



The Judiciary, State of Hawai‘i

Testimony to the Senate Committee on Ways and Means

Senator Donovan M. Dela Cruz, Chair
Senator Gilbert S.C. Keith-Agaran, Vice Chair

Monday, May 11, 2020 10:30 A.M.
State Capitol, Auditorium

by
Calvin C. Ching
Deputy Chief Court Administrator
First Circuit

WRITTEN TESTIMONY ONLY

Bill No. and Title: House Bill No. 2200, HD1, Relating to the State Budget.

Purpose: To adjust and make additional appropriations for fiscal biennium 2019-2021 to fund the operations of executive branch agencies and programs.

Judiciary's Position:

The Judiciary strongly supports page 57, lines 15-21, of House Bill No. 2200, HD1. This provides funding transferrable to the Judiciary for administration and operation of the Community Outreach Court.

In partnership with the Office of the Public Defender and the Department of the Prosecuting Attorney, the Judiciary established a Community Outreach Court (COC) in January 2017, as a pilot project. In July, 2017, the Legislature established the Community Outreach Court under Act 55. Accompanying Acts 49 and 195 provided funding for the court. Act 55 directs the Judiciary to administer and operate the mobile COC in the City and County of Honolulu in non-traditional court sites to offer combined accountability and treatment options to homeless individuals with non-violent offenses.

With appropriation of funds by Acts 49 and 195 and utilization of existing resources, the Judiciary was able to coordinate plans and logistics to expand the COC from its original Honolulu location to Wahiawā District Court in 2017, Wai‘anae Public Library (mobile COC) in



House Bill No. 2200, H.D.1, Relating to the State Budget
Senate Committee on Ways and Means
Monday, May 11, 2020
Page 2

2018, and Kāneʻohe District Court in 2019. The Judiciary looks forward to bringing the mobile COC to other areas of Oʻahu to fully implement Act 55.

The COC works closely with its participants to resolve their outstanding legal matters through the completion of community service and to connect them to social service providers. The Adult/Juvenile Community Service Restitution Unit (A/JCSRU) places participants at community service work sites immediately after court adjourns, and most participants are assigned to work sites located within the communities in which they reside. Community service work opportunities not only help participants address their legal matters, but also help them to give back to their own home communities. Further, COC provides opportunities for participants to connect with social services such as shelter, housing, health care, and government identification assistance. As of December 2019, the Community Outreach Court had 235 participants and cleared 2661 cases.

The Community Outreach Court strives to remain an integral part of a much greater community effort to offer solutions for many of the homeless issues that affect all aspects of our community. COC works collaboratively with other government programs such as the Honolulu Police Department Health, Efficiency, Long-term Partnerships (H.E.L.P.) program, Homeless Outreach and Navigation for Unsheltered Persons (HONU) program, Honolulu C&C Pūnāwai Rest Stop, Kāneʻohe Joint Outreach Center, and the Hawaiʻi State Public Library System. Page 57, lines 15-21, of H.B. 2200, HD1 will allow the Judiciary to continue these partnerships and further expand the network of other homeless programs.

As the third branch of government, the Judiciary administers justice in an impartial, efficient and accessible manner in accordance with the law. Therefore, as a court program operating within the Judiciary, COC is unique in its ability to provide legal remedies for its participants, including the disposition of outstanding cases and bench warrants related to traffic and criminal violations and the clearance of fines, fees and other legal barriers. In so doing, participants who successfully complete the COC program are able to obtain driver's licenses and other vital documentation allowing them to get back on track and move forward independently.

Page 57, lines 15-21, of H.B. 2200, HD1 will provide stability and continuity for COC operations and allow the Judiciary to expand the mobile COC to other areas of Oʻahu and further increase access to justice for many homeless and near-homeless individuals to help them end the cycle of homelessness.

For more on the Community Outreach Court, please refer to the Judiciary's *Report to the Thirtieth Legislature, 2020 session on the Community Outreach Court Project* at https://www.capitol.hawaii.gov/session2020/bills/JC6_.pdf

Thank you for the opportunity to testify on this measure.

DAVID Y. IGE
Governor

JOSH GREEN
Lt. Governor



PHYLLIS SHIMABUKURO-GEISER
Chairperson, Board of Agriculture

MORRIS M. ATTA
Deputy to the Chairperson

State of Hawaii
DEPARTMENT OF AGRICULTURE
1428 South King Street
Honolulu, Hawaii 96814-2512
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**TESTIMONY OF PHYLLIS SHIMABUKURO-GEISER
CHAIRPERSON, BOARD OF AGRICULTURE**

**BEFORE THE SENATE COMMITTEE ON WAYS AND MEANS
MONDAY, MAY 11, 2020
10:30 a.m.**

**HOUSE BILL NO. 2200, HD1
RELATING TO THE STATE BUDGET**

Chairperson Dela Cruz and Members of the Committee:

Thank you for the opportunity to testify on House Bill No. 2200, HD1. This bill amends Act 5, Session Laws of Hawaii 2019 and other appropriations and authorizations effective during fiscal biennium 2019-2021. The Department supports this bill.

We realize that economic conditions have changed drastically since the Executive Budget was submitted and we look forward to working with the committees to craft a budget that will allow the Department to continue to work toward the goal of increasing local food production and aiding in the State's economic recovery.

Thank you again for the opportunity to testify on this measure.





DAVID Y. IGE
Governor

JOSH GREEN
Lieutenant Governor

MIKE MCCARTNEY
Director

LAND USE COMMISSION
Department of Business, Economic Development & Tourism
State of Hawai'i

DANIEL ORODENKER
Executive Officer

Bert K. Saruwatari
Planner

SCOTT A.K. DERRICKSON AICP
Planner

RILEY K. HAKODA
Chief Clerk/Planner

RASMI AGRAHARI
Planner

FRED A. TALON
Drafting Technician

Statement of
Daniel E. Orodener
Executive Officer
State Land Use Commission

Before the
Senate Committee on
Ways and Means

Monday May 11, 2020
10:30 AM
State Capitol, Auditorium

In consideration of

HB 2200 HD1
RELATING TO THE STATE BUDGET

Chair Dela Cruz; Vice Chair Keith-Agaran; and members of the Senate Committee on Ways and Means:

The LUC is extremely cognizant of the issues facing the State budget shortfalls and is doing everything in its power to reduce costs while also doing everything it can to accelerate the recovery of the construction and development industry and keep as many construction industry employees working as possible now, and into the foreseeable future.

The LUC has always been an extremely efficient organization. However, it should be noted that coming into this session, due to accounting errors on the part of B&F, the Land Use Commission was already experiencing a \$34,250 shortfall in personnel costs. Utilizing technology and available cost savings measures the LUC has managed to meet an extremely heavy workload on a minimal budget to keep construction projects on track and moving forward.

The Committee should be aware that cutting the LUC's budget severely will have an immediate and detrimental impact on economic recovery efforts. Prior to beginning construction, and before obtaining county permits for that matter, most large-scale housing and industrial developments must receive a district boundary amendment from the Land Use Commission to re-classify land from the agricultural to the urban district. By law, and pursuant to the State Constitution the reclassification of land by the LUC must be done pursuant to a contested case hearing held in the county in which the property is located.

Thus, the Land Use Commission's entire budget outside of personnel costs is almost entirely devoted to interisland travel for the commissioners and for the logistical needs associated with hearings. Significant cutbacks to the LUC's budget will render the LUC incapable of holding the required hearings creating a major bottleneck for project approval and limiting the ability of the construction industry to restart and maintain momentum, jobs and housing construction. Affordable housing projects in particular will be hindered and delayed.

Significantly, the LUC is also responsible for the approval of solar projects on class B&C rated lands. There at least three major projects in various stages of permitting which will be delayed or stopped without LUC approval.

To gain an understanding of the magnitude of the issues associated with a delay in LUC approvals LUC staff performed a cursory review of the various projects that have filed petitions with the LUC but have yet to be heard. Using developers' financial projections, the following are awaiting LUC approval:

- Minimum Direct Development Investment of over \$700 million;
- Post Development Economic Activity exceeding \$200 million;
- 350 direct construction jobs exceeding \$250 million;
- Offsite and Post development economic activity exceeding \$250 million;
- Over 2100 affordable and market rate homes;
- 260 acres of Industrial lands;
- 200 hotel rooms;
- Various infrastructure projects including the expansion of the Honouliuli wastewater treatment plant and continued operation of various public and private landfills.

The LUC is concerned that these economic investments will not be realized if it is forced to curtail hearings and not process or approve proposed developments and solar projects.

The LUC also plays a significant role in the granting of county ministerial permits. The LUC has one drafting tech who is responsible for the certification of all district boundaries and performing boundary interpretations required for the granting of many county construction permits. The LUC receives a minimum of one such request per day. If the LUC were unable to perform this function, many county building permits and grading permits could not be approved, further restricting the construction industry and bringing many small and medium size projects to a halt.

As a result of the need for re-starting the economy and increasing available capital investment in the construction sector, the LUC is mindfully focused on working with developers to ensure projects get started as soon as practicable. The LUC is focused on project approval and has curtailed its enforcement program for the foreseeable future. The position associated with this activity is therefore no longer required.

Thank you for the opportunity to testify on this important matter and to bring these issues to the Committee's attention.

OFFICE OF INFORMATION PRACTICES

STATE OF HAWAII
NO. 1 CAPITOL DISTRICT BUILDING
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HONOLULU, HAWAII 96813
TELEPHONE: 808-586-1400 FAX: 808-586-1412
EMAIL: oip@hawaii.gov

To: Senate Committee on Ways and Means

From: Cheryl Kakazu Park, Director

Date: May 11, 2020, 10:30 a.m.
State Capitol Auditorium

Re: Testimony on H.B. No. 2200, H.D. 1
Relating to the State Budget

The State Office of Information Practices (OIP) testifies in support of H.B. 2200, H.D. 1, Relating to the State Budget. In light of the COVID emergency, however, OIP understands that the Legislature will be making budget cuts.

OIP would like to point out that 97% of OIP's budget is normally allocated for payroll and its \$769,837 budget appropriation for FY 2020 has already been restricted by 8.4% or \$64,984. (A portion of an earlier 10% restriction was recently lifted to enable OIP to buy laptops for employees to work remotely while still having full access to their work files.) In effect, this year's restrictions have come from OIP's payroll budget, so that **none** of the \$70,000 that the Legislature appropriated last year for much needed salary parity was provided to OIP's employees. In essence, therefore, **OIP has already taken a payroll cut and remains below salary parity. OIP has no vacancies and any further restrictions or budget cuts will essentially require additional payroll or staffing reductions** for OIP's 8.5 FTE employees, three of whom are already working at 60% or less.

Although all of OIP's powers and duties were suspended on March 16, 2020 by the Governor's Supplementary Proclamation suspending in its entirety the state's Uniform Information Practices Act (UIPA), chapter 92F, HRS, OIP's dedicated employees continued to telework from their homes using their own resources. With the reinstatement on May 5, 2020 of most of OIP's powers and duties (provided in part IV of the UIPA), OIP is again able to accept certain new cases and has been issuing opinions. Within the constraints of the Governor's proclamations and public health and safety concerns, OIP has been coordinating with other entities and providing much needed advice and guidance to state and county agencies and boards on how to comply with Hawaii's open records and open meetings laws during this emergency.

For example, OIP has provided guidance to Sunshine Law boards on how to conduct virtual meetings using teleconferencing technology. Although many boards do not have the staffing, equipment, or resources to do this perfectly, OIP's hope is that the greater adoption of virtual meetings will lead to increased public participation in government because meetings will be more readily accessible throughout our island state.

OIP understands the stress that this unprecedented emergency has placed on Hawaii's people, including our public employees, and is doing its part to ameliorate the stress through reasonable, balanced, and uniform opinions and guidance that provide and promote government transparency and public participation. To do this important work, OIP needs its funding to continue without any further budget or staffing cuts.

Mahalo for considering OIP's testimony.



UNIVERSITY OF HAWAII SYSTEM

Legislative Testimony

Testimony Presented Before the
Senate Committee on Ways and Means
May 11, 2020 at 10:30 a.m., Auditorium

By
Kalbert K. Young
Vice President for Budget and Finance/Chief Financial Officer
University of Hawai'i System

HB 2200 HD1 – RELATING TO THE STATE BUDGET

Chair Dela Cruz, Vice Chair Keith-Agaran, and members of the Committee:

Thank you for the opportunity to present testimony today. The University of Hawai'i (UH) is in **support** of House Bill 2200 House Draft 1, Relating to the State Budget. This bill amends the current budget act for operations of Executive Branch agencies and is also known as the Supplemental Appropriations Act of 2020.

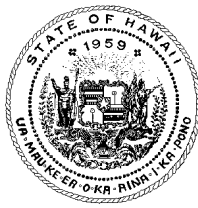
While normally we would be requesting the additions in the budget request as approved by the Board of Regents, we understand the dire fiscal conditions facing the State. At the same time that we all need to confront an inevitable and serious reduction in tax revenues, we also face new expenditure requirements to address the unanticipated consequences of the pandemic. And we all need to think about how to position Hawai'i for economic and social recovery when the worst of the pandemic passes. The UH has already begun planning and anticipating its elevated role in the near future with different services to meet the new levels of demand.

We understand that there could likely be a reduction in general fund appropriations. Should the Committee consider reducing the general fund appropriations to UH, we respectfully request that reductions be implemented in a manner where the University's Board of Regents, administration, faculty, staff, and students can make thoughtful and surgical approaches to maximally preserve our mission and help the State to recover from the economic recession.

As always, we are ready to work with the Legislature and any other stakeholders to discuss strategies to address the budget shortfall and public health crisis facing Hawai'i. We would also be interested in the strategic outcomes the Legislature considers most important to preserve and protect.

Thank you for this opportunity to testify.

DAVID Y. IGE
GOVERNOR



STATE OF HAWAII
DEPARTMENT OF PUBLIC SAFETY

919 Ala Moana Boulevard, 4th Floor
Honolulu, Hawaii 96814

NOLAN P. ESPINDA
DIRECTOR

Maria C. Cook
Deputy Director
Administration

Shari L. Kimoto
Deputy Director
Corrections

Renee R. Sonobe Hong
Deputy Director
Law Enforcement

No. _____

TESTIMONY ON HOUSE BILL 2200, HOUSE DRAFT 1,
RELATING TO THE STATE BUDGET.

by
Nolan P. Espinda, Director

Senate Committee on Ways and Means
Senator Donovan M. Dela Cruz, Chair
Senator Gilbert S.C. Keith-Agaran, Vice Chair

Monday, May 11, 2020; 10:30 a.m.
State Capitol Auditorium

Chair Dela Cruz, Vice Chair Keith-Agaran, and Members of the Committee:

The Department of Public Safety (PSD) appreciates the support of the House Committee on Finance for PSD's Supplemental FY 2021 Budget Request, however we strongly oppose the vacancy reductions imposed in House Draft (HD) 1 on various PSD programs, as follows:

| Prog. ID | ACO Summary | Dep. Sheriff Summary | Non-Uniform Summary | Total Summary | Total Sum of Amount |
|----------|-------------|----------------------|---------------------|---------------|---------------------|
| PSD 402 | 22.00 | | 4.00 | 26.00 | \$ (1,485,684.00) |
| PSD 403 | | | 1.00 | 1.00 | \$ (84,425.00) |
| PSD 404 | 2.00 | | 4.00 | 6.00 | \$ (309,732.00) |
| PSD 405 | 3.00 | | | 3.00 | \$ (164,640.00) |
| PSD 406 | 23.00 | | | 23.00 | \$ (1,294,500.00) |

| | | | | | |
|--------------------|--------------|-------------|--------------|---------------|--------------------------|
| PSD 407 | 32.00 | | 3.00 | 35.00 | \$ (2,073,180.00) |
| PSD 408 | 3.00 | | | 3.00 | \$ (168,048.00) |
| PSD 409 | 2.00 | | | 2.00 | \$ (118,080.00) |
| PSD 410 | | | 5.00 | 5.00 | \$ (226,938.00) |
| PSD 420 | | | 7.00 | 7.00 | \$ (358,548.00) |
| PSd 421 | | | 10.50 | 10.50 | \$ (883,502.00) |
| PSD 502 | | | 3.00 | 3.00 | \$ (178,848.00) |
| PSD 503 | | 1.00 | 6.00 | 7.00 | \$ (322,992.00) |
| PSD 611 | | | 1.00 | 1.00 | \$ (27,132.00) |
| PSD 612 | | | 4.00 | 4.00 | \$ (201,111.00) |
| PSD 900 | | | 4.00 | 4.00 | \$ (247,296.00) |
| Grand Total | 87.00 | 1.00 | 52.50 | 140.50 | \$ (8,144,656.00) |

Of the 140.50 vacant positions and \$8,144,656 deleted from PSD's base budget, 87.00 of these positions are for Adult Corrections Officers at facilities on all islands. Attached is a spreadsheet submitted earlier showing the extraordinary efforts we have made in attempting to fill the positions to support the Department's contention that every effort is being made to fill these urgently needed positions.

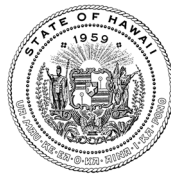
None of the PSD 503- Sheriffs general fund requests were supported. Foremost of these is the request for Tasers (Less Lethal Weapon) Acquisition Program in the amount of \$287,124. Also, the request for operational requirements for the Thirty Meter Telescope that amounts to \$3.6M (FY2020) and \$4.8M (FY2021). Recurring funds for PSD 406- MCCC (\$30,000), PSD 403 -KCF (\$13,008), and PSD 405- HCCC (\$28,344).

Testimony on HB 2200, HD 1
Senate Committee on Ways and Means
Monday, May 11, 2020
Page 3

These amounts are necessary to follow through with the first-year's funding for recurring maintenance costs.

Thank you for the opportunity to provide this testimony.

DAVID Y. IGE
GOVERNOR



CRAIG K. HIRAI
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 CRAIG K. HIRAI
DIRECTOR, DEPARTMENT OF BUDGET AND FINANCE
TO THE SENATE COMMITTEE ON WAYS AND MEANS
ON
HOUSE BILL NO. 2200, H.D. 1

May 11, 2020
10:30 a.m.
Auditorium

RELATING TO THE STATE BUDGET

The Department of Budget and Finance (B&F) provides the following comments regarding House Bill (H.B.) No. 2200, H.D. 1.

H.B. No. 2200, H.D. 1, adjusts appropriations for FY 2019-21 funding requirements for operations of Executive Branch agencies and programs which were originally appropriated in Act 5, SLH 2019, and selected departmental budget acts.

In these unprecedented times when immediate fiscal action may be required, it is critical that the supplemental budget bill include the appropriations from Act 5, SLH 2019, and the other departmental budget acts to the fullest extent possible to facilitate budget execution and fiscal controls. Separate departmental budget acts create significant additional workload that impede the Executive Branch's ability to act quickly and efficiently.

Given that a supplemental budget bill could possibly be enacted very close to the end of FY 20, we advise against making cuts to FY 20, which would be in addition to the restrictions that have already been imposed by the Executive Branch. We are

concerned that reduced appropriation levels may force the release of restrictions, which have already been accounted for, in cases where expenditures may exceed the amount of unrestricted appropriations. Further, cuts of vacant positions late in the fiscal year may result in reductions of funding that has already been expended for other purposes.

Significant changes to FY 20 appropriations will also require the amendment of appropriation warrants, allocations and allotments, which we may be unable to complete before the close of the fiscal year, at the same time that we must prepare to open FY 21 under uncertain conditions. At this point in time, this department urges the committee to allow appropriation balances to lapse normally at the end of the fiscal year.

Additionally, the bill does not include sufficient FY 21 funding for critical programs such as the Hawai'i Health Systems Corporation - Regions, Maui Health System, Emergency Medical Services, and Kupuna Care.

From a department perspective, B&F appreciates the support for the departmental budget provided in H.B. No. 2200, H.D. 1. However, we respectfully request reconsideration regarding the abolishment of the Program Budget Analysis Manager II (Position Number 9707), which is a key operational position that has been filled since April 1, 2020 and the Public Debt Analyst (Position Number 49341) as this important position has been filled since February 3, 2020.

Thank you for your consideration of our comments.



**DEPARTMENT OF BUSINESS,
ECONOMIC DEVELOPMENT & TOURISM**

DAVID Y. IGE
GOVERNOR

MIKE MCCARTNEY
DIRECTOR

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Statement of
MIKE MCCARTNEY
Director

Department of Business, Economic Development, and Tourism
before the

SENATE COMMITTEE ON WAYS AND MEANS

Monday, May 11, 2020
10:30 A.M.
State Capitol Auditorium

In consideration of
HB 2200, HD1
RELATING TO THE STATE BUDGET.

Chair Dela Cruz, Vice Chair Keith-Agaran, and members of the Committee.

The Department of Business, Economic Development and Tourism (DBEDT) respectfully request that HB2200, HD1, be modified by not including any additional positions as well as any eliminated positions made to offset these additions to our base budget. Further, all related budget dollar adjustments related to these changes be eliminated to bring our fiscal year 2021 budget back to the original base budget. This will allow the Department of Business, Economic Development and Tourism to comply with the Ways and Means Committee memo dated March 13, 2020, regarding Department budget reductions.

Thank you for your consideration of this request.



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

Date: 05/11/2020
Time: 10:30 AM
Location: Auditorium
Committee: Senate Ways and Means

Department: Education
Person Testifying: Dr. Christina M. Kishimoto, Superintendent of Education
Title of Bill: HB 2200, HD1 RELATING TO THE STATE BUDGET.
Purpose of Bill: Adjusts and makes additional appropriations for fiscal biennium 2019-2021 to fund the operations of executive branch agencies and programs.

Department's Position:
Chair Dela Cruz, Vice Chair Keith-Agaran and committee members:

Thank you for the opportunity to testify on behalf of the Department of Education (Department) on House Bill (H.B.) No. 2200, HD1. The measure adjusts and makes additional appropriations for fiscal biennium 2019-2021 to fund the operations of executive branch agencies and programs.

The unprecedented international and domestic economic fallout due to the COVID-19 pandemic has impacted State revenue projections. The Department is hopeful that the shortfall in State revenues can, to a great extent, be offset through federal COVID-19 response funds. We also recognize that while Congress deliberates on what has been referred to as CARES Act II, the Committee is faced with making tough decisions on many critical budget priorities with less resources during this economic downturn.

We know that public education is a stabilizing force in the face of crises. The economic and social effects of COVID-19 will reverberate for many years in classrooms and schools across our nation. The crisis has revamped how we operate as a public school system from providing grab-and-go meals to implementing distance learning opportunities.

Much has changed over the past two months and the Department realizes the budget is being impacted. Nevertheless, the Department is concerned that its general fund operating base appropriation for FY 2021 (pursuant to Act 5, SLH 2019) faces a net reduction of positions and funding as proposed in H.B. No. 2200, HD1:

| <i>Net Change to FY 2021 General Fund Base Appropriation</i> | | | |
|--|-----------------|-----------------|----------------------|
| | <i>Perm FTE</i> | <i>Temp FTE</i> | <i>Amount \$</i> |
| Current Base - Act 5, SLH 2019 | 19,378.75 | 2,005.50 | \$1,749,436,330 |
| Proposed Base - HB 2200, HD1 | 19,311.34 | 1,967.58 | \$1,745,238,005 |
| Net Change: | (67.41) | (37.92) | (\$4,198,325) |

The reductions have the greatest impact on Special Education (EDN 150) and on School Support (EDN 400), which includes school support functions such as construction, maintenance, food services, and student transportation:

| <i>Net Change by EDN/Program for FY 2021 (General Funds) - HB 2200, HD1</i> | | | | |
|---|--|-----------------|-----------------|----------------------|
| <i>EDN</i> | <i>Program</i> | <i>Perm FTE</i> | <i>Temp FTE</i> | <i>Amount \$</i> |
| 100 | School-Based Budgeting | (1.00) | 1.00 | \$30,258 |
| 150 | Special Education & Student Support Services | (36.41) | (37.92) | (\$2,692,994) |
| 200 | Instructional Support | (2.00) | (1.00) | \$406,878 |
| 300 | State Administration | 1.00 | | (\$500,748) |
| 400 | School Support | (28.00) | | (\$1,382,938) |
| 700 | Early Learning | (1.00) | | (\$58,781) |
| | Net Change: | (67.41) | (37.92) | (\$4,198,325) |

Our tri-level system, comprised of schools, complex areas, and state offices, focuses on the power and promise of public education to advance the vision and mission of our new 2030 Promise Plan. The Department is concerned about the various actions taken on its operating budget in H.B. No. 2200, H.D.1, and the associated impacts on our efforts to better serve our communities and ensure equity, empowerment, and excellence for all students.

