximately 50 percent of new hires after five years. In fact, the number of teachers exiting the teaching profession has increased by more than 80 percent since 2010.

Low teacher pay is the primary driver of teacher turnover. Numerous studies, including those performed by WalletHub.com and EdBuild, have found that Hawai'i's teacher pay ranks last in the nation when adjusted for cost of living. Moreover, a 2019 Economic Policy Institute analysis found that in our state, teachers earn 19.1 percent lower pay compared with other college graduates.

Research also shows that as teacher pay increases, so, too, does student achievement. A Stanford University analysis found that raising teacher wages by 10 percent reduces high school

dropout rates by 3 percent to 4 percent. Similarly, a Florida study showed that pay raises reduced teacher attrition by as much as 25 percent for hard-to-fill subject areas, with children's learning growth gaining from more exposure to experienced educators.

To deliver the schools our keiki deserve, we must pay teachers what they're worth. While some may argue that this measure conflicts with collective bargaining, we believe that establishing an elevated floor for starting teacher pay is a step toward offering the professional salaries that will incentivize teaching as a career, precipitate significant pay raises across teachers' salary scale, and, hopefully, keep educators in our classrooms for many years to come.