The details of the various impacts were submitted to the Committee in a March 4, 2020 memorandum (including attachments) and can be accessed on the Department's website at the following link:

<http://www.hawaiipublicschools.org/DOE%20Forms/budget/20200304memoFY2021budgetimpactstatements.pdf>

The Department acknowledges that further reductions may ultimately need to occur, and the Committee has been working on various budget options. If reductions must be made, the Department respectfully requests that it be given the flexibility to work with the Board of Education to determine where those reductions should be made, such as the specific programs, locations and expense categories. This flexibility will help the Department minimize to the extent possible any potential effects to students.

The Department has been working with the Department of Budget and Finance to suggest areas within our budget options totaling \$150.2 million. A presentation was made to the Board of Education on May 7, 2020 regarding the potential impact of COVID-19 that can be accessed at the link below. Slide Number 8 of the presentation highlights the areas of potential savings.

http://boe.hawaii.gov/Meetings/Notices/Meeting%20Material%20Library/GBM_05072020_Presentation%20on%20Potential%20Impact%20of%20COVID-19%20on%20State%20Funds%20for%20Education.pdf



Potential SY 2020-21 Adjustments

Areas Identified for Potential Savings of \$150 million

| School Year | Savings/Funding Source | Estimated Amount |
|-------------|---|------------------------|
| 2019-20 | Centralized casual hire savings | \$18 million |
| 2019-20 | Centralized salary savings | \$17 million |
| 2019-20 | Student transportation program savings | \$15 million |
| 2020-21 | Impact Aid funds | \$50 million |
| 2020-21 | Various federal program funds | \$6 million |
| 2020-21 | Restriction of funds allocated by formula | \$24.2 million |
| 2020-21 | Restriction of non-salary funds (tentative) | \$10 million |
| 2020-21 | Centralized salary savings (tentative) | \$10 million |
| 2020-21 | Contingent upon restoration with CARES Act funding, Instruction Day at \$6.3M per day | To be determined |
| | TOTAL | \$150.2 million |

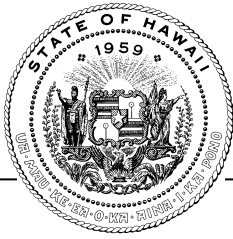
The Department has also been working with the Office of the Governor on federal aid related to COVID-19. We look forward to further action by Congress to assist in mitigating the fallout from the pandemic and receiving additional guidance from federal authorities as to how these funds may be utilized to support our budget needs.

In confronting the challenges ahead, the Department remains student-centered in all decision-making and focused on our core mission to ensure all students reach their aspirations.

As our budget makes its way through the legislative process, we look forward to the collaborative work ahead to ensure economic vitality for our State and quality learning environments for all of our haumana.

Thank you for the opportunity to testify.

The Hawai'i State Department of Education is committed to delivering on our promises to students, providing an equitable, excellent, and innovative learning environment in every school to engage and elevate our communities. 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.



OFFICE OF PLANNING STATE OF HAWAII

DAVID Y. IGE
GOVERNOR

MARY ALICE EVANS
DIRECTOR
OFFICE OF PLANNING

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Statement of
MARY ALICE EVANS
Director, Office of Planning
before the
SENATE COMMITTEE ON WAYS AND MEANS
Monday, May 11, 2020
10:30 AM
State Capitol, Auditorium

in consideration of
HB 2200, HD1
RELATING TO THE STATE BUDGET.

Chair Dela Cruz, Vice Chair Keith-Agaran, and Members of the Senate Committee on Ways and Means.

The Office of Planning supports HB 2200, HD1, and strongly opposes abolishing any positions in the Office of Planning.

Overview: The Office of Planning was created by the Legislature in 1986 to respond to cross-jurisdictional planning needs. Since then there have been two RIF's (1995 and 2009) that reduced the number of General Funded positions to below what is needed to respond to crises like the COVID-19 public health emergency. With the help of the Legislature, some of the critical positions have been restored and OP has started to rebuild its response capacity.

On April 20, 2020, the Office of Planning's Director and State Sustainability Coordinator in the Special Plans Branch were redeployed to assist HI-EMA in developing an Economic Recovery Plan in coordination with a Public Health Plan for Covid-19. If OP's ability to staff up to support the various teams that have been working on a Covid-19 economic recovery plan is reduced by cuts to OP's FY 2021 budget, the Legislature will see a reduction in coordinated planning for economic recovery.

Impact of Loss of Positions

| <u>Prog ID/Org</u> | <u>Pos. No.</u> | <u>Title</u> |
|--------------------|-----------------|--|
| BED-144PL | 11310 | Special Plans Planning Program Manager |
| BED-144PL | 122606 | Special Plans Project Analyst |

The Special Plans Planning Program Manager position became vacant on May 1, 2019, when the incumbent was temporarily transferred into the OP Director position. The position was

filled on February 24, 2020 with an 89-day hire who has been redeployed to help businesses apply for coronavirus relief aid. When that effort transitions to the next phase of recovery, OP needs the Special Plans Planning Program Manager position back to coordinate the Greenhouse Gas Sequestration Task Force work, the CEDS Update process, the 2050 Sustainability Plan Update with Hawaii's Economic and Community Recovery Plan.

The Special Plans Project Analyst position became vacant on July 1, 2019. This position is planned to be filled to support the State Sustainability Coordinator. The Special Plans Project Analyst will work with the State Sustainability Coordinator to support the update of the 2050 State Sustainability Plan which the Legislature mandated and funded. The 2050 Sustainability Plan is a process of reaching out to communities throughout Hawaii to gather input on how to have a more sustainable natural environment and a resilient economy in the face of disasters related to climate change. Public health emergencies can fall within that category. In addition, the SP Project Analyst position will assist the SP Planning Program Manager with the CEDS, and the Greenhouse Gas Sequestration Task Force.

| <u>Prog ID/Org</u> | <u>Pos. No.</u> | <u>Title</u> |
|--------------------|-----------------|-----------------------------------|
| BED-144-PL | 12517 | Planning Program Administrator II |

Overview:

The Planning Program Administrator II is the senior Civil Service position in the Office of Planning. The incumbent in this position provides continuity when the OP Director position is vacant or in transition due to changing Administrations. This position has served as the Acting OP Director numerous times between Governors' appointments of OP Directors. This position provides the Legislature with a professional planning perspective that doesn't shift with the start of a new Administration or OP Director.

The position became vacant on May 1, 2019, when the incumbent transferred to the PUC. The Planning Program Administrator II oversees the Planning Division, one of two divisions in OP, which includes the GIS branch, the Coastal Zone Management branch and the Special Plans branch. This position is needed to support the work of the three branches as they assist with the economic recovery of Hawaii in three different ways:

- 1) The GIS staff has been deployed to HI-EMA for the duration of the Covid-19 disaster to assist with mapping of cases so that residents can see in visual detail where Covid cases and health care facilities are located.
- 2) The Coastal Zone Management program is a federal program that requires a state general fund matching share to draw down federal dollars which support positions in OP with statutory roles and are distributed to the counties to regulate development in the coastal zone.
- 3) The Special Plans Branch is the only program in OP that can shift immediately to staff new planning challenges from the Legislature, federal granting agencies, and the Executive branch. With the Office of Planning's statutory authority to acquire data from

all Executive Branch departments to develop plans and strategies to address new challenges, the Special Plans staff can respond to the Covid-19 economic shut-down of the economy.

The need for the Planning Program Administrator II is measurably greater now with the continued economic impacts of Covid-19 public health emergency. The need for economic recovery planning support will carry forward into FY 2021, as the economic recovery moves into a phased schedule of implementation of health protocols for businesses and lifting of stay-at-home orders and eventually of quarantine orders on travelers.

In addition, the Planning Program Administrator II is needed to oversee the update of the Comprehensive Economic Development Strategy (CEDS). The State of Hawaii must have a CEDS in order to be eligible for federal EDA public works and economic development funds. Many building projects statewide, including health facilities, have been funded with EDA grant funds. The update of the CEDS is being undertaken by the Special Plans Branch. This CEDS update will focus on strategies to recover from the current economic shut-down. The Planning Program Administrator II position is also needed to maintain coordination with both EDA Hawaii-based and Seattle Regional Office staff to enhance opportunities to obtain funding.

Continue to bring in Federal Funds with Coastal Zone Management Local Match.

Reducing OP's General Funded positions and the General Funds appropriated for the Neighbor Island CZM staff on a contractual basis would have several very negative impacts.

As the result of two previous RIF's of GF employees, the majority of OP's employees are federally funded in the Coastal Zone Management program. The remaining General-Funded employees in Land Use, Special Plans, GIS, administrative and fiscal positions provide support services that are counted towards the required local matching share.

If the General Fund matching share were to be reduced, the CZM program would not be able to draw down the full amount of the federal grant which would lead to termination of county permanent employees and further reductions in the matching share that the counties provide. As calculated by UHERO in a recent paper, reductions in state government spending have a 1.5 multiplier impact on Hawaii's economy, thus making economic recovery harder. Leaving federal dollars on the table makes no sense in an economic crisis.

Plan for a Sustainable Future for Hawaii.

Finally, the Office of Planning understands that the Hawaii State Legislature is also considering establishing a statewide sustainability division within the Office of Planning. Should the Hawaii State Legislature establish this division within the Office of Planning, OP would like to provide some clarification:

Presently, the state's Sustainability Coordinator is the sole filled position within the Office of Planning's Special Plans Branch. The state's Sustainability Coordinator position was established via Act 124, SLH 2016 cited as the Supplemental Appropriations Act of 2016, and

was filled in June 2017; however the Sustainability Coordinator has not yet received any programmatic budgetary funding or support staffing within the Office of Planning's operating budget to implement the Sustainability Priority Guidelines or guide and encourage sustainability initiatives and practices.

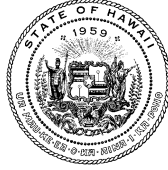
The Special Plans Branch is tasked with carrying out the functions of the Office of Planning related to statewide planning under the Hawaii State Planning Act. The Special Plans Branch conducts statewide planning and coordination, as well as policy analysis to address critical areas of concern affecting the direction, rate and character of growth (primarily land use and economic growth). The Office of Planning would appreciate keeping 1 Permanent Planner V position and funds to support the Special Plans Initiatives in order to assist the Office of Planning with the 2021-2025 Hawaii Statewide Comprehensive Economic Development Strategy (CEDS).

Should the Hawaii State Legislature wish to establish a statewide sustainability division, the Office of Planning respectfully provides the following budgetary recommendations for your consideration regarding HB 2200, HD 1:

- Retain the Special Plans Planning Program Manager and Special Plans Project Analyst positions in BED 144PL.
- Revise BED 144: Adding 1 Permanent Planner IV position and funds to support the statewide sustainability division.
- Add 1 Permanent Position Planner V position and fund to support the statewide sustainability division.
- Add budgetary funding of \$350,000 to BED 144 to support the statewide sustainability division.

Mahalo for your support of the Office of Planning and for this opportunity to provide you with budgetary recommendations for HB 2200, HD 1.

DAVID Y. IGE
GOVERNOR



CURT T. OTAGURO
COMPTROLLER
AUDREY HIDANO
DEPUTY COMPTROLLER

STATE OF HAWAII
DEPARTMENT OF ACCOUNTING AND GENERAL SERVICES
P.O. BOX 119, HONOLULU, HAWAII 96810-0119

WRITTEN TESTIMONY
OF
CURT T. OTAGURO, COMPTROLLER
DEPARTMENT OF ACCOUNTING AND GENERAL SERVICES
TO THE SENATE COMMITTEE ON WAYS AND MEANS

MONDAY, MAY 11, 2020, 10:30 A.M.
AUDITORIUM, STATE CAPITOL

H.B. 2200, HD1

RELATING TO THE STATE BUDGET

Chair Dela Cruz, Vice Chair Keith-Agaran and Members of the Committee. The Department of Accounting and General Services (DAGS) appreciates the support of our requests in H.B. 2200, HD1, Relating to the State Budget. However, we **oppose** the vacancy reductions imposed on several of our programs, which included two filled positions.

The net reduction of positions and funding from our general fund operating base appropriation for FY 2021 (pursuant to Act 5, SLH 2019) as proposed in H.B. 2200, HD1, translates to a total of 19 general funded positions and \$1,078,120 deleted from DAGS' base budget. Of the positions proposed to be deleted are two **filled** positions:

- Position No. 17228, Electrician I (AGS-807, filled 1/23/20)
- Position No. 3565, Secretary III (AGS-101, filled 3/2/20)

Programs were actively recruiting to fill critical positions from the start of vacancy and included those that are unique to the programs and are vital to their ability to provide program services. DAGS respectfully requests the Committee's favorable consideration for the restoration of these proposed position reductions, especially the two filled positions.

Thank you for the opportunity to testify.



DAVID Y. IGE
GOVERNOR

JOSH GREEN
LT. GOVERNOR

**STATE OF HAWAII
OFFICE OF THE DIRECTOR
DEPARTMENT OF COMMERCE AND CONSUMER AFFAIRS**

335 MERCHANT STREET, ROOM 310
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CATHERINE P. AWAKUNI COLÓN
DIRECTOR

JO ANN M. UCHIDA TAKEUCHI
DEPUTY DIRECTOR

Testimony of the Department of Commerce and Consumer Affairs

**Before the
Senate Committee on Ways and Means
Monday, May 11, 2020
10:30 a.m.
State Capitol Auditorium**

**On the following measure:
H.B. 2200, H.D. 1, RELATING TO THE STATE BUDGET**

WRITTEN TESTIMONY ONLY

Chair Dela Cruz and Members of the Committee:

My name is Catherine Awakuni Colón, and I am the Director of the Department of Commerce and Consumer Affairs (DCCA or Department). This bill adjusts and makes additional appropriations for fiscal biennium 2019-2021 to fund the operations of executive branch agencies and programs. The Department supports this bill with requested amendments.

As the Committee is aware, the DCCA receives no general fund appropriations and operates primarily through special and trust funds, especially the Compliance Resolution Fund (CRF). The CRF is segregated into subaccounts by revenue source, and divisions separately monitor their revenues and expenditures to ensure that revenues are allocated to defray the cost of providing the service, and that assessed fees are for the regulation or benefit of the parties upon whom the assessment is imposed. Unlike other departments, CRF funds cannot be aggregated, used to cross-

subsidize programs, or redirected for uses other than for the purposes assessed, because doing so would violate the holding of the Hawaii Supreme Court in Hawaii Insurers Council vs. Lingle, 120 Hawaii 51 (2008).

The DCCA’s current budget is a result of three bills: H.B. 2, H.D. 1, S.D. 1, C.D. 1 (Act 5, Session Laws of Hawaii (SLH) 2019); H.B. 116, S.D. 1, C.D. 1 (Act 113, SLH 2019); and S.B. 812, S.D. 1, C.D. 1 (Act 29, SLH 2019). It appears that the text of H.B. 2200, H.D. 1 reflects only the base budget in Act 5 and does not include the budgets that the Legislature approved in Act 113 and Act 29 for the following program IDs:

| <u>Program ID</u> | <u>MOF</u> | | | |
|-------------------|------------|---|----|------------|
| CCA 102 CATV | B | P | 8 | 2,648,986 |
| | T | | | 1,000 |
| CCA 104 DFI | B | P | 40 | 5,175,488 |
| | T | | | 301,000 |
| CCA 105 PVL | B | P | 63 | 7,892,944 |
| | B | T | 11 | |
| | T | | | 2,803,844 |
| CCA 106 INS | B | P | 95 | 19,361,950 |
| | B | T | 1 | |
| | T | | | 201,000 |
| | P | T | 6 | 251,000 |

Accordingly, the Department supports H.D. 1, but with amendments that restore funding that is recurring and can be agreed to as a “base budget.”

In addition, the DCCA respectfully requests the following to ensure funding for programs and positions:

- 1. Transfer TO2** – tradeoff of CCA 106 (Insurance Division) IRF Program Analyst position number 110705 with CCA 110 (Office of Consumer Protection) Information Specialist. The IRF Program Analyst would be transferred to and redescribed as the Information Specialist position. The Office of Consumer Protection lacks its own information specialist that focuses primarily on the work of the division. The Office of Consumer Protection has been extremely active in its enforcement efforts, and its executive director is regularly interviewed by various media outlets on a variety of COVID-19 topics, including evictions, COVID-19 scams, and price gouging. During emergencies, the division advises the public and retailers about the State’s price freeze (a.k.a.

“price gouging”) law and responds to violators. The Informational Specialist position would therefore have an important departmental role in the context of an emergency, and this role would be consistent with the Office of Consumer Protection’s specific emergency functions. This transfer is cost-neutral.

2. **Transfer TO1** – tradeoff of CCA 102 (Cable Television Division) Program Specialist with CCA 110 (Office of Consumer Protection) Staff Attorney II. The Staff Attorney II position would realign departmental resources to better meet the changing requirements of the Office of Consumer Protection’s programs, especially during the COVID-19 pandemic, and to protect consumers in the State and assist residents in resolving landlord-tenant issues. The division is currently experiencing a significantly increased workload due the impact of the COVID-19 stay-at-home order impacting unemployed residents. This transfer is cost-neutral.
3. **OR4 for CCA 191AA (Administration)** for building maintenance and Federal Emergency Management Agency (FEMA) emergency preparedness matching grant of \$2,000,000. The cooling tower in the King Kalākaua Building (KKB) is nearly 20 years old. This system requires replacement, as leaking and constant repairs have damaged other parts of the building. The KKB's building management association (Association) has decided to replace the unit, as costs have exceeded repair and maintenance budgets. Roof damage from Hurricane Lane, as well as repair to structural supporting columns, are also required and approved by the Association. The DCCA has applied for a FEMA emergency preparedness grant to harden the roof and disaster operations center windows in the building. The KKB’s status as a historical building drives up repair and maintenance costs. The Association has allowed the DCCA to spread the cost of the air conditioning replacement, as well as the roof and column repair, across two years. Due to the unique nature of the Department’s building maintenance agreement, this request would be a capital improvement project for other departments. Approval would allow the State to meet its 20-80 funds matching commitment to obtain federal funds from FEMA and to employ local construction jobs to assist in the State’s economic recovery.
4. **OR10 for CCA191AI (Information Systems and Communications Office)** for firewall server of \$60,000. The DCCA’s current IT security checkpoint firewall hardware and associated appliances have reached its end-of-support life cycle and requires replacement. The Department urgently requires this replacement to support staff telework functions.

5. **OR14 and OR15 for CCA191AA (Administration) and CCA191AH (Office of Administrative Hearings)** for fringe increase requests totaling \$262,000. Pursuant to Finance Memorandum No. 18-16, the State's fringe benefit assessment rate for non-general fund programs is 60% for fiscal year (FY) 20 and FY 21, due primarily to the projected costs for the prefunding of other post-employment benefits. The Department requests these funds to pay for the mandated employer commitment costs. More specifically:

H.D. 1 partially approves budget request **OR14** CCA 191 (Administration) funds for fringe benefits. The DCCA requested \$245,571 but was approved for \$75,665, as this does not fully fund the amount of fringe needed to cover personnel costs. The Department therefore requests reallocation of approved fringe from CCA 111 (Business Registration Division) and CCA 191 (Administration).

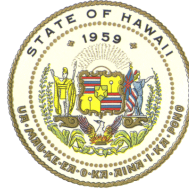
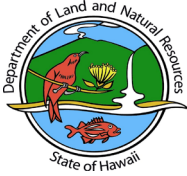
H.D. 1 partially approves budget request **OR15** for CCA 191AH (Office of Administrative Hearings) for fringe benefits. The DCCA requested \$16,121 but was approved for \$11,225, which does not fully fund the amount of fringe needed to cover personnel costs. The Department therefore requests reallocation of approved fringe from CCA 111 (Business Registration Division) and CCA 191AI (Information Systems and Communications Office).

6. **OR1 for CCA111 (Business Registration Division)** for Business Registration Information Management System (BRIMS) IT project and Registration Documents Processing Management System (RDPMS) IT project, amounting to a one-time cost of \$3,500,000 and \$500,000 recurring costs. The DCCA is requesting an increase in ceiling to replace BRIMS and RDPMS. BRIMS is 20 years old and manages and processes all business registration information contained in the documents of the Business Registration Division. RDPMS is over 20 years old and holds the images of business registration documents received by the Business Registration Division. (Paper filings are manually scanned, whereas electronic filings are received via portal.) Both systems depend upon each other and currently reside on non-supported ORACLE software. An integrated, modernized solution is required to use state-of-the-art technology, allow streamlined, effective, and efficient processing of filings, and manage the State's business registry workflows. Each year, the division processes over 160,000 business registration transactions (registrations, changes, annual reports, etc.) and maintains the filing information for over 207,000 registered entities. As the division's records are permanent, BRIMS and RDPMS maintain over one million records relating to the various entities and filings submitted. A new system would address compatibility issues,

provide more automation with the division's online portal, increase efficiency in processing filings, allow for a simplified process for data analysis and reporting, and allow for integration with other department applications. The DCCA needs to replace these archaic IT systems to assist businesses with efficient registration and help speed up the State's economic recovery from the COVID-19 pandemic.

Thank you for the opportunity to testify on this bill.

DAVID Y. IGE
GOVERNOR OF HAWAII



**STATE OF HAWAII
DEPARTMENT OF LAND AND NATURAL RESOURCES**

POST OFFICE BOX 621
HONOLULU, HAWAII 96809

**Testimony of
SUZANNE D. CASE
Chairperson**

**Before the Senate Committee on
WAYS AND MEANS**

**Monday, May 11, 2020
10:30 AM
State Capitol Auditorium**

**In consideration of
HOUSE BILL 2200, HOUSE DRAFT 1
RELATING TO THE STATE BUDGET**

House Bill 2200, House Draft 1 (HD1) proposes to adjust and request appropriations for the operating budgets of the State Executive Branch for supplemental Fiscal Year (FY) 2020-2021. **The Department of Land and Natural Resources (Department) supports this measure and respectfully asks for your favorable consideration of the Department's recommendation in regards to the following HD1 adjustments.**

Operating Budget:

- HD1 did not approve the Administration's request to increase the special fund ceiling by \$5,100,000 in LNR 101 for Land Conservation Fund (LCF). Without the ceiling increase, LCF would have to use the base funding ceiling to procure the professional planning services needed and would have a substantial effect on funding various land acquisitions; securing matching funds will also be affected, as well as the work with the local community to protect, preserve, and provide public access to resource value lands.
- HD1 did not approve Administration's request to increase the special fund ceiling by \$6,900,000 in LNR 101 for Special Land and Development Fund (SLDF). \$3,000,000 ceiling increase in SLDF is needed to pay construction and renovation costs for the new Hawaii District Land Office (HDLO) and support other current and future Land Division projects such as digitization of land records. The lack of needed additional space would impact HDLO's ability to effectively resolve priority issues facing the division. The additional \$3,000,000 ceiling increase is to fund the Department's public trust priorities that do not otherwise receive a general fund appropriation. The \$900,000 is to be expended on forest carbon sequestration for climate change mitigation, statewide.
- HD1 did not approve the Administration's request to add \$3,200,000 general funds in FY20 and \$5,500,000 general funds in FY21 for LNR 405. Without additional funding, enforcement priorities may be displaced, and operations may be limited to efforts that can be supported by the current budget.

SUZANNE D. CASE
CHAIRPERSON
BOARD OF LAND AND NATURAL RESOURCES
COMMISSION ON WATER RESOURCE MANAGEMENT

ROBERT K. MASUDA
FIRST DEPUTY

M. KALEO MANUEL
DEPUTY DIRECTOR - WATER

AQUATIC RESOURCES
BOATING AND OCEAN RECREATION
BUREAU OF CONVEYANCES
COMMISSION ON WATER RESOURCE MANAGEMENT
CONSERVATION AND COASTAL LANDS
CONSERVATION AND RESOURCES ENFORCEMENT
ENGINEERING
FORESTRY AND WILDLIFE
HISTORIC PRESERVATION
KAHOOLAWE ISLAND RESERVE COMMISSION
LAND
STATE PARKS

- HD1 did not approve the Administration's request to add \$75,000 in general funds to support the State Historic Preservation Division's other operating expenses.
- HD1 reduced 43 permanent positions and 8 temporary positions and \$2,730,533 in general funds. The loss of these positions and funds will have a detrimental effect in the Department in carrying out its mission. It may result in reduced levels of public safety and resource protection.

Governor's Message No. 2

The following adjustments were made to update amounts requested in the operating budget requests of the Department:

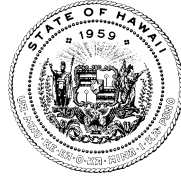
- Ocean-Based Recreation (LNR 801)
Add \$2,000,000 in special funds ceiling for the Boating Special Fund for proposed priority projects, including Keehi Keehi Small Boat Harbor (SBH) paving improvements, Heeia Kea SBH sewage lift station repair, Wailoa SBH sewer line connection, and Maui County buoy installation and maintenance.
- Parks Administration and Operation (LNR 806)
Add \$5,000,000 in special funds ceiling for lifeguard contracts. The Administration measure, House Bill 2359/Senate Bill 2915, proposes to allocate \$5,000,000 in Transient Accommodations Tax revenues to the Department beginning in FY21 to cover lifeguard service expenses incurred at State Park beaches but does not contain an expenditure ceiling. The requested expenditure ceiling increase is contingent upon the enactment of the Administration measure.

Lastly, the Department is fully aware that as a result of the COVID-19 pandemic that the State needs to be prepared for substantial economic and budgetary impacts.

Thank you for the opportunity to comment on this measure.

DAVID Y. IGE
GOVERNOR
STATE OF HAWAII

JOSH GREEN
LT. GOVERNOR
STATE OF HAWAII



WILLIAM J. AILA, JR.
CHAIRMAN
HAWAIIAN HOMES COMMISSION

TYLER I. GOMES
DEPUTY TO THE CHAIRMAN

**STATE OF HAWAII
DEPARTMENT OF HAWAIIAN HOME LANDS**

P. O. BOX 1879
HONOLULU, HAWAII 96805

**TESTIMONY OF WILLIAM J. AILA, JR, CHAIRMAN
HAWAIIAN HOMES COMMISSION
BEFORE THE SENATE COMMITTEE ON WAYS AND MEANS
HEARING ON MAY 11, 2020 AT 10:30AM IN AUDITORIUM**

IN SUPPORT OF

HB 2200, HD1 – RELATING TO THE STATE BUDGET

May 8, 2020

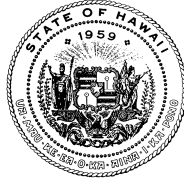
Aloha Chair Dela Cruz, Vice Chair Keith-Agaran and Members of the Committee:

Thank you for the opportunity to testify on House Bill 2200, HD1, which proposes to adjust and make additional appropriations for fiscal biennium 2019-2021 to fund the operations of executive branch agencies and programs. The Department of Hawaiian Home Lands (DHHL) supports this measure with amendments. DHHL requests that this measure be amended to reflect the Governor's Supplemental Budget request, which included funding for our two (2) programs, HHL 602 – Planning and Development for Hawaiian Homesteads and HHL 625 – Administrative and Operating Support. The Governor's Supplemental Budget request for FY 2021 includes \$18,644,280 and 200 positions in general funds to cover the department's existing personnel, administrative and operating costs. Given the budget shortfall that the State is facing due to COVID-19, DHHL asks at minimum to keep the 200 position count intact and reduce funding if needed.

In addition to the request for general funds, the budget bill includes requests for \$4.824 million in special funds, \$3.74 million in trust funds, \$23.318 million in authorization to receive federal funds from the Native American Housing Assistance and Self-Determination Act (NAHASDA), and \$25 million in CIP funding for FY 2021.

The Hawaiian Homes Commission approved the "Sufficient Sums" budget request, which DHHL submitted to the Governor and the Legislature as detailed in our budget testimony that can be reviewed at: https://www.capitol.hawaii.gov/session2020/testimony/Info_Testimony_WAM-HWN_01-13-20_HHL.pdf. While DHHL's obligation to make this request is clear, the operating budget included in the Governor's Supplemental Budget request is an appropriate base line given our current staffing levels and funding.

We are most appreciative of the support given by the Legislature to the Hawaiian homes program. Thank you for your consideration of our testimony.



STATE OF HAWAII
DEPARTMENT OF HEALTH
P. O. Box 3378
Honolulu, HI 96801-3378
doh.testimony@doh.hawaii.gov

**Testimony COMMENTING on H.B. 2200 HD1
RELATING TO THE STATE BUDGET**

SENATOR DONOVAN M. DELA CRUZ, CHAIR
COMMITTEE ON WAYS AND MEANS

Hearing Date: May 11, 2020
Time: 10:30am

Room Number: Auditorium

1 **Fiscal Implications:** The Department of Health (DOH) has concerns with this measure. This
2 measure reduces vacant general fund position counts by 177 FTE and general fund appropriation
3 by \$45.7M in FY21 from the department's Executive Supplemental Budget Request for FY21.
4 This measure also reduces special fund ceiling by \$91.5M from the department's Executive
5 Supplemental Budget Request for FY21. Additionally, for FY20, general fund appropriations
6 are reduced by \$3.6M and special fund ceiling is reduced by \$5.8M.
7 Sufficient appropriations are required to assure that health and the environment of all those in
8 Hawaii is protected and enhanced, and in particular that emergency medical services are
9 continued, the health of families and our kupuna remains a priority, our precious water resources
10 are protected, that we are providing a comprehensive continuum of care for those in need of
11 mental health and substance abuse treatment, and that we are optimizing opportunities for
12 Federal fund match and reimbursement.

13 **Department Testimony:**

14 **Vacancy Reductions:** This measure reduces general fund position count by 177 FTE. The DOH
15 would like to emphasize that while many of these positions have been vacant from prior to

1 January 1, 2019, it does not diminish the need for these positions within our organization to
2 implement essential and permanent functions, including positions critical to response and
3 recovery from the COVID-19 pandemic. Several identified positions to be reduced are now
4 currently filled causing concern that warm body incumbents may lose their jobs. Some other
5 positions identified to be reduced were only authorized by the legislature in FY20 and the
6 department is still working toward establishing and filling these positions. With the economic
7 downturn associated with COVID-19 and the subsequent increase in statewide unemployment,
8 the pool of applicants for these vacant positions will provide an opportunity for the department to
9 fill these vacant positions and help to sustain and stimulate the economy going forward.

10 **Trade-off Transfers:** There are concerns regarding the trade-off transfer requests, where this
11 measure authorizes the trade out portion of the request but does not authorize the corresponding
12 trade-in portion of the request. These trade-off transfer requests were intended to align the
13 budget closer to actual expenditures and to delete negative budget line items. We appreciate the
14 legislative staff working with our department to try and resolve concerning issues surrounding
15 these trade-off-transfer requests.

16 **Budget items traveling through separate appropriation bills:**

17 The department understands that certain budget requests are being addressed through separate
18 appropriation bills and were not included in this measure to allow for better review of these
19 requests by subject matter committee through these separate appropriation bills. Among other
20 separate appropriation bills, general funds of \$15,776,780 for Emergency Medical Services
21 collective bargaining and \$3,997,494 other current expenses are included in HB 2236 HD2 SD1
22 for HTH 730 Emergency Medical Services and Injury Prevention Branch; and general funds of

1 \$1.5M for Kupuna Caregiver Program are included in HB 1867 HD1/SB 2342 SD1 HD1 for
2 HTH 904 Executive Office on Aging.

3 **COVID-19 Pandemic:** The DOH is on the frontlines of this rapidly evolving and escalating
4 pandemic. With mounting concerns surrounding the response to prevent, contain and mitigate
5 the spread of COVID-19 within the state, the department is under tremendous pressure to control
6 the outbreak through essential public health functions, such as laboratory testing, surveillance,
7 contact tracing, quarantine and isolation of cases and their close contacts. These key components
8 are essential to protect the health of our most vulnerable individuals and communities, prevent
9 the entire healthcare system from becoming overwhelmed, and inform policy decisions for the
10 reopening and recovery of the State. To be prepared for any immediate funding needs, the
11 department would request consideration for no adjustment in general fund base budget for FY20
12 in the event unanticipated expenses arise and funds can be immediately re-directed for COVID-
13 19 response. Additionally, the impact of COVID-19 on vulnerable populations is already visible
14 with increases in mental health issues, substance abuse, homelessness and domestic violence.
15 The need to continue to invest in safety net programs that address these issues is vital to avoid
16 the kind of problems that resulted in the cuts made in 2008.

17 **Priority Requests for FY21:** The DOH would like to re-emphasize its support of the
18 Governor's Executive Supplemental Budget Request and wishes to highlight several priorities by
19 Administration:

20 Health Resources Administration:

- 21 • The Family Health Services Division is requesting to change the Title X Family
22 Planning Program from MOF: N to MOF: A for 3.00 positions and other current

1 expenses to continue to assist in the establishment and operations of voluntary family
2 planning projects offering comprehensive family planning methods and services. (-3.00
3 positions and -\$2.2M; MOF: N) (3.00 positions and \$1.6M; MOF: A)

- 4 • The Emergency Medical Services and Injury Prevention Systems Branch is requesting
5 additional general funds to meet collective bargaining requirements and recurring
6 personnel cost for the service providers contracted to provide pre-hospital emergency
7 medical service. (\$15.7M; MOF: A)

- 8 • The Emergency Medical Services and Injury Prevention Systems Branch is also
9 requesting additional general funds to meet recurring other current expenses cost
10 requirements for the service providers contracted to provide pre-hospital emergency
11 medical service. (\$3.9M; MOF: A)

12
13 Environmental Health Administration:

- 14 • The Environmental Management Division is requesting an increase appropriation ceiling
15 for the Water Pollution Control Revolving Loan Fund (Clean Water State Revolving
16 Fund; CWSRF) to enable full utilization of loan funds for water pollution control
17 infrastructure. The funding enables construction of water pollution control infrastructure
18 to protect and abate pollution of ground and coastal water resources and to protect and
19 promote public health and safety in the State of Hawaii. (\$50M; MOF: W)
- 20 • The Environmental Management Division is also requesting a one-year increase of \$5M
21 in appropriation ceiling for the Deposit Beverage Container Special Fund. This non-
22 recurring increase will enable transition of annual start date from July to August for

1 recycler contracts to avoid delays in payment. This will enable the DBC program to
2 avoid a delay in invoice payments to the recycling companies. (\$5M; MOF: B)

3
4 Behavioral Health Administration:

- 5 • The Adult Mental Health Division is requesting an increase in the appropriation ceiling
6 for the Mental Health and Substance Abuse Special Fund for implementation of services
7 on a fee basis and for related improvements that expand short term-stabilization beds,
8 mental health crisis diversion and related intensive case management services that were a
9 needed component of the mental health system before the pandemic and will be even
10 more vital as result of COVID-19. (\$45M; MOF: B)
- 11 • The Developmental Disabilities Division is requesting to extend and increase the
12 expenditures ceiling for Intellectual and Developmental Disabilities (I/DD) Medicaid
13 Waiver Administrative Claiming Special Fund per Act 165, SLH 2019. The expenditure
14 ceiling in Act 165, SLH 2019 is set at \$900,000 for FY 2020. The request is to make this
15 special fund recurring in Department of Health-Developmental Disabilities Division's
16 (DOH-DDD) base budget beyond FY2020, and request to increase the expenditure
17 ceiling from the current \$900,000 to \$2,500,000. This will allow the DOH-DDD to
18 maximize the use of federal Medicaid administrative claiming to operate HCBS waiver
19 for persons with intellectual and developmental disabilities (I/DD), and ensure
20 compliance with all federal Medicaid requirements. In addition, the new expenditures
21 ceiling includes the estimates of Special Fund Assessments Pursuant to Sections 36-27
22 and 36-30, HRS. (\$2.5M; MOF: B)

1 General Administration:

2 • The Executive Office on Aging (EOA) is requesting to add \$1.5M in general funds for
3 the Kupuna Caregiver Program (KCGP). Act 126, SLH 2019 revised the KCGP benefit
4 to qualified caregivers from \$70 per day to a maximum of \$210 per week. With the
5 flexibility of a weekly allotment and the directive to serve additional caregivers
6 statewide, EOA projects to serve an additional 95 new individuals for a total of 155
7 caregivers/care recipients per year in FY20 and would like to continue in FY21 and
8 beyond. (1.5M; MOF: A)

9 • The EOA is also requesting to extend the Executive Office on Aging Administrative
10 Claiming Special Fund beyond FY 2020. Act 089, SLH 2019 established the Executive
11 Office on Aging Administrative Claiming Special Fund. EOA is requesting to extend the
12 funds beyond FY20 as it seeks to obtain Federal matching funds on administrative
13 expenditures incurred by the ADRC that pertain to Medicaid administrative activities.
14 (\$1.4M; MOF: B)

15
16 Capital Improvement Projects:

17 • In FY21, \$7,090,000 in construction funds is requested to close the second of two
18 landfills at Kalaupapa - the C&D (Construction and Demolition) landfill. Design is
19 already funded and in progress. The much smaller MSW (Municipal Solid Waste) landfill
20 was successfully closed in October 2016 for \$1.6 million.

- 1 • In FY21, \$860,000 in construction funds is requested to reroof the warehouse and care
2 facility at Kalaupapa. These buildings must remain in operation until there are no longer
3 patients at Kalaupapa. Design is already funded, and the project is ready to bid out.
- 4 • In FY21, \$1,930,000 is requested in design funds for fire alarm/electrical systems
5 improvements at the four major Oahu Health Centers (Diamond Head, Lanakila,
6 Leeward, Windward) and for sewer system improvements at Waimano Ridge.
- 7 Thank you for the opportunity to testify on this measure.

FY 21 SUPPLEMENTAL BUDGET
DEPARTMENT SUMMARY OF OPERATING BUDGET ADJUSTMENT REQUESTS
DEPARTMENT OF HEALTH

| MOF | FY 20 | | | FY 21 | | |
|---|----------|---------|-------------|----------|---------|-------------|
| | FTE (P) | FTE (T) | \$ Amount | FTE (P) | FTE (T) | \$ Amount |
| Current Services Operating Budget Ceilings by MOF | | | | | | |
| A | 2,279.26 | 249.50 | 518,498,292 | 2,409.26 | 249.50 | 508,428,152 |
| B | 144.50 | 26.00 | 205,083,404 | 144.50 | 26.00 | 205,645,360 |
| N | 198.76 | 82.90 | 131,624,385 | 198.76 | 82.90 | 84,122,744 |
| P | 81.95 | 125.35 | 66,428,008 | 81.95 | 115.85 | 46,468,681 |
| R | - | - | - | - | - | - |
| S | - | - | - | - | - | - |
| T | - | - | - | - | - | - |
| U | 10.00 | 3.00 | 5,025,426 | 10.00 | 3.00 | 5,029,204 |
| W | 48.00 | - | 211,657,169 | 48.00 | - | 211,657,169 |
| X | - | - | - | - | - | - |

| | | | | | | |
|--------------|-----------------|---------------|----------------------|-----------------|---------------|----------------------|
| TOTAL | 2,762.47 | 486.75 | 1,138,316,684 | 2,892.47 | 477.25 | 1,061,351,310 |
|--------------|-----------------|---------------|----------------------|-----------------|---------------|----------------------|

| Req Cat | B&F Code | Prog ID/Org | Dept Pr | Description | MOF | FY 20 | | | FY 21 | | | B&F Recommendation | | | Governor's Decision | | | | | | | | |
|--|----------|-------------|---------|--|-----|----------------------------|---------|-----------|---------|---------|-----------|--------------------|---------|-----------|---------------------|---------|-----------|---------|---------|-------------|---------|---------|-----------|
| | | | | | | Initial Department Request | | | Request | | | FY 20 | | | FY 21 | | | FY 20 | | | FY 21 | | |
| | | | | | | FTE (P) | FTE (T) | \$ Amount | FTE (P) | FTE (T) | \$ Amount | FTE (P) | FTE (T) | \$ Amount | FTE (P) | FTE (T) | \$ Amount | FTE (P) | FTE (T) | \$ Amount | FTE (P) | FTE (T) | \$ Amount |
| TRADE-OFF/TRANSFER & CONVERSION OF UNBUDGETED POSITIONS REQUESTS: | | | | | | | | | | | | | | | | | | | | | | | |
| TO | | HTH 100/DD | TO-1a | Housekeeping request to offset negative personal services adjustment line item thru transfer from HTH 100/DD to HTH 100/KJ. | A | | | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | | | | (340,000) | | | |
| TO | | HTH 100/KJ | TO-1b | Housekeeping request to offset negative personal services adjustment line item thru transfer from HTH 100/DD to HTH 100/KJ. | A | | | | | | | | | | | | | | | 340,000 | | | |
| | | | | | | | | | | | | | | | | | | | | | | | |
| TO | | HTH 100/DD | TO-2a | Housekeeping request to offset negative personal services adjustment line item thru transfer from HTH 100/DD to HTH 100/KL | A | | | | | | | | | | | | | | | (14,000) | | | |
| | | | | | | | | | | | | | | | | | | | | | | | |
| TO | | HTH 100/KL | TO-2b | Housekeeping request to offset negative personal services adjustment line item thru transfer from HTH 100/DD to HTH 100/KL | A | | | | | | | | | | | | | | | 14,000 | | | |
| | | | | | | | | | | | | | | | | | | | | | | | |
| TO | | HTH 100/DD | TO-3a | Housekeeping request to offset negative personal services adjustment line item thru transfer from HTH 100/DD to HTH 100/DG | A | | | | | | | | | | | | | | | (68,000) | | | |
| | | | | | | | | | | | | | | | | | | | | | | | |
| TO | | HTH 100/DG | TO-3b | Housekeeping request to offset negative personal services adjustment line item thru transfer from HTH 100/DD to HTH 100/DG | A | | | | | | | | | | | | | | | 68,000 | | | |
| | | | | | | | | | | | | | | | | | | | | | | | |
| TO | | HTH 100/DD | TO-4a | Housekeeping request to offset negative personal services adjustment line item thru transfer from HTH 100/DD to HTH 100/DH | A | | | | | | | | | | | | | | | (7,000) | | | |
| | | | | | | | | | | | | | | | | | | | | | | | |
| TO | | HTH 100/DH | TO-4b | Housekeeping request to offset negative personal services adjustment line item thru transfer from HTH 100/DD to HTH 100/DH | A | | | | | | | | | | | | | | | 7,000 | | | |
| | | | | | | | | | | | | | | | | | | | | | | | |
| TO | | HTH 100/DD | TO-5a | Housekeeping request to offset negative personal services adjustment line item thru transfer from HTH 100/DD to HTH 100/DJ | A | | | | | | | | | | | | | | | (8,000) | | | |
| | | | | | | | | | | | | | | | | | | | | | | | |
| TO | | HTH 100/DJ | TO-5b | Housekeeping request to offset negative personal services adjustment line item thru transfer from HTH 100/DD to HTH 100/DJ | A | | | | | | | | | | | | | | | 8,000 | | | |
| | | | | | | | | | | | | | | | | | | | | | | | |
| TO | | HTH 131/DJ | TO-6a | Housekeeping request to transfer funds from HTH131/DJ Other Current Expenses to HTH131/DA Other Current Expenses to realign budget. | A | | | | | | | | | | | | | | | (366,996) | | | |
| | | | | | | | | | | | | | | | | | | | | | | | |
| TO | | HTH 131/DA | TO-6b | Housekeeping request to transfer funds from HTH131/DJ Other Current Expenses to HTH131/DA Other Current Expenses to realign budget. | A | | | | | | | | | | | | | | | 366,996 | | | |
| | | | | | | | | | | | | | | | | | | | | | | | |
| TO | | HTH 420/HO | TO-7a | Housekeeping request to trade-off/transfer funds from HTH 420/HO to HTH 420/HE to eliminate the negative personal services adjustment. | A | | | | | | | | | | | | | | | (1,858,278) | | | |
| | | | | | | | | | | | | | | | | | | | | | | | |
| TO | | HTH 420/HE | TO-7b | Housekeeping request to trade-off/transfer funds from HTH 420/HO to HTH 420/HE to eliminate the negative personal services adjustment. | A | | | | | | | | | | | | | | | 1,858,278 | | | |
| | | | | | | | | | | | | | | | | | | | | | | | |

| Req Cat | B&F Code | Prog ID/Org | Dept Pri | Description | MOF | Initial Department Request | | | | | | B&F Recommendation | | | | | | Governor's Decision | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|------------|-------------|-------------|----------|---|-----|----------------------------|---------|-----------|---------|---------|-----------|--------------------|---------|-----------|-----------|---------|-----------|---------------------|---------|-----------|---------|---------|-----------|--|--|--|-----------|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|----------|-----------|----------|
| | | | | | | FY 20 | | | FY 21 | | | FY 20 | | | FY 21 | | | FY 20 | | | FY 21 | | | | | | | | | | | | | | | | | | | | | | | | |
| | | | | | | FTE (P) | FTE (T) | \$ Amount | FTE (P) | FTE (T) | \$ Amount | FTE (P) | FTE (T) | \$ Amount | FTE (P) | FTE (T) | \$ Amount | FTE (P) | FTE (T) | \$ Amount | FTE (P) | FTE (T) | \$ Amount | | | | | | | | | | | | | | | | | | | | | | |
| TO | | HTH 420/HO | TO-8a | Housekeeping request to trade-off/transfer funds from HTH 420/HO to HTH 420/HG to eliminate the negative personal services adjustment. | A | | | | | | | | | | (58,413) | | | | | | | | | | | | (58,413) | | | | | | | | | | | | | | | | | | (58,413) |
| TO | | HTH 420/HG | TO-8b | Housekeeping request to trade-off/transfer funds from HTH 420/HO to HTH 420/HG and transfer funds within HTH 420/HG to eliminate the negative personal services adjustment. | A | | | | | | | | | | (26,500) | | | | | | | | | | | | (26,500) | | | | | | | | | | | | | | | | (26,500) | | |
| TO | | HTH 420/HG | TO-8b | Housekeeping request to trade-off/transfer funds from HTH 420/HO to HTH 420/HG and transfer funds within HTH 420/HG to eliminate the negative personal services adjustment. | A | | | | | | | | | | 84,913 | | | | | | | | | | | | 84,913 | | | | | | | | | | | | | | | | 84,913 | | |
| TO | | HTH 420/HO | TO-9a | Housekeeping request to offset negative perthru transfer from HTH 420/HO to HTH 420/HL | A | | | | | | | | | | (758,494) | | | | | | | | | | | | (758,494) | | | | | | | | | | | | | | | | | (758,494) | |
| TO | | HTH 420/HL | TO-9b | Housekeeping request to offset negative perthru transfer from HTH 420/HO to HTH 420/HL | A | | | | | | | | | | 758,494 | | | | | | | | | | | | 758,494 | | | | | | | | | | | | | | | | | 758,494 | |
| TO | | HTH 420/HO | TO-10a | Housekeeping request to offset negative personal services adjustment thru transfer from HTH 420/HO to HTH 420/HM | A | | | | | | | | | | (678,126) | | | | | | | | | | | | (678,126) | | | | | | | | | | | | | | | | | (678,126) | |
| TO | | HTH 420/HM | TO-10b | Housekeeping request to offset negative personal services adjustment thru transfer from HTH 420/HO to HTH 420/HM | A | | | | | | | | | | 678,126 | | | | | | | | | | | | 678,126 | | | | | | | | | | | | | | | | | 678,126 | |
| TO | | HTH 420/HO | TO-11a | Housekeeping request to offset negative personal services adjustment thru transfer from HTH 420/HO to HTH 420/HN | A | | | | | | | | | | (233,252) | | | | | | | | | | | | (233,252) | | | | | | | | | | | | | | | | | (233,252) | |
| TO | | HTH 420/HN | TO-11b | Housekeeping request to offset negative personal services adjustment thru transfer from HTH 420/HO to HTH 420/HN | A | | | | | | | | | | 233,252 | | | | | | | | | | | | 233,252 | | | | | | | | | | | | | | | | | 233,252 | |
| TO | | HTH 430/HR | TO-12 | Housekeeping request to offset negative personal services adjustment and turnover savings line items thru transferring funds within HTH430/HR. | A | | | | | | | | | | (35,799) | | | | | | | | | | | | (35,799) | | | | | | | | | | | | | | | | | (35,799) | |
| TO | | HTH 430/HR | TO-12 | Housekeeping request to offset negative personal services adjustment and turnover savings line items thru transferring funds within HTH430/HR. | A | | | | | | | | | | 35,799 | | | | | | | | | | | | 35,799 | | | | | | | | | | | | | | | | | 35,799 | |
| TO | | HTH 440/HT | TO-13a | Housekeeping request to transfer funds out from Treatment and Recovery Branch (HTH 440/HT) to Prevention Branch (HTH 440/HU) to delete negative Personal Services Adjustment in Personal Services in Prevention Branch and align Other Current Expenses in Treatment and Recovery Branch (TRB). | A | | | | | | | | | | (35,010) | | | | | | | | | | | | (35,010) | | | | | | | | | | | | | | | | | (35,010) | |
| TO | | HTH 440/HU | TO-13b | Housekeeping request to transfer funds in from Treatment and Recovery Branch (HTH 440/HT) to Prevention Branch (HTH 440/HU) to delete negative Personal Services Adjustment in Personal Services in Prevention Branch. | A | | | | | | | | | | 35,010 | | | | | | | | | | | | 35,010 | | | | | | | | | | | | | | | | | 35,010 | |
| TO | | HTH 440/HO | TO-14 | Housekeeping request to transfer funds within Other Services Including POS and GIA (HTH 440/HO) to align Other Current Expenses in MOF B. | B | | | | | | | | | | (585,000) | | | | | | | | | | | | (585,000) | | | | | | | | | | | | | | | | | (585,000) | |

| Req Cat | B&F Code | Prog ID/Org | Dept Pri | Description | MOF | Initial Department Request | | | | | | B&F Recommendation | | | | | | Governor's Decision | | | | | |
|---------|----------|-------------|----------|--|-----|----------------------------|---------|-----------|---------|---------|-----------|--------------------|---------|-----------|---------|---------|-----------|---------------------|---------|-----------|---------|---------|-----------|
| | | | | | | FY 20 | | | FY 21 | | | FY 20 | | | FY 21 | | | FY 20 | | | FY 21 | | |
| | | | | | | FTE (P) | FTE (T) | \$ Amount | FTE (P) | FTE (T) | \$ Amount | FTE (P) | FTE (T) | \$ Amount | FTE (P) | FTE (T) | \$ Amount | FTE (P) | FTE (T) | \$ Amount | FTE (P) | FTE (T) | \$ Amount |
| TO | | HTH 440/HO | TO-14 | Housekeeping request to transfer funds within Other Services Including POS and GIA (HTH 440/HO) to align Other Current Expenses in MOF B. | B | | | 585,000 | | | 585,000 | | | 585,000 | | | 585,000 | | | 585,000 | | | |
| TO | | HTH 460/HF | TO-15 | Housekeeping request to trade-off/transfer funds within Child and Adolescent Mental Health Administration (HTH 460/HF) to delete negative Personal Services Adjustment in Personal Services. | A | | | (101,697) | | | (101,697) | | | (101,697) | | | (101,697) | | | (101,697) | | | |
| TO | | HTH 460/HF | TO-15 | Housekeeping request to trade-off/transfer funds within Child and Adolescent Mental Health Administration (HTH 460/HF) to delete negative Personal Services Adjustment in Personal Services. | A | | | 101,697 | | | 101,697 | | | 101,697 | | | 101,697 | | | 101,697 | | | |
| TO | | HTH 460/HF | TO-15 | Housekeeping request to trade-off/transfer funds within Child and Adolescent Mental Health Administration (HTH 460/HF) to delete negative Personal Services Adjustment in Personal Services. | B | | | (92,966) | | | (92,966) | | | (92,966) | | | (92,966) | | | (92,966) | | | |
| TO | | HTH 460/HF | TO-15 | Housekeeping request to trade-off/transfer funds within Child and Adolescent Mental Health Administration (HTH 460/HF) to delete negative Personal Services Adjustment in Personal Services. | B | | | 92,966 | | | 92,966 | | | 92,966 | | | 92,966 | | | 92,966 | | | |
| TO | | HTH 460/HV | TO-16 | Housekeeping request to trade-off/transfer funds within Neighbor Island Services Branch (HTH 460/HV) to delete negative Personal Services Adjustment in Personal Services. | A | | | (89,878) | | | (89,878) | | | (89,878) | | | (89,878) | | | (89,878) | | | |
| TO | | HTH 460/HV | TO-16 | Housekeeping request to trade-off/transfer funds within Neighbor Island Services Branch (HTH 460/HV) to delete negative Personal Services Adjustment in Personal Services. | A | | | 89,878 | | | 89,878 | | | 89,878 | | | 89,878 | | | 89,878 | | | |
| TO | | HTH 495/HC | TO-17 | Housekeeping request to offset negative turnover savings line items thru transfer funds within HTH 495/HC. | A | | | (17,664) | | | (17,664) | | | (17,664) | | | (17,664) | | | (17,664) | | | |
| TO | | HTH 495/HC | TO-17 | Housekeeping request to offset negative turnover savings line items thru transfer funds within HTH 495/HC. | A | | | 17,664 | | | 17,664 | | | 17,664 | | | 17,664 | | | 17,664 | | | |
| TO | | HTH 501/JA | TO-18 | Housekeeping request to trade-off/transfer funds within Outcomes and Compliance Branch (HTH 501/JA) to delete negative Personal Services Adjustment in Personal Services and align budget in Other Current Expenses. | A | | | (168,271) | | | (168,271) | | | (168,271) | | | (168,271) | | | (168,271) | | | |
| TO | | HTH 501/JA | TO-18 | Housekeeping request to trade-off/transfer funds within Outcomes and Compliance Branch (HTH 501/JA) to delete negative Personal Services Adjustment in Personal Services and align budget in Other Current Expenses. | A | | | 168,271 | | | 168,271 | | | 168,271 | | | 168,271 | | | 168,271 | | | |
| TO | | HTH 501/CM | TO-19 | Housekeeping request to trade-off/transfer funds within Developmental Disabilities Division's Purchase of Services (HTH 501/CM) to align budget in Other Current Expenses. | A | | | (278,603) | | | (278,603) | | | (278,603) | | | (278,603) | | | (278,603) | | | |
| TO | | HTH 501/CM | TO-19 | Housekeeping request to trade-off/transfer funds within Developmental Disabilities Division's Purchase of Services (HTH 501/CM) to align budget in Other Current Expenses. | A | | | 278,603 | | | 278,603 | | | 278,603 | | | 278,603 | | | 278,603 | | | |

| Req Cat | B&F Code | Prog ID/Org | Dept Pri | Description | MOF | Initial Department Request | | | | | | B&F Recommendation | | | | | | Governor's Decision | | | | | | | | | | | |
|------------|-------------|-------------|----------|---|-----|----------------------------|---------|-----------|---------|---------|-----------|--------------------|---------|-----------|---------|---------|-----------|---------------------|---------|-----------|---------|---------|-----------|--|--|--|--|--|-----------|
| | | | | | | FY 20 | | | FY 21 | | | FY 20 | | | FY 21 | | | FY 20 | | | FY 21 | | | | | | | | |
| | | | | | | FTE (P) | FTE (T) | \$ Amount | FTE (P) | FTE (T) | \$ Amount | FTE (P) | FTE (T) | \$ Amount | FTE (P) | FTE (T) | \$ Amount | FTE (P) | FTE (T) | \$ Amount | FTE (P) | FTE (T) | \$ Amount | | | | | | |
| TO | | HTH 501/O | TO-20 | Housekeeping request to trade-off/transfer funds within Oahu Case Management Branch (HTH 501/O) to align budget in Other Current Expenses. | A | | | | - | - | (760,285) | | | | | | | (760,285) | | | | | | | | | | | (760,285) |
| TO | | HTH 501/O | TO-20 | Housekeeping request to trade-off/transfer funds within Oahu Case Management Branch (HTH 501/O) to align budget in Other Current Expenses. | A | | | | - | - | 760,285 | | | | | | | 760,285 | | | | | | | | | | | 760,285 |
| TO | | HTH 501/KB | TO-21 | Housekeeping request to trade-off/transfer funds within Developmental Disabilities Administration (HTH 501/KB) to align budget in Other Current Expenses. | A | | | | - | - | (63,437) | | | | | | | (63,437) | | | | | | | | | | | (63,437) |
| TO | | HTH 501/KB | TO-21 | Housekeeping request to trade-off/transfer funds within Developmental Disabilities Administration (HTH 501/KB) to align budget in Other Current Expenses. | A | | | | - | - | 63,437 | | | | | | | 63,437 | | | | | | | | | | | 63,437 |
| TO | | HTH 520/AI | TO-22 | Housekeeping request to trade-off/transfer funds within Disability and Communication Access Board to delete negative personal services adjustment in Personal Services and adjust budget in Other Current Expenses. | B | | | | | | (4,236) | | | | | | | (4,236) | | | | | | | | | | | (4,236) |
| TO | | HTH 520/AI | TO-22 | Housekeeping request to trade-off/transfer funds within Disability and Communication Access Board to delete negative personal services adjustment in Personal Services and adjust budget in Other Current Expenses. | B | | | | | | 4,236 | | | | | | | 4,236 | | | | | | | | | | | 4,236 |
| TO | | HTH 520/AI | TO-22 | Housekeeping request to trade-off/transfer funds within Disability and Communication Access Board to delete negative personal services adjustment in Personal Services and adjust budget in Other Current Expenses. | U | | | | | | (43,205) | | | | | | | (43,205) | | | | | | | | | | | (43,205) |
| TO | | HTH 520/AI | TO-22 | Housekeeping request to trade-off/transfer funds within Disability and Communication Access Board to delete negative personal services adjustment in Personal Services and adjust budget in Other Current Expenses. | U | | | | | | 43,205 | | | | | | | 43,205 | | | | | | | | | | | 43,205 |
| TO | | HTH 560/KC | TO-23 | Housekeeping request to offset negative line items in budget details. | A | | | | | | (13,755) | | | | | | | (13,755) | | | | | | | | | | | (13,755) |
| TO | | HTH 560/KC | TO-23 | Housekeeping request to offset negative line items in budget details. | A | | | | | | 13,755 | | | | | | | 13,755 | | | | | | | | | | | 13,755 |
| TO | | HTH 560/CC | TO-24 | Housekeeping request to offset negative line items in budget details. | A | | | | | | (77,362) | | | | | | | (77,362) | | | | | | | | | | | (77,362) |
| TO | | HTH 560/CC | TO-24 | Housekeeping request to offset negative line items in budget details. | A | | | | | | 77,362 | | | | | | | 77,362 | | | | | | | | | | | 77,362 |
| TO | | HTH 560/CG | TO-25 | Housekeeping request to offset negative line items in budget details. | B | | | | | | (17,964) | | | | | | | - | | | | | | | | | | | - |
| TO | | HTH 560/CG | TO-25 | Housekeeping request to offset negative line items in budget details. | B | | | | | | 17,964 | | | | | | | - | | | | | | | | | | | - |
| TO | | HTH 560/CF | TO-26a | Housekeeping request to realign budget for Other Current Expenses | A | | | | | | (227,748) | | | | | | | (227,748) | | | | | | | | | | | (227,748) |
| TO | | HTH 560/KC | TO-26b | Housekeeping request to realign budget for Other Current Expenses | A | | | | | | 227,748 | | | | | | | 227,748 | | | | | | | | | | | 227,748 |
| TO | | HTH 590/GR | TO-27a | Housekeeping Request to Trade Off/Transfer Funds from HTH 590/GR to HTH 590/GP to Reflect the Actual Spending | A | | | | | | (48,400) | | | | | | | (48,400) | | | | | | | | | | | (48,400) |
| TO | | HTH 590/GP | TO-27b | Housekeeping Request to Trade Off/Transfer Funds from HTH 590/GR to HTH 590/GP to Reflect the Actual Spending | A | | | | | | 48,400 | | | | | | | 48,400 | | | | | | | | | | | 48,400 |

| Req Cat | B&F Code | Prog ID/Org | Dept Pri | Description | MOF | Initial Department Request | | | | | | B&F Recommendation | | | | | | Governor's Decision | | | | | |
|---------|----------|-------------|----------|--|-----|----------------------------|---------|-----------|---------|---------|-----------|--------------------|---------|-----------|---------|-------------|-----------|---------------------|---------|-----------|---------|-------------|-----------|
| | | | | | | FY 20 | | | FY 21 | | | FY 20 | | | FY 21 | | | FY 20 | | | FY 21 | | |
| | | | | | | FTE (P) | FTE (T) | \$ Amount | FTE (P) | FTE (T) | \$ Amount | FTE (P) | FTE (T) | \$ Amount | FTE (P) | FTE (T) | \$ Amount | FTE (P) | FTE (T) | \$ Amount | FTE (P) | FTE (T) | \$ Amount |
| TO | | HTH 590/GP | TO-28 | Housekeeping Request to Trade Off/Transfer within HTH 590/GP to Reflect the Actual Spending. | A | | | | | | | (2,750) | | | | (2,750) | | | | | | (2,750) | |
| TO | | HTH 590/GP | TO-28 | Housekeeping Request to Trade Off/Transfer within HTH 590/GP to Reflect the Actual Spending. | A | | | | | | | 2,750 | | | | 2,750 | | | | | | 2,750 | |
| TO | | HTH 590/GR | TO-29 | Housekeeping Request to Trade Off/Transfer within HTH 590/GR to Reflect the Actual Spending. | A | | | | | | | (133,955) | | | | (133,955) | | | | | | (133,955) | |
| TO | | HTH 590/GR | TO-29 | Housekeeping Request to Trade Off/Transfer within HTH 590/GR to Reflect the Actual Spending. | A | | | | | | | 133,955 | | | | 133,955 | | | | | | 133,955 | |
| TO | | HTH 590/GR | TO-30a | Housekeeping Request. Trade off/transfer funds from GR to KK to reflect the actual spending. | A | | | | | | | (228,869) | | | | (228,869) | | | | | | (228,869) | |
| TO | | HTH 590/KK | TO-30b | Housekeeping Request. Trade off/transfer funds from GR to KK to reflect the actual spending. | A | | | | | | | 228,869 | | | | 228,869 | | | | | | 228,869 | |
| TO | | HTH 590/KK | TO-31 | Housekeeping Request. Trade off/transfer within KK to reflect the actual spending. | A | | | | | | | (2,288,021) | | | | (2,288,021) | | | | | | (2,288,021) | |
| TO | | HTH 590/KK | TO-31 | Housekeeping Request. Trade off/transfer within KK to reflect the actual spending. | A | | | | | | | 2,288,021 | | | | 2,288,021 | | | | | | 2,288,021 | |
| TO | | HTH 610/FL | TO-32 | Housekeeping Request to Combine Similar Line Items in the Environmental Health Services Budget | B | | | | | | | (26,750) | | | | (26,750) | | | | | | (26,750) | |
| TO | | HTH 610/FL | TO-32 | Housekeeping Request to Combine Similar Line Items in the Environmental Health Services Budget | B | | | | | | | 26,750 | | | | 26,750 | | | | | | 26,750 | |
| TO | | HTH 610/FN | TO-33 | Housekeeping Request to Combine Similar Line Items in the Vector Control Branch Budget. | U | | | | | | | (6,242) | | | | (6,242) | | | | | | (6,242) | |
| TO | | HTH 610/FN | TO-33 | Housekeeping Request to Combine Similar Line Items in the Vector Control Branch Budget. | U | | | | | | | 6,242 | | | | 6,242 | | | | | | 6,242 | |
| TO | | HTH 610/FQ | TO-34 | Transfer Funds to Delete Budgeted Personal Services Adjustment and Combine Similar Line Items for Sanitation Branch | B | | | | | | | (46,263) | | | | (46,263) | | | | | | (46,263) | |
| TO | | HTH 610/FQ | TO-34 | Transfer Funds to Delete Budgeted Personal Services Adjustment and Combine Similar Line Items for Sanitation Branch | B | | | | | | | 46,263 | | | | 46,263 | | | | | | 46,263 | |
| TO | | HTH 610/FR | TO-35 | Housekeeping Request to Combine Similar Line Items for Indoor & Radiological Health Branch. | B | | | | | | | (82,769) | | | | (82,769) | | | | | | (82,769) | |
| TO | | HTH 610/FR | TO-35 | Housekeeping Request to Combine Similar Line Items for Indoor & Radiological Health Branch. | B | | | | | | | 82,769 | | | | 82,769 | | | | | | 82,769 | |
| TO | | HTH 710/MI | TO-36a | Housekeeping Request to Eliminate Negative Personal Services Adjustment in HTH 710/MK from HTH 710/MI | A | | | | | | | (6,314) | | | | (6,314) | | | | | | (6,314) | |
| TO | | HTH 710/MK | TO-36b | Housekeeping Request to Eliminate Negative Personal Services Adjustment in HTH 710/MK from HTH 710/MI | A | | | | | | | 6,314 | | | | 6,314 | | | | | | 6,314 | |
| TO | | HTH 710/MJ | TO-37 | Housekeeping request to Eliminate Negative Personal Services Adjustment in MOF A | A | | | | | | | (5,908) | | | | (5,908) | | | | | | (5,908) | |
| TO | | HTH 710/MJ | TO-37 | Housekeeping request to Eliminate Negative Personal Services Adjustment in MOF A | A | | | | | | | 5,908 | | | | 5,908 | | | | | | 5,908 | |
| TO | | HTH 710/MN | TO-38a | Housekeeping Request to Eliminate Negative Collective Bargaining and Negative Turnover Savings in HTH 710/MM from HTH 710/MN | A | | | | | | | (15,910) | | | | (15,910) | | | | | | (15,910) | |
| TO | | HTH 710/MM | TO-38b | Housekeeping Request to Eliminate Negative Collective Bargaining and Negative Turnover Savings in HTH 710/MM from HTH 710/MN | A | | | | | | | 15,910 | | | | 15,910 | | | | | | 15,910 | |

| Req Cat | B&F Code | Prog ID/Org | Dept Pri | Description | MOF | Initial Department Request | | | | | | B&F Recommendation | | | | | | Governor's Decision | | | | | |
|---------|----------|-------------|----------|--|-----|----------------------------|---------|---------------|---------|---------|---------------|--------------------|---------|-----------|---------|---------|-----------|---------------------|---------|-----------|---------|-----------|---------------|
| | | | | | | FY 20 | | | FY 21 | | | FY 20 | | | FY 21 | | | FY 20 | | | FY 21 | | |
| | | | | | | FTE (P) | FTE (T) | \$ Amount | FTE (P) | FTE (T) | \$ Amount | FTE (P) | FTE (T) | \$ Amount | FTE (P) | FTE (T) | \$ Amount | FTE (P) | FTE (T) | \$ Amount | FTE (P) | FTE (T) | \$ Amount |
| TO | | HTH 710/MK | TO-39 | Housekeeping Request to Adjust Line Items in the State Laboratories Division/Central Services Budget to Estimated Actual Costs | A | | | (158,932) | | | (158,932) | | | | | | | | | | | (158,932) | |
| TO | | HTH 710/MK | TO-39 | Housekeeping Request to Adjust Line Items in the State Laboratories Division/Central Services Budget to Estimated Actual Costs | A | | | 158,932 | | | 158,932 | | | | | | | | | | | | 158,932 |
| TO | | HTH 760/MS | TO-40 | Housekeeping Request to Revert Other Current Expense to Personnel Expense to Fully Fund Two Positions | B | | | (91,000) | | | (91,000) | | | | | | | | | | | | (91,000) |
| TO | | HTH 760/MS | TO-40 | Housekeeping Request to Revert Other Current Expense to Personnel Expense to Fully Fund Two Positions | B | | | 91,000 | | | 91,000 | | | | | | | | | | | | 91,000 |
| TO | | HTH 840/FF | TO-41 | Transfer Funds to Delete Budgeted Personal Services Adjustment and Combine Similar Line Items for the Clean Air Branch | B | | | (1,177,730) | | | (1,177,730) | | | | | | | | | | | | (1,177,730) |
| TO | | HTH 840/FF | TO-41 | Transfer Funds to Delete Budgeted Personal Services Adjustment and Combine Similar Line Items for the Clean Air Branch | B | | | 1,177,730 | | | 1,177,730 | | | | | | | | | | | | 1,177,730 |
| TO | | HTH 840/FG | TO-42 | Transfer Funds to Delete Budgeted Personal Services Adjustment in Clean Water Branch | A | | | (63,494) | | | (63,494) | | | | | | | | | | | | (63,494) |
| TO | | HTH 840/FG | TO-42 | Transfer Funds to Delete Budgeted Personal Services Adjustment in Clean Water Branch | A | | | 63,494 | | | 63,494 | | | | | | | | | | | | 63,494 |
| TO | | HTH 840/FH | TO-43 | Transfer Funds to Delete Budgeted Personal Services Adjustments and Combine Similar Line Items for the Safe Drinking Water Branch. | A | | | (5,779) | | | (5,779) | | | | | | | | | | | | (5,779) |
| TO | | HTH 840/FH | TO-43 | Transfer Funds to Delete Budgeted Personal Services Adjustments and Combine Similar Line Items for the Safe Drinking Water Branch. | A | | | 5,779 | | | 5,779 | | | | | | | | | | | | 5,779 |
| TO | | HTH 840/FH | TO-43 | Transfer Funds to Delete Budgeted Personal Services Adjustments and Combine Similar Line Items for the Safe Drinking Water Branch. | W | | | (104,714,047) | | | (104,714,047) | | | | | | | | | | | | (104,714,047) |
| TO | | HTH 840/FH | TO-43 | Transfer Funds to Delete Budgeted Personal Services Adjustments and Combine Similar Line Items for the Safe Drinking Water Branch. | W | | | 104,714,047 | | | 104,714,047 | | | | | | | | | | | | 104,714,047 |
| TO | | HTH 840/FJ | TO-44 | Transfer Funds to Delete Budgeted Personal Services Adjustments and Combine Similar Line Items for the Solid and Hazardous Waste Branch. | A | | | (26,434) | | | (26,434) | | | | | | | | | | | | (26,434) |
| TO | | HTH 840/FJ | TO-44 | Transfer Funds to Delete Budgeted Personal Services Adjustments and Combine Similar Line Items for the Solid and Hazardous Waste Branch. | A | | | 26,434 | | | 26,434 | | | | | | | | | | | | 26,434 |
| TO | | HTH 840/FJ | TO-44 | Transfer Funds to Delete Budgeted Personal Services Adjustments and Combine Similar Line Items for the Solid and Hazardous Waste Branch. | B | | | (72,786,390) | | | (72,786,390) | | | | | | | | | | | | (72,786,390) |
| TO | | HTH 840/FJ | TO-44 | Transfer Funds to Delete Budgeted Personal Services Adjustments and Combine Similar Line Items for the Solid and Hazardous Waste Branch. | B | | | 72,786,390 | | | 72,786,390 | | | | | | | | | | | | 72,786,390 |
| TO | | HTH 840/FK | TO-45 | Transfer Funds to Delete Budgeted Personal Services Adjustment and Combine Similar Line Items for the Wastewater Branch. | A | | | (38,021) | | | (38,021) | | | | | | | | | | | | (38,021) |
| TO | | HTH 840/FK | TO-45 | Transfer Funds to Delete Budgeted Personal Services Adjustment and Combine Similar Line Items for the Wastewater Branch. | A | | | 38,021 | | | 38,021 | | | | | | | | | | | | 38,021 |
| TO | | HTH 840/FK | TO-45 | Transfer Funds to Delete Budgeted Personal Services Adjustment and Combine Similar Line Items for the Wastewater Branch. | W | | | (22,516) | | | (22,516) | | | | | | | | | | | | (22,516) |
| TO | | HTH 840/FK | TO-45 | Transfer Funds to Delete Budgeted Personal Services Adjustment and Combine Similar Line Items for the Wastewater Branch. | W | | | 22,516 | | | 22,516 | | | | | | | | | | | | 22,516 |

| Req Cat | B&F Code | Prog ID/Org | Dept Pri | Description | MOF | Initial Department Request | | | | | | B&F Recommendation | | | | | | Governor's Decision | | | | | | | | | | | | | | |
|------------|-------------|-------------|----------|--|-----|----------------------------|---------|-----------|---------|---------|-----------|--------------------|---------|-----------|---------|---------|-----------|---------------------|---------|-----------|---------|---------|-----------|--|--|--|--|---|--------|----------|----------|-----------|
| | | | | | | FY 20 | | | FY 21 | | | FY 20 | | | FY 21 | | | FY 20 | | | FY 21 | | | | | | | | | | | |
| | | | | | | FTE (P) | FTE (T) | \$ Amount | FTE (P) | FTE (T) | \$ Amount | FTE (P) | FTE (T) | \$ Amount | FTE (P) | FTE (T) | \$ Amount | FTE (P) | FTE (T) | \$ Amount | FTE (P) | FTE (T) | \$ Amount | | | | | | | | | |
| UP | | HTH 840/FG | UP-46 | Add Two (0.475 FTE Each) Student Helper Positions and Trade-off/Transfer Funds for Clean Water Branch. | N | | | | | | (21,440) | | | | | | | | | (21,440) | | | | | | | | | | | (21,440) | |
| UP | | HTH 840/FG | UP-46 | Add Two (0.475 FTE Each) Student Helper Positions and Trade-off/Transfer Funds for Clean Water Branch. | N | | | | | 0.95 | 21,440 | | | | | - | 21,440 | | | | | - | 21,440 | | | | | - | 21,440 | | | 21,440 |
| UP | | HTH 840/FJ | UP-47 | Add One (0.475 FTE) Student Helper Position for Solid and Hazardous Waste Branch. | B | | | | | | (10,720) | | | | | | (10,720) | | | | | | | | | | | | | (10,720) | | |
| UP | | HTH 840/FJ | UP-47 | Add One (0.475 FTE) Student Helper Position for Solid and Hazardous Waste Branch. | B | | | | | 0.48 | 10,720 | | | | | - | 10,720 | | | | | - | 10,720 | | | | | - | 10,720 | | | 10,720 |
| UP | | HTH 840/FK | UP-48 | Add Three (0.475 FTE Each) Student Helper Positions for Wastewater Branch. | W | | | | | | (31,419) | | | | | | (31,419) | | | | | | | | | | | | | | (31,419) | |
| UP | | HTH 840/FK | UP-48 | Add Three (0.475 FTE Each) Student Helper Positions for Wastewater Branch. | W | | | | | 1.43 | 31,419 | | | | | - | 31,419 | | | | | - | 31,419 | | | | | - | 31,419 | | | 31,419 |
| TO | | HTH 849/FB | TO-49 | Transfer Funds to Delete Budgeted Personal Services Adjustment for Environmental Resources Office. | A | | | | | | (13,270) | | | | | | (13,270) | | | | | | | | | | | | | | (13,270) | |
| TO | | HTH 849/FB | TO-49 | Transfer Funds to Delete Budgeted Personal Services Adjustment for Environmental Resources Office. | A | | | | | | 13,270 | | | | | | 13,270 | | | | | | | | | | | | | | | 13,270 |
| TO | | HTH 849/FB | TO-49 | Transfer Funds to Delete Budgeted Personal Services Adjustment for Environmental Resources Office. | W | | | | | | (26,195) | | | | | | (26,195) | | | | | | | | | | | | | | | (26,195) |
| TO | | HTH 849/FB | TO-49 | Transfer Funds to Delete Budgeted Personal Services Adjustment for Environmental Resources Office. | W | | | | | | 26,195 | | | | | | 26,195 | | | | | | | | | | | | | | | 26,195 |
| TO | | HTH 849/FD | TO-50 | Transfer Funds to Delete Budgeted Personal Services Adjustment for Hazard Evaluation and Emergency Response Office. | A | | | | | | (63,024) | | | | | | (63,024) | | | | | | | | | | | | | | | (63,024) |
| TO | | HTH 849/FD | TO-50 | Transfer Funds to Delete Budgeted Personal Services Adjustment for Hazard Evaluation and Emergency Response Office. | A | | | | | | 63,024 | | | | | | 63,024 | | | | | | | | | | | | | | | 63,024 |
| TO | | HTH 849/FD | TO-50 | Transfer Funds to Delete Budgeted Personal Services Adjustment for Hazard Evaluation and Emergency Response Office. | W | | | | | | (825,735) | | | | | | (825,735) | | | | | | | | | | | | | | | (825,735) |
| TO | | HTH 849/FD | TO-50 | Transfer Funds to Delete Budgeted Personal Services Adjustment for Hazard Evaluation and Emergency Response Office. | W | | | | | | 825,735 | | | | | | 825,735 | | | | | | | | | | | | | | | 825,735 |
| UP | | HTH 849/FD | UP-51 | Add Three (0.475 FTE Each) Student Helper positions for Hazard Evaluation and Emergency Response Office. | P | | | | | | (26,390) | | | | | | (26,390) | | | | | | | | | | | | | | | (26,390) |
| UP | | HTH 849/FD | UP-51 | Add Three (0.475 FTE Each) Student Helper positions for Hazard Evaluation and Emergency Response Office. | P | | | | | 1.24 | 26,390 | | | | | - | 26,390 | | | | | - | 26,390 | | | | | - | 26,390 | | | 26,390 |
| UP | | HTH 849/FD | UP-51 | Add Three (0.475 FTE Each) Student Helper positions for Hazard Evaluation and Emergency Response Office. | W | | | | | | (4,288) | | | | | | (4,288) | | | | | | | | | | | | | | | (4,288) |
| UP | | HTH 849/FD | UP-51 | Add Three (0.475 FTE Each) Student Helper positions for Hazard Evaluation and Emergency Response Office. | W | | | | | 0.19 | 4,288 | | | | | - | 4,288 | | | | | - | 4,288 | | | | | - | 4,288 | | | 4,288 |
| TO | | HTH 906/AC | TO-52 | Housekeeping request to trade-off/transfer funds within State Health Planning and Development Agency to adjust budget in Other Current Expenses. | A | | | | | | (10,095) | | | | | | (10,095) | | | | | | | | | | | | | | | (10,095) |
| TO | | HTH 906/AC | TO-52 | Housekeeping request to trade-off/transfer funds within State Health Planning and Development Agency to adjust budget in Other Current Expenses. | A | | | | | | 10,095 | | | | | | 10,095 | | | | | | | | | | | | | | | 10,095 |
| TO | | HTH 100/DI | TO-53a | Housekeeping to transfer from HTH 100/DI to HTH 595/KM funds for collective bargaining for positions funded by the medical cannabis special funds. | B | | | | | | (13,343) | | | | | | (13,343) | | | | | | | | | | | | | | | (13,343) |
| TO | | HTH 595/KM | TO-53b | Housekeeping to transfer from HTH 100/DI to HTH 595/KM funds for collective bargaining for positions funded by the medical cannabis special funds. | B | | | | | | 13,343 | | | | | | 13,343 | | | | | | | | | | | | | | | 13,343 |

| Req Cat | B&F Code | Prog ID/Org | Dept Pri | Description | MOF | Initial Department Request | | | | | | B&F Recommendation | | | | | | Governor's Decision | | | | | | | | | | | | | | | | | | | | | | | | | |
|---|------------------------------------|-----------------------------|----------|-------------|-----|----------------------------|---------|-----------|---------|---------|-----------|--------------------|---------|-----------|---------|---------|-----------|---------------------|---------|-----------|---------|---------|-----------|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | FY 20 | | | FY 21 | | | FY 20 | | | FY 21 | | | FY 20 | | | FY 21 | | | | | | | | | | | | | | | | | | | | | | |
| | | | | | | FTE (P) | FTE (T) | \$ Amount | FTE (P) | FTE (T) | \$ Amount | FTE (P) | FTE (T) | \$ Amount | FTE (P) | FTE (T) | \$ Amount | FTE (P) | FTE (T) | \$ Amount | FTE (P) | FTE (T) | \$ Amount | | | | | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| SUBTTLR TRADE-OFF/TRNSFRS & CONV. OF UNBGT'D PSNS: | | | | | | - | - | - | - | - | 4.29 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| By MOF | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Request Category Legend: | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| TO | Trade-Off/Transfer | General | A | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | | | | | |
| | | Special | B | | - | - | - | - | - | 0.48 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | | | | |
| UP | Conversion of Unbudgeted Positions | Federal Funds | N | | - | - | - | - | - | 0.95 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | | | | |
| | | Other Federal Funds | P | | - | - | - | - | - | 1.24 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | | | | |
| | | Private | R | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | | | | |
| | | County | S | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | | | | |
| | | Trust | T | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | | | | |
| | | Inter-departmental Transfer | U | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | | | | |
| | | Revolving | W | | - | - | - | - | - | 1.62 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | | | | |
| | | Other | X | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | | | | | |

| Req Cat | B&F Code | Prog ID/Org | Dept Pri | Description | MOF | Initial Department Request | | | | | | B&F Recommendation | | | | | | Governor's Decision | | | | | | | | | | | |
|---|-------------|-------------|----------|-------------|-----|----------------------------|---------|-----------|---------|---------|-----------|--------------------|---------|-----------|---------|---------|-----------|---------------------|---------|-----------|---------|---------|-----------|---|---|---|---|---|---|
| | | | | | | FY 20 | | | FY 21 | | | FY 20 | | | FY 21 | | | FY 20 | | | FY 21 | | | | | | | | |
| | | | | | | FTE (P) | FTE (T) | \$ Amount | FTE (P) | FTE (T) | \$ Amount | FTE (P) | FTE (T) | \$ Amount | FTE (P) | FTE (T) | \$ Amount | FTE (P) | FTE (T) | \$ Amount | FTE (P) | FTE (T) | \$ Amount | | | | | | |
| ALLOWABLE NON-DISCRETIONARY EXPENSE REQUESTS: | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| SUBTOTAL ALLOWABLE NON-DISCRETIONARY EXPENSE REQUESTS: | | | | | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |

Request Category Legend:
FE Fixed Cost/Entitlement

| By MOF | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|-----------------------------|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| General | A | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Special | B | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Federal Funds | N | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Other Federal Funds | P | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Private | R | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| County | S | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Trust | T | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Inter-departmental Transfer | U | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Revolving | W | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Other | X | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |

| Req Cat | B&F Code | Prog ID/Org | Dept Pri | Description | MOF | Initial Department Request | | | | | | B&F Recommendation | | | | | | Governor's Decision | | | | | | | | | | | | | | | | | | | | | | | | | | |
|--|-------------|-------------|----------|--|-----|----------------------------|---------|-----------|---------|---------|-----------|--------------------|---------|-----------|---------|---------|-----------|---------------------|---------|-----------|---------|---------|-----------|--|--|----------|--------|--|--|--|--|--|--|--|--|--|--|--|------|--|----------|-------------|-----------|----------|
| | | | | | | FY 20 | | | FY 21 | | | FY 20 | | | FY 21 | | | FY 20 | | | FY 21 | | | | | | | | | | | | | | | | | | | | | | | |
| | | | | | | FTE (P) | FTE (T) | \$ Amount | FTE (P) | FTE (T) | \$ Amount | FTE (P) | FTE (T) | \$ Amount | FTE (P) | FTE (T) | \$ Amount | FTE (P) | FTE (T) | \$ Amount | FTE (P) | FTE (T) | \$ Amount | | | | | | | | | | | | | | | | | | | | | |
| FEDERAL FUND ADJUSTMENT REQUESTS: | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| FA | | HTH 100/DI | FA-1 | Request for 1 temporary federally funded Epidemiological Specialist IV position | N | | | | | | 1.00 | | | 84,730 | | | | | | | | | 1.00 | | | 84,730 | | | | | | | | | | | | | 1.00 | | | 84,730 | | |
| FA | | HTH 100/DI | FA-1 | Request for 1 temporary federally funded Epidemiological Specialist IV position | N | | | | | | | | | (84,730) | | | | | | | | | | | | (84,730) | | | | | | | | | | | | | | | (84,730) | | | |
| FA | | HTH 100/DI | FA-2 | Housekeeping to correct an error in Act 5, SLH 2019. | P | | | | | | | | | 765,891 | | | | | | | | | | | | 765,891 | | | | | | | | | | | | | | | | 765,891 | | |
| FA | | HTH 131/DJ | FA-3 | Housekeeping to delete position that was abolished due to federal defunding and to realign budget. | P | | | | | | | | | (1.00) | | | | | | | | | | | | (1.00) | | | | | | | | | | | | | | | (1.00) | | (832,867) | |
| FA | | HTH 131/DC | FA-4 | Housekeeping to delete positions that that were abolished due to federal defunding. | N | | | | | | | | | (1.00) | | | | | | | | | | | | (1.00) | | | | | | | | | | | | | | | (1.00) | | (105,734) | |
| FA | | HTH 131/DC | FA-4 | Housekeeping to delete positions that that were abolished due to federal defunding. | P | | | | | | | | | (1.00) | | | | | | | | | | | | (1.00) | | | | | | | | | | | | | | | (1.00) | | (66,594) | |
| FA | | HTH 460/HO | FA-5 | Housekeeping request to trade-off/transfer funds within Other Services, Including POS and GIA (HTH 460/HO) to delete negative Personal Services Adjustment in Personal Services. | N | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | (15,192) | | |
| FA | | HTH 460/HO | FA-5 | Housekeeping request to trade-off/transfer funds within Other Services, Including POS and GIA (HTH 460/HO) to delete negative Personal Services Adjustment in Personal Services. | N | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | 15,192 | | |
| FA | | HTH 560/CC | FA-6 | Fold into the budget non-appropriated grant titled Newborn Screening State Evaluation Program (NSSEP) with project period 9/1/19 - 8/31/21. | P | | | | | | | | | 0.50 | | | | | | | | | | | | 0.50 | | | | | | | | | | | | | | | | | 150,000 | |
| FA | | HTH 560/KC | FA-7 | Housekeeping request to increase other federal fund ceiling to align with anticipated federal awards. | P | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | 431,000 | | |
| FA | | HTH 560/CW | FA-8 | Housekeeping to delete the Disparities in Perinatal Health-Border Initiatives (Malama Grant) from BJ2 tables. | P | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | (743,398) | | |
| FA | | HTH 560/KC | FA-9 | Change MOF from P (PHHS Block Grant) to N (MCHS Block Grant) for position #120339 Epidemiologist II. | N | | | | | | | | | 1.00 | | | | | | | | | | | | 1.00 | | | | | | | | | | | | | | | | | 121,053 | |
| FA | | HTH 560/KC | FA-9 | Change MOF from P (PHHS Block Grant) to N (MCHS Block Grant) for position #120339 Epidemiologist II. | N | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | (121,053) | | |
| FA | | HTH 560/KC | FA-9 | Change MOF from P (PHHS Block Grant) to N (MCHS Block Grant) for position #120339 Epidemiologist II. | P | | | | | | | | | (1.00) | | | | | | | | | | | | (1.00) | | | | | | | | | | | | | | | | | (121,053) | |
| FA | | HTH 560/KC | FA-9 | Change MOF from P (PHHS Block Grant) to N (MCHS Block Grant) for position #120339 Epidemiologist II. | P | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | 121,053 | | |
| FA | | HTH 560/CT | FA-10 | Housekeeping to correct error in Act 5, SLH2019, Legislative Budget Worksheets, SEQ #3000-001, which duplicates SEQ #81-001. | P | | | | | | | | | | 5.00 | | | | | | | | | | | | 5.00 | | | | | | | | | | | | | | | | 55,949 | |
| FA | | HTH 560/CT | FA-10 | Housekeeping to correct error in Act 5, SLH2019, Legislative Budget Worksheets, SEQ #3000-001, which duplicates SEQ #81-001. | P | | | | | | | | | | (5.00) | | | | | | | | | | | | (5.00) | | | | | | | | | | | | | | | | | (55,949) |
| FA | | HTH 560/CZ | FA-11 | Housekeeping to correct error in Act 5, SLH2019, Legislative Budget Worksheets, SEQ #6-002. | P | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | 1,020,344 | |
| FA | | HTH 560/GI | FA-12 | Request to abolish 3.00 positions (#24756 WIC Nutrition Asst, #36355 WIC Nutrition Aid, #36363 WIC Nutrition Aid) and realign budget. | N | | | | | | | | | | (3.00) | | | | | | | | | | | | (3.00) | | | | | | | | | | | | | | | | (162,643) | |
| FA | | HTH 560/CT | FA-13 | Adjust ceiling for other federal funds. | P | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | (3,000,000) | | |
| FA | | HTH 560/GI | FA-14 | Housekeeping request to increase federal fund ceiling to align with anticipated federal awards. | N | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | 1,400,000 | | |
| FA | | HTH 560/KC | FA-15 | Housekeeping request to offset negative line item in budget details. | P | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | (56,180) | | |
| FA | | HTH 560/KC | FA-15 | Housekeeping request to offset negative line item in budget details. | P | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | 56,180 | | |
| FA | | HTH 560/CC | FA-16 | Housekeeping request to offset negative line item in budget details. | P | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | (696) | | |
| FA | | HTH 560/CC | FA-16 | Housekeeping request to offset negative line item in budget details. | P | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | 696 | |

| Req Cat | B&F Code | Prog ID/Org | Dept Pri | Description | MOF | Initial Department Request | | | | | | B&F Recommendation | | | | | | Governor's Decision | | | | | | |
|---------|----------|-------------|----------|---|-----|----------------------------|---------|-----------|---------|---------|-----------|--------------------|---------|-----------|---------|---------|-----------|---------------------|---------|-----------|---------|---------|-----------|-----------|
| | | | | | | FY 20 | | | FY 21 | | | FY 20 | | | FY 21 | | | FY 20 | | | FY 21 | | | |
| | | | | | | FTE (P) | FTE (T) | \$ Amount | FTE (P) | FTE (T) | \$ Amount | FTE (P) | FTE (T) | \$ Amount | FTE (P) | FTE (T) | \$ Amount | FTE (P) | FTE (T) | \$ Amount | FTE (P) | FTE (T) | \$ Amount | |
| FA | | HTH 849/FD | FA-31 | Transfer Funds to Combine Similar Line Items for the Hazard Evaluation and Emergency Response Office. | P | | | | | | (303,353) | | | | | | (303,353) | | | | | | | (303,353) |
| FA | | HTH 849/FD | FA-31 | Transfer Funds to Combine Similar Line Items for the Hazard Evaluation and Emergency Response Office. | P | | | | | | 303,353 | | | | | | 303,353 | | | | | | | 303,353 |
| FA | | HTH 905/AH | FA-32 | Increase federal fund ceiling to align with anticipated federal awards. | N | | | | | | 7,000 | | | | | | 7,000 | | | | | | | 7,000 |
| FA | | HTH 907/AK | FA-33 | Increase federal fund ceiling to align with anticipated federal awards. | N | | | | | | 25,000 | | | | | | 25,000 | | | | | | | 25,000 |
| FA | | HTH 720/MP | FA-34 | Housekeeping request to increase federal fund ceiling to align with anticipated federal awards. | P | | | | | | 30,701 | | | | | | 30,701 | | | | | | | 30,701 |
| FA | | HTH 904/AJ | FA-35 | Decrease federal fund ceiling to align with anticipated federal awards. | P | | | | | | (101,821) | | | | | | (101,821) | | | | | | | (101,821) |
| FA | | HTH 100/DD | FA-36 | Housekeeping request to increase other federal fund ceiling to align with anticipated federal awards. | P | | | | | | 50,000 | | | | | | 50,000 | | | | | | | 50,000 |
| FA | | HTH 100/DH | FA-37 | Housekeeping request to increase other federal fund ceiling to align with anticipated federal awards. | P | | | | | | 170,000 | | | | | | 170,000 | | | | | | | 170,000 |

SUBTOTAL FEDERAL FUND ADJ REQUESTS:

| | | | | | | | | | | | | | | | | | | |
|--|---|---|---|--------|--------|-------------|---|---|---|--------|--------|-------------|---|---|---|--------|--------|-------------|
| | - | - | - | (9.00) | (5.00) | (3,113,266) | - | - | - | (9.00) | (5.00) | (3,113,275) | - | - | - | (9.00) | (5.00) | (3,113,265) |
|--|---|---|---|--------|--------|-------------|---|---|---|--------|--------|-------------|---|---|---|--------|--------|-------------|

Request Category Legend:
FA Federal Fund Adjustments

| By MOF | | FY 20 | FY 21 | FY 20 | FY 21 | FY 20 | FY 21 | FY 20 | FY 21 | FY 20 | FY 21 |
|-----------------------------|---|-------|-------|--------|--------|-------------|-------|--------|--------|-------------|-------|
| General | A | - | - | - | - | - | - | - | - | - | - |
| Special | B | - | - | - | - | - | - | - | - | - | - |
| Federal Funds | N | - | - | (3.75) | (1.00) | 1,206,568 | - | (3.75) | (1.00) | 1,206,568 | - |
| Other Federal Funds | P | - | - | (5.25) | (4.00) | (4,319,833) | - | (5.25) | (4.00) | (4,319,843) | - |
| Private | R | - | - | - | - | - | - | - | - | - | - |
| County | S | - | - | - | - | - | - | - | - | - | - |
| Trust | T | - | - | - | - | - | - | - | - | - | - |
| Inter-departmental Transfer | U | - | - | - | - | - | - | - | - | - | - |
| Revolving | W | - | - | - | - | - | - | - | - | - | - |
| Other | X | - | - | - | - | - | - | - | - | - | - |

| Req Cat | B&F Code | Prog ID/Org | Dept Pri | Description | MOF | Initial Department Request | | | | | | B&F Recommendation | | | | | | Governor's Decision | | | | | |
|------------------------|-------------|-------------|----------|---|-----|----------------------------|---------|-----------|---------|---------|-------------|--------------------|---------|-----------|---------|---------|-------------|---------------------|---------|-----------|---------|---------|-------------|
| | | | | | | FY 20 | | | FY 21 | | | FY 20 | | | FY 21 | | | FY 20 | | | FY 21 | | |
| | | | | | | FTE (P) | FTE (T) | \$ Amount | FTE (P) | FTE (T) | \$ Amount | FTE (P) | FTE (T) | \$ Amount | FTE (P) | FTE (T) | \$ Amount | FTE (P) | FTE (T) | \$ Amount | FTE (P) | FTE (T) | \$ Amount |
| OTHER REQUESTS: | | | | | | | | | | | | | | | | | | | | | | | |
| GI | | HTH 560/CW | GI-1 | Change MOF from N-Title X Family Planning Program to A-General for 3.00 positions (#116875 Prg Spc VI, #23937 Sec II, #117164 Acnt III) and other current expenses. | N | | | | (3.00) | | (2,222,418) | | | | (3.00) | | (2,222,418) | | | | (3.00) | | (2,222,418) |
| GI | | HTH 560/CW | GI-1 | Change MOF from N-Title X Family Planning Program to A-General for 3.00 positions (#116875 Prg Spc VI, #23937 Sec II, #117164 Acnt III) and other current expenses. | A | | | | 3.00 | | 1,621,081 | | | | 3.00 | | 1,621,081 | | | | 3.00 | | 1,621,081 |
| FY | | HTH 595/KM | FY-2 | Housekeeping request for full year funding for OA III (#122188) | B | | | | | | 23,098 | | | | | | 23,098 | | | | | | 23,098 |
| OR | | HTH 730/MQ | OR-3 | Add General Funds to meet collective bargaining requirements and recurring personnel cost for the service providers contracted to provide pre-hospital emergency medical service. | A | | | | | | 15,776,780 | | | | | | 15,776,780 | | | | | | 15,776,780 |
| OR | | HTH 730/MQ | OR-4 | Add General Funds to meet recurring other current expenses cost requirements for the service providers contracted to provide pre-hospital emergency medical service. | A | | | | | | 3,997,494 | | | | | | 3,997,494 | | | | | | 3,997,494 |
| OR | | HTH 440/HT | OR-5 | Trade-off funds within Treatment and Recovery Branch (HTH 440/HT) to add 1.00 permanent Program Specialist Substance Abuse (SA) IV. | A | | | | | | (26,478) | | | | | | (26,478) | | | | | | (26,478) |
| OR | | HTH 440/HT | OR-5 | Trade-off funds within Treatment and Recovery Branch (HTH 440/HT) to add 1.00 permanent Program Specialist Substance Abuse (SA) IV. | A | | | | 1.00 | | 26,478 | | | | 1.00 | | 26,478 | | | | 1.00 | | 26,478 |
| OR | | HTH 595/KM | OR-6 | Add 3.00 positions (Public Health Educ V, Prg Spc IV, Investigator V) and funds for Office of Medical Cannabis Control and Regulation. | B | | | | 3.00 | | 188,492 | | | | 2.00 | | 93,428 | | | | 3.00 | | 135,793 |
| OR | | HTH 610/FN | OR-7 | Add One (1.00) Office Assistant III and Funds for Hawaii District Health Office for Vector Control Clerical Support. | A | | | | 1.00 | | 15,120 | | | | 1.00 | | 15,120 | | | | 1.00 | | 15,120 |
| OR | | HTH 907/AL | OR-8 | Establish 1.00 permanent Office Assistant III (#91301H) position for the Hawaii District Health Office (HDHO). | A | | | | 1.00 | | 15,120 | | | | 1.00 | | 15,120 | | | | 1.00 | | 15,120 |
| OR | | HTH 501/KB | OR-9 | Extend and increase the expenditures ceiling for Intellectual and Developmental Disabilities (I/DD) Medicaid Waiver Administrative Claiming Special Fund per Act 165, SLH 2014 | B | | | | - | | 2,500,000 | | | | | | 2,500,000 | | | | | | 2,500,000 |

| Req Cat | B&F Code | Prog ID/Org | Dept Pri | Description | MOF | Initial Department Request | | | | | | B&F Recommendation | | | | | | Governor's Decision | | | | | |
|---------|----------|-------------|----------|---|-----|----------------------------|---------|-----------|---------|---------|-----------|--------------------|---------|-----------|---------|---------|-----------|---------------------|---------|-----------|-----------|---------|-----------|
| | | | | | | FY 20 | | | FY 21 | | | FY 20 | | | FY 21 | | | FY 20 | | | FY 21 | | |
| | | | | | | FTE (P) | FTE (T) | \$ Amount | FTE (P) | FTE (T) | \$ Amount | FTE (P) | FTE (T) | \$ Amount | FTE (P) | FTE (T) | \$ Amount | FTE (P) | FTE (T) | \$ Amount | FTE (P) | FTE (T) | \$ Amount |
| OR | | HTH 420/HN | OR-14 | Convert temporary positions to permanent positions | A | | | | 2.00 | (2.00) | | | | | | | | | 2.00 | (2.00) | | | |
| OR | | HTH 460/HE | OR-15 | Convert 1.50 positions from temporary to permanent in Oahu Services Branch. | A | | | | 1.50 | (1.50) | | | | | | | | | 1.50 | (1.50) | | | |
| OR | | HTH 460/HF | OR-16 | Convert 6.00 positions from temporary to permanent in Child and Adolescent Mental Health Administration. | B | | | | 6.00 | (6.00) | | | | | | | | | 6.00 | (6.00) | | | |
| OR | | HTH 590/KK | OR-17 | Convert a Planner V Position (#121378) from Temporary to Permanent | A | | | | 1.00 | (1.00) | | | | | | | | | 1.00 | (1.00) | | | |
| OR | | HTH 840/FF | OR-18 | Change Two (2.00) Positions from Temporary to Permanent for Greenhouse Gas Program | B | | | | 2.00 | (2.00) | | | | | | | | | 2.00 | (2.00) | | | |
| OR | | HTH 760/MS | OR-19 | Request Modular Workstations, Equipment, and Furniture for Workspace Improvement in the Office of Health Status Monitoring | A | | | | | | | | | | | | | | | | 406,000 | | |
| OR | | HTH 440/HO | OR-20a | Transfer funds Out from Other Services Including POS & GIA (HTH 440/HO) to Prevention Branch (HTH 440/HU) for change of MOF for 2.00 positions. | A | | | | | | | | | | | | | | | | (100,764) | | |
| OR | | HTH 440/HU | OR-20b | Transfer funds In from Other Services Including POS & GIA (HTH 440/HO) to Prevention Branch (HTH 440/HU) for change of MOF from federal to general, and convert from temporary to permanent for 2.00 positions #122749 and #122750. | P | | | | | (2.00) | | | | | | | | | | | (153,161) | | |
| OR | | HTH 440/HU | OR-20b | Transfer funds In from Other Services Including POS & GIA (HTH 440/HO) to Prevention Branch (HTH 440/HU) for change of MOF from federal to general, and convert from temporary to permanent for 2.00 positions #122749 and #122750. | A | | | | 2.00 | | | | | | | | | | | | 100,764 | | |
| OR | | HTH 440/HU | OR-20b | Transfer funds In from Other Services Including POS & GIA (HTH 440/HO) to Prevention Branch (HTH 440/HU) for change of MOF from federal to general, and convert from temporary to permanent for 2.00 positions #122749 and #122750. | P | | | | | | | | | | | | | | | | 153,161 | | |
| OR | | HTH 720/MP | OR-21 | Request additional funds to eliminate negative personal services adjustment | A | | | | | | | | | | | | | | | | 256,713 | | |
| OR | | HTH 100/KJ | OR-22 | Add funds to offset negative turnover savings budget line in Public Health Nursing Branch. | A | | | | | | | | | | | | | | | | 543,293 | | |
| OR | | HTH 560/CG | OR-23 | Change MOF from N-IDEA Part-C to A-General for 3.00 EIS positions (#51095 Clinical Psychologist VI, #51080-Occupational Therapist IV, #50741-Speech-Language Pathologist) | N | | | | (3.00) | | | | | | | | | | | | (317,261) | | |
| OR | | HTH 560/CG | OR-23 | Change MOF from N-IDEA Part-C to A-General for 3.00 EIS positions (#51095 Clinical Psychologist VI, #51080-Occupational Therapist IV, #50741-Speech-Language Pathologist) | N | | | | | | | | | | | | | | | | 317,261 | | |
| OR | | HTH 560/CG | OR-23 | Change MOF from N-IDEA Part-C to A-General for 3.00 EIS positions (#51095 Clinical Psychologist VI, #51080-Occupational Therapist IV, #50741-Speech-Language Pathologist) | A | | | | 3.00 | | | | | | | | | | | | 198,288 | | |
| OR | | HTH 560/CG | OR-23 | Change MOF from N-IDEA Part-C to A-General for 3.00 EIS positions (#51095 Clinical Psychologist VI, #51080-Occupational Therapist IV, #50741-Speech-Language Pathologist) | A | | | | | | | | | | | | | | | | (198,288) | | |
| OR | | HTH 590/GR | OR-24 | Establish a Permanent 1.00 FTE Secretary II in the Primary Prevention Branch. | A | | | | 1.00 | | | | | | | | | | | | 19,110 | | |
| OR | | HTH 560/KC | OR-25 | Request to convert from temp to perm and increase FTE from .50 to 1.00 for Office Asst III (#120452) | A | | | | 1.00 | (0.50) | | | | | | | | | | | 15,120 | | |

| Req Cat | B&F Code | Prog ID/Org | Dept Pri | Description | MOF | Initial Department Request | | | | | | B&F Recommendation | | | | | | Governor's Decision | | | | | | |
|---------|----------|-------------|----------|--|-----|----------------------------|---------|-----------|---------|---------|-----------|--------------------|---------|-----------|---------|---------|-----------|---------------------|---------|-----------|---------|---------|-----------|---|
| | | | | | | FY 20 | | | FY 21 | | | FY 20 | | | FY 21 | | | FY 20 | | | FY 21 | | | |
| | | | | | | FTE (P) | FTE (T) | \$ Amount | FTE (P) | FTE (T) | \$ Amount | FTE (P) | FTE (T) | \$ Amount | FTE (P) | FTE (T) | \$ Amount | FTE (P) | FTE (T) | \$ Amount | FTE (P) | FTE (T) | \$ Amount | |
| OR | | HTH 560/KC | OR-26 | Add General Funds for 1.00 perm Prg Spc V and other current expenses to reestablish the mandated State Oral Health Program (HRS §321-61 through 63). | A | | | | 1.00 | | 179,808 | | | | - | | - | | | | - | | - | |
| OR | | HTH 560/CC | OR-27 | Change MOF from B-Birth Defects Special Fund to A-General for 1.00 position #117966 HI Birth Defects Prog Coord | A | | | | 1.00 | | 71,363 | | | | - | | - | | | | - | | - | |
| OR | | HTH 560/CC | OR-27 | Change MOF from B-Birth Defects Special Fund to A-General for 1.00 position #117966 HI Birth Defects Prog Coord | B | | | | (1.00) | | (114,181) | | | | - | | - | | | | - | | - | |
| OR | | HTH 100/DD | OR-28 | Upgrade of TB X-ray System | A | | | | | | | | | | | | 188,559 | | | | | | 188,559 | |
| OR | | HTH 590/GP | OR-29 | Establish a Program Specialist V and Research Statistician IV in the Chronic Disease Management Branch. | A | | | | 2.00 | | 56,286 | | | | - | | - | | | | - | | - | |
| OR | | HTH 560/CC | OR-30 | Add 1.00 position (Environmental Health Spec IV) for the Lead Poisoning Prevention Program. | A | | | | 1.00 | | 26,478 | | | | - | | - | | | | - | | - | |
| OR | | HTH 131/DJ | OR-31 | Change MOF from P to A for two 1.00 FTE positions (#94611H NDS Info Coord (#123055, IT-B), #120794 IT-B), currently funded by the ELC Coop Agmt. | P | | | | | (2.00) | | (227,965) | | | | - | | - | | | | - | | - |
| OR | | HTH 131/DJ | OR-31 | Change MOF from P to A for two 1.00 FTE positions (#94611H NDS Info Coord (#123055, IT-B), #120794 IT-B), currently funded by the ELC Coop Agmt. | A | | | | | 2.00 | | 142,407 | | | | - | | - | | | | - | | - |
| OR | | HTH 131/DA | OR-32 | Change MOF from P to A for one 1.00 FTE position (#122426 IT-B), currently funded by the PHEP Coop Agmt. | N | | | | | (1.00) | | (93,293) | | | | - | | - | | | | - | | - |
| OR | | HTH 131/DA | OR-32 | Change MOF from P to A for one 1.00 FTE position (#122426 IT-B), currently funded by the PHEP Coop Agmt. | A | | | | | 1.00 | | 58,308 | | | | - | | - | | | | - | | - |
| OR | | HTH 131/DC | OR-33 | Change MOF from N to A for five 1.00 FTE positions (#199497 PH Prg Mgr, #110099 Sec II, #121242 Prg Spc V, #112879 Epi Spc V, #121252 Prg Spc V), currently funded by the IMZ Coop Agmt. | N | | | | (5.00) | | (581,530) | | | | - | | - | | | | - | | - | |
| OR | | HTH 131/DC | OR-33 | Change MOF from N to A for five 1.00 FTE positions (#199497 PH Prg Mgr, #110099 Sec II, #121242 Prg Spc V, #112879 Epi Spc V, #121252 Prg Spc V), currently funded by the IMZ Coop Agmt. | A | | | | 5.00 | | 363,456 | | | | - | | - | | | | - | | - | |
| OR | | HTH 590/GR | OR-34 | Change Means of Financing for a Public Health Educator and Program Specialist V in the Primary Prevention Branch | P | | | | (1.00) | (1.00) | (173,933) | | | | (1.00) | (1.00) | (173,933) | | | | (1.00) | (1.00) | (173,933) | |
| OR | | HTH 590/GR | OR-34 | Change Means of Financing for a Public Health Educator and Program Specialist V in the Primary Prevention Branch | U | | | | 1.00 | 1.00 | 180,116 | | | | 1.00 | 1.00 | 180,116 | | | | 1.00 | 1.00 | 180,116 | |
| OR | | HTH 100/DI | OR-35a | Housekeeping to transfer from HTH 100/DI to HTH 595/KM funds for collective bargaining for positions funded by the medical cannabis special funds. | B | | | | | | (13,343) | | | | - | | - | | | | - | | - | |
| OR | | HTH 595/KM | OR-35b | Housekeeping to transfer from HTH 100/DI to HTH 595/KM funds for collective bargaining for positions funded by the medical cannabis special funds. | B | | | | | | 13,343 | | | | - | | - | | | | - | | - | |
| OR | | HTH 720/MP | OR-36 | Housekeeping request to increase and adjust Special Fund ceilings | B | | | | | | 286,000 | | | | - | | - | | | | - | | - | |
| OR | | HTH 720/MP | OR-37 | Establish 1.00 FTE permanent Account Clerk III to fulfill accounting and inventory management duties. | B | | | | | | (27,216) | | | | - | | - | | | | - | | - | |
| OR | | HTH 720/MP | OR-37 | Establish 1.00 FTE permanent Account Clerk III to fulfill accounting and inventory management duties. | B | | | | 1.00 | | 27,216 | | | | - | | - | | | | - | | - | |
| OR | | HTH 590/GP | OR-38a | Request to Transfer in Current Ceiling and Increase Ceiling Amount for the Hawaii Organ and Tissue Education Special Fund. | B | | | | | | (30,000) | | | | - | | - | | | | - | | - | |
| OR | | HTH 590/KK | OR-38b | Request to Transfer in Current Ceiling and Increase Ceiling Amount for the Hawaii Organ and Tissue Education Special Fund. | B | | | | | | 150,000 | | | | - | | - | | | | - | | - | |
| OR | | HTH 595/KM | OR-39 | Increase ceiling for the Medical Cannabis Special Fund. | B | | | | | | 396,000 | | | | - | | - | | | | - | | - | |

| Req Cat | B&F Code | Prog ID/Org | Dept Pri | Description | MOF | Initial Department Request | | | | | | B&F Recommendation | | | | | | Governor's Decision | | | | | | | |
|------------|-------------|-------------|----------|---|-----|----------------------------|---------|-----------|---------|---------|------------|--------------------|---------|-----------|---------|---------|------------|---------------------|---------|-----------|---------|---------|-----------|---|------------|
| | | | | | | FY 20 | | | FY 21 | | | FY 20 | | | FY 21 | | | FY 20 | | | FY 21 | | | | |
| | | | | | | FTE (P) | FTE (T) | \$ Amount | FTE (P) | FTE (T) | \$ Amount | FTE (P) | FTE (T) | \$ Amount | FTE (P) | FTE (T) | \$ Amount | FTE (P) | FTE (T) | \$ Amount | FTE (P) | FTE (T) | \$ Amount | | |
| OR | | HTH 840/FK | OR-40 | Increase Appropriation Ceiling to Expand Capacity to Provide Loans for Water Pollution Control Infrastructure. | W | | | | | | 50,000,000 | | | | | | 50,000,000 | | | | | | | | 50,000,000 |
| OR | | HTH 840/FJ | OR-41 | Increase Appropriation Ceiling for Deposit Beverage Container Special Fund. | B | | | | | | 5,000,000 | | | | | | 5,000,000 | | | | | | | | 5,000,000 |
| OR | | HTH 710/MG | OR-42 | Purchase of Liquid Chromatograph - Mass Spectrometer and its Maintenance/Extended Warranty Contract for the Environmental Health Analytical Services Branch | A | | | | | | 505,000 | | | | | | - | | | | | | | | - |
| OR | | HTH 520/AI | OR-43 | Add 1.00 Permanent Exempt Communication Access Specialist and funds for Program and Policy Development Unit. | A | | | | 1.00 | | 32,238 | | | | - | | - | | | | 0.50 | | | | - |
| OR | | HTH 904/AJ | OR-44 | Add funds for Kupuna Caregiver Program. | A | | | | | | 1,500,000 | | | | | | 1,500,000 | | | | | | | | 1,500,000 |
| OR | | HTH 904/AJ | OR-45 | Add funds for the Chronic Disease Self Management Program and Enhance Fitness for the elderly throughout Hawaii Health Aging Project | A | | | | | | 550,000 | | | | | | - | | | | | | | | - |
| OR | | HTH 904/AJ | OR-46 | Transfer funds within Executive Office on Aging to establish 1.00 FTE Alzheimer's Disease and Related Dementia Services Coordinator. | A | | | | | | (52,956) | | | | | | (52,956) | | | | | | | | (52,956) |
| OR | | HTH 904/AJ | OR-46 | Transfer funds within Executive Office on Aging to establish 1.00 FTE Alzheimer's Disease and Related Dementia Services Coordinator. | A | | | | 1.00 | | 52,956 | | | 1.00 | | 52,956 | | | | 1.00 | | | | | 52,956 |
| OR | | HTH 904/AJ | OR-47 | Extend the Executive Office on Aging Administrative Claiming Special Fund beyond FY 2020. | B | | | | | | 1,443,000 | | | | | | 1,443,000 | | | | | | | | 1,443,000 |
| OR | | HTH 904/AJ | OR-48 | Transfer funds within Executive Office on Aging to change MOF from Federal to General fund for #122037 Program Specialist IV | N | | | | | | (59,616) | | | | - | | - | | | | | | | - | - |
| OR | | HTH 904/AJ | OR-48 | Transfer funds within Executive Office on Aging to change MOF from Federal to General fund for #122037 Program Specialist IV | A | | | | | | (59,616) | | | | | | - | | | | | | | | - |
| OR | | HTH 904/AJ | OR-48 | Transfer funds within Executive Office on Aging to change MOF from Federal to General fund for #122037 Program Specialist IV | A | | | | | 1.00 | 59,616 | | | | - | | - | | | | | | | | - |
| OR | | HTH 904/AJ | OR-49 | Convert position #117938 Research Statistician V from temporary to permanent | A | | | | 0.50 | (0.50) | | | | 0.50 | (0.50) | | | | | 0.50 | (0.50) | | | | |
| OR | | HTH 904/AJ | OR-49 | Convert 1.00 FTE Research Statistician V (#117938) from temporary to permanent | N | | | | 0.50 | (0.50) | | | | 0.50 | (0.50) | | | | | 0.50 | (0.50) | | | | |
| OR | | HTH 131/DJ | OR-50 | Remove position count from #99573H Student Helper | P | | | | | | | | | | | | | | | | | | | | (0.50) |
| OR | | HTH 420/HO | OR-51 | Increase the appropriation ceiling for the Mental Health and Substance Abuse Special Fund. | B | | | | | | | | | | | | | | | | | | | | 10,000,000 |

| Req Cat | B&F Code | Prog ID/Org | Dept Pri | Description | MOF | Initial Department Request | | | | | | B&F Recommendation | | | | | | Governor's Decision | | | | | |
|---------------------------------|-------------|-------------|----------|-------------|-----|----------------------------|---------|-----------|---------|---------|------------|--------------------|---------|-----------|---------|---------|------------|---------------------|---------|-----------|---------|---------|------------|
| | | | | | | FY 20 | | | FY 21 | | | FY 20 | | | FY 21 | | | FY 20 | | | FY 21 | | |
| | | | | | | FTE (P) | FTE (T) | \$ Amount | FTE (P) | FTE (T) | \$ Amount | FTE (P) | FTE (T) | \$ Amount | FTE (P) | FTE (T) | \$ Amount | FTE (P) | FTE (T) | \$ Amount | FTE (P) | FTE (T) | \$ Amount |
| SUBTOTAL OTHER REQUESTS: | | | | | | - | - | - | 36.50 | (21.00) | 83,125,580 | - | - | - | 25.00 | (19.50) | 81,133,713 | - | - | - | 26.50 | (19.50) | 91,176,078 |

| | |
|---------------------------------|-------------------------------|
| Request Category Legend: | |
| GI | Governor's Initiatives |
| HS | Health, Safety, Court Mandate |
| FY | Full Year Funding for New |
| SY | Second Year Funding |
| OR | Other Requests |

| | | By MOF | | | | | | | | | | | | | | | | | | | |
|--|-----------------------------|---------------|---|---|---|---------|--------|-------------|---|---|---|--------|---------|-------------|---|---|---|--------|--------|-------------|--|
| | General | A | - | - | - | 37.00 | (6.50) | 26,461,810 | - | - | - | 20.50 | (10.50) | 23,533,422 | - | - | - | 22.00 | (8.50) | 23,533,422 | |
| | Special | B | - | - | - | 10.00 | (8.00) | 9,842,409 | - | - | - | 10.00 | (8.00) | 9,816,526 | - | - | - | 10.00 | (8.00) | 19,858,891 | |
| | Federal Funds | N | - | - | - | (10.50) | (2.50) | (2,956,856) | - | - | - | (5.50) | (0.50) | (2,222,418) | - | - | - | (5.50) | (0.50) | (2,222,418) | |
| | Other Federal Funds | P | - | - | - | (1.00) | (5.00) | (401,898) | - | - | - | (1.00) | (1.50) | (173,933) | - | - | - | (1.00) | (3.50) | (173,933) | |
| | Private | R | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | |
| | County | S | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | |
| | Trust | T | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | |
| | Inter-departmental Transfer | U | - | - | - | 1.00 | 1.00 | 180,116 | - | - | - | 1.00 | 1.00 | 180,116 | - | - | - | 1.00 | 1.00 | 180,116 | |
| | Revolving | W | - | - | - | - | - | 50,000,000 | - | - | - | - | - | 50,000,000 | - | - | - | - | - | 50,000,000 | |
| | Other | X | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | |
| | | By MOF | | | | | | | | | | | | | | | | | | | |
| | General | A | - | - | - | 37.00 | (6.50) | 26,461,810 | - | - | - | 20.50 | (10.50) | 23,533,422 | - | - | - | 22.00 | (8.50) | 23,533,422 | |
| | Special | B | - | - | - | 10.00 | (7.52) | 9,842,409 | - | - | - | 10.00 | (8.00) | 9,816,526 | - | - | - | 10.00 | (8.00) | 19,858,891 | |
| | Federal Funds | N | - | - | - | (14.25) | (2.55) | (1,750,289) | - | - | - | (9.25) | (1.50) | (1,015,850) | - | - | - | (9.25) | (1.50) | (1,015,850) | |
| | Other Federal Funds | P | - | - | - | (6.25) | (7.76) | (4,721,731) | - | - | - | (6.25) | (5.50) | (4,493,776) | - | - | - | (6.25) | (7.50) | (4,493,776) | |
| | Private | R | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | |
| | County | S | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | |
| | Trust | T | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | |
| | Inter-departmental Transfer | U | - | - | - | 1.00 | 1.00 | 180,116 | - | - | - | 1.00 | 1.00 | 180,116 | - | - | - | 1.00 | 1.00 | 180,116 | |
| | Revolving | W | - | - | - | - | 1.62 | 50,000,000 | - | - | - | - | - | 50,000,000 | - | - | - | - | - | 50,000,000 | |
| | Other | X | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | |

| Req Cat | B&F Code | Prog ID/Org | Dept Pri | Description | MOF | Initial Department Request | | | | | | B&F Recommendation | | | | | | Governor's Decision | | | | | |
|---|-----------------------------|-------------|----------|-------------|-----|----------------------------|---------|---------------|----------|---------|---------------|--------------------|---------|---------------|----------|---------|---------------|---------------------|---------|---------------|----------|---------|---------------|
| | | | | | | FY 20 | | | FY 21 | | | FY 20 | | | FY 21 | | | FY 20 | | | FY 21 | | |
| | | | | | | FTE (P) | FTE (T) | \$ Amount | FTE (P) | FTE (T) | \$ Amount | FTE (P) | FTE (T) | \$ Amount | FTE (P) | FTE (T) | \$ Amount | FTE (P) | FTE (T) | \$ Amount | FTE (P) | FTE (T) | \$ Amount |
| GRAND TOTAL = BASE + TRO/TRNF & CONV UNBGT PSN + ALLOW NON-DISCR + FED ADJ + OTHER REQ | | | | | | 2,762.47 | 486.75 | 1,138,316,684 | 2,919.97 | 455.54 | 1,141,363,625 | 2,762.47 | 486.75 | 1,138,316,684 | 2,908.47 | 452.75 | 1,139,371,748 | 2,762.47 | 486.75 | 1,138,316,684 | 2,909.97 | 452.75 | 1,149,414,123 |
| By MOF | | | | | | | | | | | | | | | | | | | | | | | |
| | General | A | | | | 2,279.26 | 249.50 | 518,498,292 | 2,446.26 | 243.00 | 534,889,962 | 2,279.26 | 249.50 | 518,498,292 | 2,429.76 | 239.00 | 531,961,574 | 2,279.26 | 249.50 | 518,498,292 | 2,431.26 | 241.00 | 531,961,574 |
| | Special | B | | | | 144.50 | 26.00 | 205,083,404 | 154.50 | 18.48 | 215,487,769 | 144.50 | 26.00 | 205,083,404 | 154.50 | 18.00 | 215,461,886 | 144.50 | 26.00 | 205,083,404 | 154.50 | 18.00 | 225,504,251 |
| | Federal Funds | N | | | | 198.76 | 82.90 | 131,624,385 | 184.51 | 80.35 | 82,372,455 | 198.76 | 82.90 | 131,624,385 | 189.51 | 81.40 | 83,106,894 | 198.76 | 82.90 | 131,624,385 | 189.51 | 81.40 | 83,106,894 |
| | Other Federal Funds | P | | | | 81.95 | 125.35 | 66,428,008 | 75.70 | 108.09 | 41,746,950 | 81.95 | 125.35 | 66,428,008 | 75.70 | 110.35 | 41,974,905 | 81.95 | 125.35 | 66,428,008 | 75.70 | 108.35 | 41,974,915 |
| | Private | R | | | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | County | S | | | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | Trust | T | | | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | Inter-departmental Transfer | U | | | | 10.00 | 3.00 | 5,025,426 | 11.00 | 4.00 | 5,209,320 | 10.00 | 3.00 | 5,025,426 | 11.00 | 4.00 | 5,209,320 | 10.00 | 3.00 | 5,025,426 | 11.00 | 4.00 | 5,209,320 |
| | Revolving | W | | | | 48.00 | - | 211,657,169 | 48.00 | 1.62 | 261,657,169 | 48.00 | - | 211,657,169 | 48.00 | - | 261,657,169 | 48.00 | - | 211,657,169 | 48.00 | - | 261,657,169 |
| | Other | X | | | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |

Department of Health
Capital Improvements Program (CIP) Requests

Table 15

| <u>Prog ID</u> | <u>Prog ID</u> <u>Priority</u> | <u>Dept- Wide</u> <u>Priority</u> | <u>Senate</u> <u>District</u> | <u>Rep.</u> <u>District</u> | <u>Project Title</u> | <u>MOF</u> | <u>FY20 \$\$\$</u> | <u>FY21 \$\$\$</u> |
|----------------|-----------------------------------|--|----------------------------------|--------------------------------|---|------------|--------------------|--------------------|
| HTH430 | 1 | 1 | 24 | 49 | HAWAII STATE HOSPITAL, HEALTH AND SAFETY, OAHU | C | | 8,997,000 |
| HTH710 | 1 | 2 | 17 | 35 | HAWAII STATE LABORATORIES IMPROVEMENTS, STATEWIDE | C | | 6,227,000 |
| HTH840 | 1 | 3 | 0 | 0 | WASTEWATER TREATMENT REVOLVING FUND FOR POLLUTION CONTROL, STATEWIDE | C | | 2,487,000 |
| HTH840 | 1 | 3 | 0 | 0 | WASTEWATER TREATMENT REVOLVING FUND FOR POLLUTION CONTROL, STATEWIDE | N | | 12,431,000 |
| HTH840 | 2 | 4 | 0 | 0 | SAFE DRINKING WATER REVOLVING FUND, STATEWIDE | C | | 2,221,000 |
| HTH840 | 2 | 4 | 0 | 0 | SAFE DRINKING WATER REVOLVING FUND, STATEWIDE | N | | 11,107,000 |
| HTH907 | 1 | 5 | 0 | 0 | DEPARTMENT OF HEALTH, HEALTH AND SAFETY, STATEWIDE | C | | 14,414,000 |
| HTH100 | 1 | 6 | 7 | 13 | KALAUPAPA SETTLEMENT, CLOSE LANDFILLS, MOLOKAI | C | | \$ 7,090,000 |
| HTH100 | 2 | 7 | 7 | 13 | KALAUPAPA SETTLEMENT, IMPROVEMENTS, MOLOKAI | C | | \$ 860,000 |
| HTH907 | 2 | 8 | 0 | 0 | DEPARTMENT OF HEALTH, HEALTH AND SAFETY, STATEWIDE | C | | \$ 1,930,000 |
| | | | | | | | | |
| | | | | | | | | |
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DAVID Y. IGE
GOVERNOR

GWEN S. YAMAMOTO LAU
EXECUTIVE DIRECTOR

HAWAII GREEN INFRASTRUCTURE AUTHORITY

No. 1 Capitol District Building, 250 South Hotel Street, Suite 501, Honolulu, Hawaii 96813
Mailing Address: P.O. Box 2359, Honolulu, Hawaii 96804
Web site: gems.hawaii.gov

Telephone: (808) 587-3868
Fax: (808) 587-3896

Testimony of
Gwen Yamamoto Lau
Executive Director
Hawaii Green Infrastructure Authority
before the
SENATE COMMITTEE ON WAYS AND MEANS

Monday, May 11, 2020
10:30 A.M.
Auditorium

in consideration of
HOUSE BILL NO. 2200, HD1
RELATING TO THE STATE BUDGET

Chair Dela Cruz, Vice Chair Keith-Agaran and Members of the Committee on Ways and Means:

Thank you for the opportunity to testify in **support** of House Bill 2200, HD1 which appropriates funds for the Hawaii Green Infrastructure Authority's ("HGIA") (BED 138) lending ceiling, bond ceiling and operating budget for the 2021 fiscal year.

By leveraging public funds to attract private capital, investments in green infrastructure facilitated by HGIA have created/retained **over 1,000 local jobs** and generated almost **\$13.0 million in Hawaii tax revenues**, while helping Hawaii's most vulnerable population save money on their utility bills. The passage of HB 2200, HD1, will allow HGIA to continue its green infrastructure financing programs, to help restart Hawaii's economy during our recovery phase.

Thank you for this opportunity to testify in support of HB 2200, HD1.

HB-2200-HD-1

Submitted on: 5/9/2020 1:55:18 PM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---|---------------------------|---------------------------|
| michael kato | Testifying for Windward Community College | Support | No |

Comments:

I am testifying in support of HB1631, HB 2200, HD1 and HB2725, HD1. I am supportive of the legislative package that provides the needed \$1 billion shortfall that will eliminate the need for any furloughs or salary reductions. I am a community college instructor whose salary is at the poverty level (according to figures from the State of Hawaii). Besides the high cost of living, I am paying off tens of thousands of dollars in student loans and probably will be doing so for the rest of my life. In closing, I would like to say that I appreciate the hard work and understanding of the legislative leaders in finding innovative ways to fill the budget gaps and ensuring the stability of the public employee workforce as we move forward together in these difficult times.

HB-2200-HD-1

Submitted on: 5/9/2020 5:37:33 PM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|--|---------------------------|---------------------------|
| Aaron Yasuhara | Testifying for Department of Education | Support | No |

Comments:

To whom it may concern,

Hi my name is Aaron Yasuhara and I am a social studies teacher at James Campbell High School. I am married to an elementary teacher. We both work extremely hard everyday to give our students a great education. We also spend a lot of money out of pocket to help our students get the best possible education.

If there is a pay cut it will really make it hard for both me and my wife to survive. We really wanted to have a child but we are not able to afford to have a baby because of our pay.

Please consider all options before looking to cut teacher's pay. Me and my wife love what we do but if we are not able to sufficiently support ourselves I fear we may have to look elsewhere. Thank you for taking into consideration what I am saying. Thank you once again for your time.

Sincerely,

Aaron Yasuhara



TESTIMONY BY:

JADE T. BUTAY
DIRECTOR

Deputy Directors
LYNN A.S. ARAKI-REGAN
DEREK J. CHOW
ROSS M. HIGASHI
EDWIN H. SNIFFEN

STATE OF HAWAII
DEPARTMENT OF TRANSPORTATION
869 PUNCHBOWL STREET
HONOLULU, HAWAII 96813-5097

May 11, 2020
10:30 am
State Capitol, Auditorium

HB 2200 HD1
RELATING TO THE STATE BUDGET

Senate Committee on Ways and Means

Chair Dela Cruz, Vice Chair Keith-Agaran, and Members of the Senate Committee on Ways and Means.

The Department of Transportation (DOT) **supports** H.B. 2200, H.D. 1, which adjusts and makes additional appropriations for the Department's operating programs for Fiscal Biennium 2019-2021, with amendments and comments mentioned below. We strongly propose that we be allowed to fill our vacant positions, despite this pandemic, so we can accomplish the goals and mission of the agency. Thus, we strongly propose keeping our Personnel base and supplemental budgets in FY21 unchanged.

As a primarily special funded department, the DOT relies on revenues raised through taxes and revenue bonds. The DOT recognizes that the ongoing COVID-19 pandemic will have a large negative effect on the Department's finances and is adjusting expenditure plans accordingly. However, the DOT requests that the Department's budget not be restricted unduly, given that the ultimate effects of the current crisis are yet to be determined. This will ensure the Department can meet its core functions, improve operations, implement operational improvements, and carry out its mission.

Airports Division concurs with H.B. 2200, H.D. 1 except for the adjustments listed in Attachment A. Airports Division anticipates receiving \$133,334,924 in funding from the CARES Act, which is earmarked for specific uses.

Harbors Division concurs with H.B. 2200, H.D. 1, which recognizes the division's need for additional positions and funds to continue operating and maintaining the harbor facilities. Harbors Division acknowledges the economic impacts of COVID-19 and has respectfully provided the committee with several positions for trade-offs.

Since 2018, the Harbors Division has strived to demonstrate its self-discipline with trade-offs and transfers of funds and positions. In its planning and management of its funds, the Harbors Division is funding its CIP projects through cash to minimize debt.

Prior to the COVID-19 pandemic, Harbors Division has restricted spending and prioritized filling of vacancies. The current FYE 20 forecast is to operate approximately 20% below FY 2020 budget appropriations to provide cash from operations and support funding the critical Kapalama Container Terminal Phase 2 project.

Highways Division respectfully requests the following governor’s messages as amendments to H.B. 2200, H.D.1:

TRN 501/DC Oahu Highways

- Transfer out 1.00 FTE and \$47,789 (B) state highways special funds for FY 21 a Human Resource Assistant position (#10503) from TRN 501/DC Oahu Highways to TRN 561/DG Kauai Highways.

TRN 595/DA Highways Administration Project

- Transfer out 1.00 FTE and \$120,691 (B) in special funds for FY 21 to transfer a Civil Rights Specialist position from TRN 595/DA Highways Administration Project to TRN 995 DOT General Administration, Office of Civil Rights.

TRN 595/DB Highways Administration

- Add \$6,654,053 (B) in state highways special funds for FY 21 for the payment of outstanding and to be issued revenue bonds for the Highways Division.
- Add \$500,000 (B) in state highways special funds for FY 21 to provide consultant services for the critical maintenance of existing legacy information systems.

TRN 561/DG Kauai Highways

- Transfer in 1.00 FTE and \$47,789 (B) state highways special funds for FY 21 a Human Resource Assistant position (#10503) from TRN 501/DC Oahu Highways to TRN 561/DG Kauai Highways.

Comments:

TRN 561/DG Kauai Highways

Act 113/SLH 2019 authorized Kauai Equipment FY 21 funding of \$147,321B. Based on the HB 2200 HD1 budget worksheets, Act 113/SLH 2019 is **not** included in the **base budget**, thus HB 2200 HD1 omitted the variance amount.

| | |
|--------------------|------------------------|
| HB 2200 | \$9,768,760 (B) |
| <u>HB 2200 HD1</u> | <u>\$9,621,439 (B)</u> |
| Variance | \$ 147,321 (B) |

The Highways Division agrees with the revision, as long as there is **no impact** to Act 113/SLH 2019 funding authorization for TRN 561 Kauai Highways.

Administration Division concurs with H.B. 2200 H.D. 1., with adjustment below.

TRN 995 DOT Administration

Transfer in 1.00 FTE and \$120,691 (B) in special funds for FY 21 to transfer a Civil Rights Specialist position from TRN 595/DA Highways Administration Project to TRN 995 DOT General Administration, Office of Civil Rights.

Thank you for the opportunity to provide testimony.

**ATTACHMENT A
REVIEW OF H.B. 2200, H.D. 1**

OPERATING AND MAINTENANCE (O&M) ADJUSTMENTS

AIRPORTS DIVISION

The Airports Division **concurs** with HB 2200 HD 1, **except for** the following adjustments:

TRN 102, Daniel K. Inouye International Airport

1. **Adjustment:** Transfer of three VIP positions and funds to TRN195 and re-described to HR positions (-3.00/-201,216B).

Impact Statement: The House Committee on Finance does not concur with transferring and re-describing the positions. The transfer and re-description were previously approved by the Governor. Instead of requesting for new positions, the DOT transferred vacant VIP positions to the Airports human resources office. This was necessary due to the office workload as a result of an increased Airports workforce and expanded responsibilities in recruitment with the addition of fifty-two (52) classes of work, which were previously the responsibility of DHRD. This request is to correctly reflect the program reduction (transfer).

Alternative Reduction: None.

2. **Adjustment:** Increase for security – contract services (/8,040,000B).

Impact Statement: The House Committee on Finance does not concur with additional funds needed for security services at the Daniel K. Inouye International Airport. In anticipation of the Division awarding a new security contract in February 2021, we want to ensure enough funds available to cover any new TSA security requirements, salaries and other expenses.

Alternative Reduction: None. The Airports Division requests the funding be restored as originally submitted in the Governor’s Request.

TRN114, Ellison Onizuka Kona International Airport at Keahole

3. **Adjustment:** Increase for security – contract services (/2,000,000B).

Impact Statement: The House Committee on Finance does not concur with additional funds needed for security services at the Ellison Onizuka Kona International Airport at Keahole. In anticipation of the Division awarding a new security contract in February 2021, we want to ensure enough funds available to cover any new TSA security requirements, salaries and other expenses.

Alternative Reduction: None. The Airports Division requests the funding be restored as originally submitted in the Governor’s Request.

4. **Adjustment:** Increase in current expenses (/504,000B).

Impact Statement: The House Committee on Finance does not concur with additional funds needed for custodial supplies (\$90,000B) and routine maintenance (\$414,000B) at the Ellison Onizuka Kona International Airport at Keahole. With the terminal modernization almost complete and the increase in flight services to the airport additional funds are needed.

Additional restrooms and increased usage require more paper products, soap, chemicals and cleaning supplies. Maintenance of the airfield runways and taxiways, proper lighting of the airfield and terminal are vital to the safety of the operations.

Alternative Reduction: None. The Airports Division requests the funding be restored as originally submitted in the Governor's Request.

TRN131, Kahului Airport

5. **Adjustment:** Increase for security – contract services (/ \$2,024,887B).

Impact Statement: The House Committee on Finance does not concur with additional funds needed for security services at Kahului Airport. In anticipation of the Division awarding a new security contract in February 2021, we want to ensure enough funds available to cover any new TSA security requirements, salaries and other expenses.

Alternative Reduction: None. The Airports Division requests the funding be restored as originally submitted in the Governor's Request.

TRN161, Lihue Airport

6. **Adjustment:** Increase for security – contract services (/ \$1,512,000B).

Impact Statement: The House Committee on Finance does not concur with additional funds needed for security services at Lihue Airport. In anticipation of the Division awarding a new security contract in February 2021, we want to ensure enough funds available to cover any new TSA security requirements, salaries and other expenses.

Alternative Reduction: None. The Airports Division requests the funding be restored as originally submitted in the Governor's Request.

TRN195, Airports Administration

7. **Adjustment:** Transfer of three VIP positions and funds from TRN102 and re-described to HR positions (3.00/ \$201,216B).

Impact Statement: The House Committee on Finance does not concur with transferring and re-describing the positions. The transfer and re-description were previously approved by the Governor. Instead of requesting for new positions, the DOT transferred vacant VIP positions to the Airports human resources office. This was necessary due to the office workload as a result of an increased Airports workforce and expanded responsibilities in recruitment with the addition of fifty-two (52) classes of work, which were previously the responsibility of DHRD. This request is to correctly reflect the program addition (transfer).

Alternative Reduction: None.

8. **Adjustment:** HIWIN radio upgrades (\$2,486,000B).

Impact Statement: The House Committee on Finance does not concur with additional funds to upgrade and replace the HIWIN radio system at the airports statewide. The current airport(s) 800mhz smartnet trunking system is end of life and no longer supported by the manufacture. The current airport owned systems installed no longer meets the demand for radio usage at the airports. The airports current system also has no ability to talk statewide

during an emergency leaving the airports isolated and unable to contact neighboring airport operations.

Alternative Reduction: None. The Airports Division requests the funding be restored as originally submitted in the Governor's Request.

9. **Adjustment:** AED replacements statewide (\$1,483,103B).

Impact Statement: The House Committee on Finance does not concur with additional funds to replace the AED equipment at the airports statewide. The program currently has 194 AEDs (157 throughout the airports, and 37 with ARFF) past their warranty period or expiring in 2021-2022. The ARFF AED original warranty has expired and the AEDs are on an extended one-year warranty period. Up until 2013 all AEDs were sold with a 5-year warranty. After 2013 the AEDs were sold with an 8-year warranty. It is essential that the AEDs stay within the warranty period for immediate replacement if an issue were to arise because pulling an AED out of service without a replacement available due to no budget is not an option. AED manufacturers do require occasional recalls or corrective actions. This means trading out or upgrading the devices with little to no notice. If the devices are under warranty this will be paid for by the manufacturer. If the devices are past the warranty period, this would cause an immediate need to purchase devices with no budget available. All life saving devices need to stay within a warranty period for immediate replacement and not to be removed from service.

Alternative Reduction: None. The Airports Division requests the funding be restored as originally submitted in the Governor's Request.



HAWAII COMMUNITY DEVELOPMENT AUTHORITY

547 Queen Street, Honolulu, Hawaii 96817
Web site: <http://dbedt.hawaii.gov/hcda/>

DAVID Y. IGE
GOVERNOR

JOHN WHALEN
CHAIR

GARETT AEDWARD-LOS BANOKAMEMOTOS
INTERIM EXECUTIVE DIRECTOR

Telephone: (808) 594-0300
Fax: (808) 587-0299

STATEMENT OF GARETT KAMEMOTO, INTERIM EXECUTIVE DIRECTOR HAWAII COMMUNITY DEVELOPMENT AUTHORITY

Before the
SENATE COMMITTEE ON WAYS AND MEANS

Monday, May 11, 2020
10:30 A.M.
State Capitol, Auditorium

in consideration of

HB 2200, HD1 RELATING TO THE STATE BUDGET

Chair Dela Cruz, Vice Chair Keith-Agaran, and members of the committee.

The Hawaii Community Development Authority (HCDA) **supports but suggest a correction to HB 2200, HD1**, which will boost economic development by providing funding to implement HRS §206E, community development through public and private collaboration.

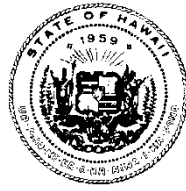
HB 2200, HD1 provides:

| Fiscal year 2019-2020 | Fiscal year 2020-2021 |
|-----------------------|-----------------------|
| 11.00* | 11.00* |
| 2.00# | 2.00# |
| 1,164,984A | 1,164,984A |
| 550,000B | 550,000B |
| 10.00* | 10.00* |
| 1,645,574W | 1,645,574W |

HCDA does not have “**B**” (special funds).

Changing it to “**W**” will utilize the HCDA revolving funds.

Thank you very much, we appreciate the opportunity to serve.



STATE OF HAWAII
HAWAII PUBLIC HOUSING AUTHORITY
1002 NORTH SCHOOL STREET
POST OFFICE BOX 17907
HONOLULU, HAWAII 96817

Statement of
Hakim Ouansafi
Hawaii Public Housing Authority
Before the

SENATE COMMITTEE ON WAYS AND MEANS

Monday, May 11, 2020
10:30 AM - Auditorium, Hawaii State Capitol

In consideration of
HB 2200, HD1
RELATING TO THE STATE BUDGET

Honorable Chair Dela Cruz and Members of the Senate Committee on Ways and Means, thank you for the opportunity to provide testimony concerning House Bill (HB) 2200, HD1, relating to the state budget.

The Hawaii Public Housing Authority (HPHA) **supports, with amendments** HB 2200, HD1. This measure adjusts and makes additional appropriations for Fiscal Biennium 2019-2021 to fund the operations of executive branch agencies and programs.

The HPHA's mission is to promote adequate and affordable housing in perpetuity, economic opportunity and a suitable living environment free from discrimination through its public housing and rental assistance programs. The HPHA serves the State's most disadvantaged populations, including the homeless and those at risk of homelessness, those earning less than thirty percent of the Area Median Income (AMI), the disabled and the elderly.

I. Add general funds to maintain current Rent Supplement subsidies

The HPHA's State Rent Supplement Program (RSP) needs an additional \$750,000 for FY21 to enable the HPHA to fund 100% of the RSP current participants at the current authorized rate. Without this appropriation, the HPHA will have to suspend assistance to over 300 participating families. The RSP is one of the most cost-effective rental assistance programs that the HPHA has, and participants include formerly homeless and at-risk homeless families, the elderly, the disabled, and very low-income households. If the Legislature wishes for the HPHA to open its waitlist to assist additional new families, please know that for every \$500,000, an average of 100 of the most vulnerable families will be able to keep their rental housing for a year.

II. Re-appropriate Funds and Positions to HMS 220 and HMS 222

HMS 220 **Position Number 122985, 122986** **Removed** **(145,056)**

The primary purpose of these positions is to perform outside of normal business hours in the capacity of a deputy to the Public Housing Supervisor V in the total management and operation of the housing management area. Outside of normal business hours or as needed in the absence of the manager, these positions become responsible for the total operation within the management area. These positions will be assigned to **elderly properties** and also provide tenant relations, inspection recertification/reexamination, and program services both during and beyond normal business hours. In these times of need, they will be extremely helpful to serve as an extended presence of the HPHA.

HPHA has been on continuous recruitment since these positions were established in March of 2019. HPHA has advertised through Craigslist, the HPHA website, Indeed.com and the Public Housing Association for Directors website. The agency pre-screened applicants prior to formal interviews, however, the position requires to work after hours beyond 4:30pm and weekends.

HPHA has recruited and recommended the position to an internal applicant for Position Number 122985 who is familiar with tenant relations and the HPHA's elderly public housing properties, and the HPHA is continuously recruiting to fill Position Number 122986. These are critical positions since there have been an increase in after-hours criminal activities and having a management presence will allow the HPHA to respond to these activities and after-hours incidents expeditiously.

HMS 222 **Position Number 122051** **Removed** **(47,100)**

The primary purpose of this position is to determine eligibility; evaluate qualifications of applicants for the HPHA's State Rent Supplement program; negotiates and finalizes lease contracts with prospective landlords; conduct informational briefings and participate in orientation, placement and servicing; schedule annual, interim, and special claims reviews; and keep abreast of current laws, rules and regulations and policies and procedures.

With additional funding being requested through HB 2411 and SB 2952, the HPHA is requesting to keep the position to ensure that the agency is able to maintain caseloads, intake services as well as continue to service the public should additional funding come through.

The HPHA is prepared to fill the position right away if the Legislature decides to provide additional funding to serve more disadvantaged families.

The HPHA appreciates the opportunity to provide the Committee with the HPHA's testimony regarding HB 2200, HD1. We thank you very much for your dedicated support.

DAVID Y. IGE
GOVERNOR



SARAH ALLEN
ADMINISTRATOR
BONNIE KAHAKUI
ASSISTANT ADMINISTRATOR

**STATE OF HAWAII
STATE PROCUREMENT OFFICE**

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TESTIMONY
OF
SARAH ALLEN, ADMINISTRATOR
STATE PROCUREMENT OFFICE

TO THE SENATE COMMITTEE
ON
WAYS AND MEANS
Monday, May 11, 2020, 10:30 a.m.

HOUSE BILL 2200, HD1
RELATING TO THE STATE BUDGET

Chair Dela Cruz, Vice Chair Keith-Agaran, and members of the committee, thank you for the opportunity to submit testimony on House Bill 2200, HD1. The State Procurement Office (SPO) appreciates the intent of this bill and offers the following comments related to AGS240 – State Procurement..

SPO is required to perform oversight on construction, but there are currently no resources to fulfill that responsibility. Specifically, SPO is unable to provide policy guidance, training, and any strategic buying in this area. The loss of the Construction Purchasing Specialist Positions will also damage Senate Bill 3143, SD2, which creates a Construction Innovative Procurement shop conduit between the Department of Accounting and General Services (DAGS) Public Works Division (PWD) and SPO to develop a robust, state-wide office of oversight, guidance, and assistance with improving and upgrading the way government procures and manages construction in the State to include systems.

The last several years have proved multiple challenges in construction procurement and infrastructure needs, to include the lack of planning and funding for repairs and maintenance of infrastructure. In an effort to support siloed agencies in achieving best value through innovative construction procurement, the idea of the Construction Innovative Procurement shop was devised to enable better management of policy, training and assistance to counties and agencies state-wide. With all funding for construction positions stripped from the SPO, there will not be resources in which to provide these vital functions to the State.

Thank you.

HB-2200-HD-1

Submitted on: 5/10/2020 8:27:23 AM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|--|---------------------------|---------------------------|
| Guy Shibayama | Testifying for University of Hawaii Honolulu Community College | Support | No |

Comments:

I am testifying in support of HB 2200, HD1

I am supportive of the legislative package that provides the needed \$1 billion shortfall that will eliminate the need for any furloughs or salary reductions.

I appreciate the hard work and understanding of the legislative leaders in finding innovative ways to fill the budget gaps and ensuring the stability of the public employee workforce as we move forward together in these difficult times.

Thank you, Guy T. Shibayama

DAVID Y. IGE
GOVERNOR



EXECUTIVE CHAMBERS
HONOLULU

May 11, 2020

TO: The Honorable Senator Donovan M. Dela Cruz, Chair
Senate Committee on Ways and Means

FROM: Scott Morishige, MSW, Governor's Coordinator on Homelessness

SUBJECT: **HB 2200 HD1 – RELATING TO THE STATE BUDGET**

Hearing: Monday, May 11, 2020, 10:30 a.m.
Auditorium, State Capitol

POSITION: The Governor's Coordinator on Homelessness offers written comments and requests amendments. The Coordinator appreciates the amendments by the House Committee on Finance to add two full-time Homelessness Community Development Specialist positions to support the work of the Coordinator and the Hawaii Interagency Council on Homelessness (HICH).

PURPOSE: The purpose of this bill is to adjust and make additional appropriations for fiscal biennium 2019-2021 to fund the operations of executive branch agencies and programs.

The Coordinator notes that this bill does not include funding for stored property and debris removal services. The administration requested \$5,000,000 for this item in the executive budget, and an appropriation for the stored property program is currently included in HB2526. If funding for this particular item is not provided or is significantly reduced from FY20 levels, State agencies – such as HDOT, Department of Land and Natural Resources, and Department of Hawaiian Home Lands – will have reduced ability to respond to unauthorized encampments on their lands, or to address trash/debris associated with these encampments. The amount of trash/debris removed statewide by the stored property program in calendar year 2019 was 11.1 million pounds (5,081 tons), and the inability to address this debris may result in public health and safety concerns. The inability to maintain a stored property program will also increase the risk of litigation and potential liability for the State. Communities across the

country, including the City & County of Honolulu, have faced litigation in recent years due to the lack of a stored property program that addresses due process concerns related to homeless individuals impacted by enforcements. The stored property program is a critical part of the State's comprehensive response to addressing homelessness. If this measure proceeds, the Coordinator respectfully requests amendments to include funding for the stored property program in the budget.

In addition, the Coordinator is concerned regarding potential reductions to funding for homeless services. Homelessness remains one of the most pressing challenges facing Hawaii, and future increases in homelessness statewide are projected due to the adverse impacts of the COVID 19 pandemic on the local and national economies. Following the economic recession in 2009, the statewide Point in Time count of homeless individuals increased from 5,782 to a high of 7,921 in 2016 – an increase of 2,139 people, or a 36.9% increase. A review of data regarding students experiencing homelessness in the Department of Education (DOE) charter and public schools showed a similar increase in students experiencing homelessness – from 1,739 in the 2008-2009 school year to 3,790 in the 2015-2016 school year, or a 118% increase. Given the increased rates of unemployment during the COVID-19 pandemic and the uncertain timeframe for economic recovery, the Coordinator anticipates future increases in homelessness will be larger than those experienced between 2009 and 2016. The projected increase in homelessness is expected to impact both single and families with minor children and is expected to occur over a period of several years.

Reduction of funds for homeless services provided to the Department of Human Services and Department of Health would have immediate and statewide impact. Specifically, reductions in funding could result in the loss of critical emergency shelter capacity, as well as a decrease in the number of outreach workers to respond to homeless individuals in encampments. In addition, reductions to funding for homeless services may adversely impact efforts to provide rental assistance and housing placement services for individuals and families who are at imminent risk of homelessness. Reductions in funding for homeless services would have the most severe impact on the neighbor islands, which have limited emergency shelter

capacity – particularly on the island of Kauai, which currently has only one emergency shelter with the capacity to serve up to 19 individuals.

The Coordinator is particularly concerned regarding funding reductions for State Housing First, Family Assessment Centers, Homeless Outreach, Civil Legal Services, and Rapid Rehousing that are funded by Act 62, Session Laws of Hawaii 2019, through the end of State Fiscal Year 2021 only. Any reduction in funding to the State Housing First program and the Family Assessment Centers would result in the displacement of individuals and families back to unsheltered homelessness, and would also reduce the capacity of outreach, civil legal services, and rapid rehousing services statewide. The State Housing First program alone provides housing for 225 chronically homeless households (304 individuals), including 23 families with minor children. The State Housing First program currently serves households on Oahu (102 households), Hawaii island (63 households), Kauai (13 households), and Maui (47 households).

During this time of crisis, the need for a coordinated and comprehensive effort to address homelessness is especially important. As the Chair of the Hawaii Interagency Council on Homelessness (HICH), the Coordinator is working closely with the DHS Homeless Programs Office, the Department of Health, the Hawaii Emergency Management Agency, and the four counties to mitigate the spread of COVID-19 in congregate shelter settings. Part of this effort includes modifying existing contracts for Ohana Zone services to address shelter overflow capacity. Working with the City & County of Honolulu, the HONU program was reworked into the Provisional Outdoor Screening & Triage (POST) program at Keehi Lagoon Beach Park for unsheltered individuals on Oahu. Also, the Coordinator worked closely with the County of Hawaii to expand shelter capacity in East and West Hawaii through the purchase of tiny home structures.

The Coordinator is also working collaboratively with the DOH Behavioral Health Administration and DHS Homeless Programs Office to convene the Behavioral Health and Homelessness Statewide Unified Response Group (BHHSURG). BHHSURG meets weekly with over-200 providers statewide and has consolidated guidance regarding the implementation of homelessness and behavioral health programs during the pandemic. The Coordinator will continue to work closely with State departments, the four counties, the two Continua of Care

(CoCs) and private sector partners to support homeless service providers as the COVID-19 situation continues to evolve.

Thank you for the opportunity to testify on this bill.



STATE OF HAWAII
Executive Office on Early Learning
2759 South King Street
HONOLULU, HAWAII 96826

May 10, 2020

TO: Senator Donovan M. Dela Cruz, Chair
Senator Gilbert S.C. Keith-Agaran
Senate Committee on Ways and Means

FROM: Lauren Moriguchi, Director
Executive Office on Early Learning

SUBJECT: **Measure:** H.B. No. 2200, H.D. 1 – RELATING TO THE STATE BUDGET
Hearing Date: May 11, 2020
Time: 10:30 a.m.
Location: Auditorium

Bill Description: Adjusts and makes additional appropriations for fiscal biennium 2019-2021 to fund the operations of executive branch agencies and programs.

EXECUTIVE OFFICE ON EARLY LEARNING'S POSITION: Comments

Good morning. I am Lauren Moriguchi, Director of the Executive Office on Early Learning (EOEL). EOEL recognizes the heavy toll the COVID-19 pandemic has taken on our economy and the State budget, and appreciates the Legislature's work to provide the critical support our children and families need through this crisis.

As a result of COVID-19, we anticipate a significant decrease in the availability of early care & education options for our families. Many providers have already considered shutting down for good or are struggling to decide whether they can reopen because they'll now have to adjust their operations to address health and safety, including lower staff-child ratios ... the cost and staffing implications are enormous and their margins are already thin. Exacerbated is the problem of an already-limited qualified workforce. But economic recovery cannot happen without child care & education.

As part of our mission to coordinate the State's early childhood system for Hawaii's children from prenatal care until kindergarten entry, we have assumed additional work needed to support our early care & education providers and young children and their families through COVID-19. Our priority at this time is to support providers to reopen. EOEL's efforts also include:

- Convening our State and community partners to provide for information sharing and leveraging of efforts and resources; and
- Serving as a clearinghouse for timely information for providers and families.

We appreciate any of your efforts to sustain the important work we do to support our keiki and families, particularly our at-risk and underserved, through early care & education through our

agency of 20 state-level staff and 54 EOEL Public Prekindergarten Program classrooms at DOE department and charter schools across the state.

Re-authorization of G.O. Bonds

Relatedly, EOEL respectfully requests your consideration to include a provision in this bill, if this is the appropriate vehicle for it.

Act 276, Session Laws of Hawaii 2019, appropriated general obligation bonds for EOEL to retrofit 10 classrooms on DOE campuses to expand the EOEL Public Pre-K Program. However, the appropriation did not include the appropriate lapsing language. We believe a lapse date of June 30, 2022 should have been included.

A reauthorization of the bonds is necessary to allow CIP work to continue and allow the 10 classrooms to open as scheduled this fall.

Family-child Interaction Learning Programs (FCILs)

We would just like to note that included in EOEL's supplemental budget request was \$300,000 to sustain family-child interaction learning programs (FCILs) at 2 sites on public school campuses. The Legislature appropriated funds to EOEL in 2017 to start these programs (H.B. No. 937 enacted as Act 203); without continued funding, they will have to shut down.

- FCILs are also known as pop-up preschools, traveling preschools, or parent-participation programs (e.g., Tutu and Me). They are an important component of Hawaii's system of programs for our young children.
- **Families who for a variety reasons, including personal health and safety and economic, will be un- or underemployed as a result of COVID-19 and could use the support of programs like these.**
- In FCILs, children and their parents/guardians attend together. Children 0-5 years old receive a good learning experience AND their parents learn how to be stronger parents, to support their child's development and learning at home. Nurturing relationships between children and their caregivers is central to providing a strong foundation for healthy growth and development of our youngest children; during the pandemic, it has become hugely obvious how important this is.

Thank you so much for the opportunity to testify on this bill.

Act 178, SLH 2012, established the Executive Office on Early Learning (EOEL) to be responsible for developing the State's early childhood system to ensure a spectrum of high-quality development and learning opportunities for children throughout Hawaii, from prenatal care until the time they enter kindergarten, with priority for underserved or at-risk children. Our work involves collaboration with both the public and private sectors.



HAWAII COMMUNITY DEVELOPMENT AUTHORITY

547 Queen Street, Honolulu, Hawaii 96817
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Fax: (808) 587-0299

DAVID Y. IGE
GOVERNOR

JOHN WHALEN
CHAIR

GARETT KAMEMOTO
INTERIM EXECUTIVE DIRECTOR

STATEMENT OF GARETT KAMEMOTO, INTERIM EXECUTIVE DIRECTOR HAWAII COMMUNITY DEVELOPMENT AUTHORITY

Before the
SENATE COMMITTEE ON WAYS AND MEANS

Monday, May 11, 2020
10:30 A.M.
State Capitol, Auditorium

in consideration of

HB 2200, HD1 RELATING TO THE STATE BUDGET

Chair Dela Cruz, Vice Chair Keith-Agaran, and members of the committee.

The Hawaii Community Development Authority (HCDA) **supports but suggest a correction to HB 2200, HD1**, which will boost economic development by providing funding to implement HRS §206E, community development through public and private collaboration.

HB 2200, HD1 provides:

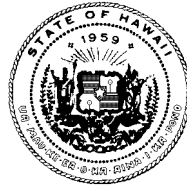
| Fiscal year 2019-2020 | Fiscal year 2020-2021 |
|-----------------------|-----------------------|
| 11.00* | 11.00* |
| 2.00# | 2.00# |
| 1,164,984A | 1,164,984A |
| 550,000B | 550,000B |
| 10.00* | 10.00* |
| 1,645,574W | 1,645,574W |

HCDA does not have “**B**” (special funds).

Changing it to “W” will utilize the HCDA revolving funds.

Thank you very much, we appreciate the opportunity to serve.

DAVID Y. IGE
GOVERNOR



PANKAJ BHANOT
DIRECTOR

CATHY BETTS
DEPUTY DIRECTOR

STATE OF HAWAII
DEPARTMENT OF HUMAN SERVICES
P. O. Box 339
Honolulu, Hawaii 96809-0339

May 10, 2020

TO: Senator Donovan M. Dela Cruz, Chair
Senate Committee on Ways and Means

FROM: Pankaj Bhanot, Director

SUBJECT: **HB2200 HD1 - RELATING TO THE STATE BUDGET - Addendum**

Hearing: Monday, May 11, 2020, 10:30 a.m.
State Capitol Auditorium

DEPARTMENT'S POSITION: The Department of Human Services (DHS) supports this measure and provides comments considering the department's response to the COVID 19 pandemic and the importance of maintaining the State's safety net to support Hawaii's residents. This testimony is in addition to the Department's previous testimony submitted on March 16, 2020.

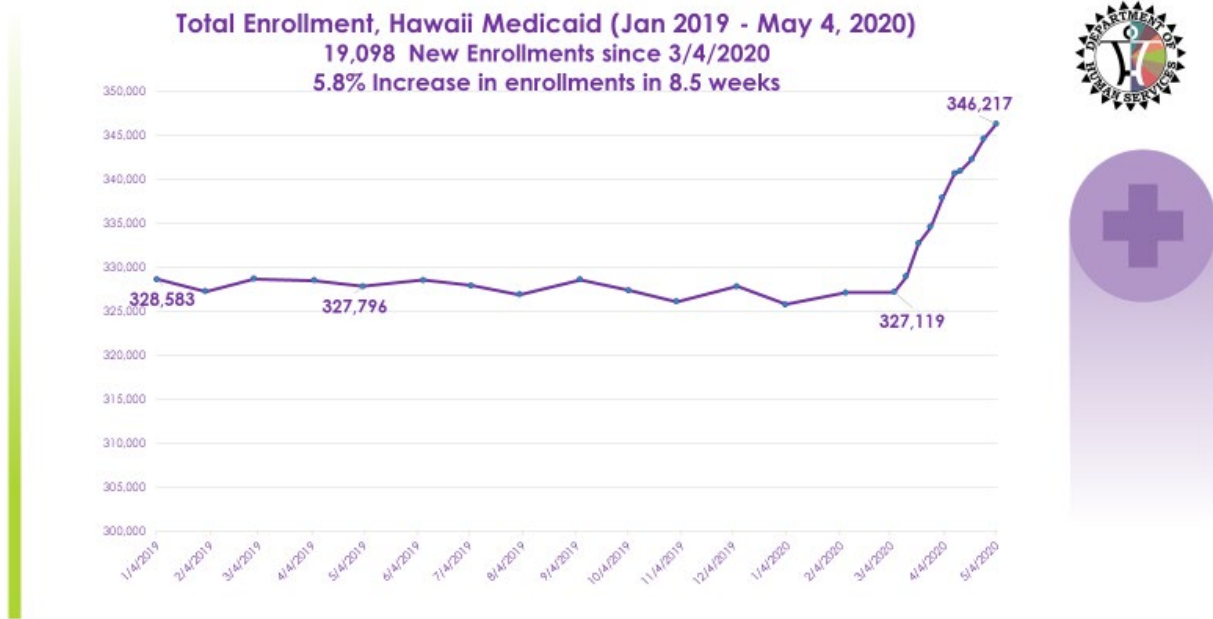
The new reality of COVID 19 re-emphasizes the importance of the vital benefits and services delivered by DHS to the residents and economy of the State of Hawaii. With the magnitude of uncertainty of the depth and length of the global economic collapse due to COVID 19, we urge the Legislature to prioritize preserving continuity of services that supports timely access to basic and vital needs to promote health and well-being. Across the board cuts will likely add to the economic freefall and worsen existing class inequities. Reducing the ability of DHS to deliver needed and available assistance, especially as unemployment is predicted to peak in July through September, will diminish the public's faith in government to deliver essential services.

Pre-COVID 19, DHS served 1 in 4 Hawaii residents. Since Governor Ige signed the first emergency proclamation on March 5, 2020, we have experienced a tremendous surge in applications for financial, supplemental nutrition assistance program (SNAP), child care, and health care benefits.

As of May 4, 2020, there were 19,098 individuals newly enrolled to Medicaid since March 4, 2020; this is approximately a 5.8.% increase in enrollments in 8.5 weeks. See table below.

Daily rates of new applications for financial and SNAP benefits, range between 600 to 1,000 a day, and vastly exceed the pre-COVID 19 average rate of 250 applications per day. As of April,

2020¹, there are 171,451 SNAP recipients as compared to 153,047 recipients at the end of March 2020.



To function in this pandemic environment, nearly the entire DHS workforce has been rapidly deployed to telework, application processes and delivery systems have changed to maintain current recipient benefits and to meet the incredible increase in demand - all while maintaining the health and well-being of staff and recipients through social distancing. We have implemented VDI or VPN capability for workers to work from home, while maintaining required security and compliance measures. We will need continued IT investment to maintain existing IT infrastructure and to address additional capabilities required by the pandemic response.

All but 2 of the department's 1,950 employees continue to perform their duties as if we were all still in our offices. The two employees are deployed to assist with processing the Unemployment Insurance Benefit claims at the State's convention center. With their own health at risk and PPE arriving in spurts, our child care licensing, child protective services, and adult protective services workers are conducting face to face investigations to maintain the safety of Hawaii's children and vulnerable adults. Staff from the Division of Vocational Rehabilitation also meet face to face with clients who may not have access or are unable to use phones or video.

In addition to the changed work environment, program administrators have applied for available program waivers, and are digesting the multiple versions of federal guidance being issued by federal agencies. Our administrators and supervisors have been translating these programmatic changes to our deployed workforce, and fielding questions and clarifications with their staff. We

¹ SNAP recipients may also be receiving other program benefits. There are a combination of factors leading to this increase, including new applicants and the extension of the re-certification periods for March and April 2020 for existing recipients.

are tremendously thankful for these efforts and are developing strategies to support our staff as they work from their homes. On May 7 and 8, the Office of Youth Services hosted a web-based session for all DHS staff, called "Staying Sane in Crazy Times," with Fred Luskin, Ph.D., Director of the Stanford University Forgiveness Projects and an Associate Professor at the Institute of Transpersonal Psychology.

Until the testing, monitoring processes, adequate supplies of PPE, therapeutics, and a readily available vaccine, we do not anticipate returning to our business practices as we knew them to be in February 2020. Having transitioned to a telework environment, we are very concerned for the health and well-being of our staff who are physically isolated from their peers and supervisors, are attending to the needs of stressed applicants and clients and the increased caseloads, all while supporting their own families and households as they deal with news of budget cuts and memories of furloughs past.

We anticipate that DHS will be one of the primary vehicles to deliver Hawaii's share of federal funds currently appropriated to States to expand and sustain child care, and Medicaid coverage, as well as to deliver additional LIHEAP benefits for residents to maintain their energy needs. The CARES Act has appropriated \$200 million to the State in additional SNAP funds that will be crucial to the food security of Hawaii's eligible residents.

In addition to the enhanced delivering of services, for the first time DHS has a leadership role in Emergency Support Function 6 (ESF 6), charged with mass care and feeding, amongst other things, that are vital during disasters as well as during the recovery mode of any disaster. Though the work of the ESF 6 is county driven, we foresee the recovery period will be lengthy. DHS staff are seasoned by other emergency management events gained during Volcano, recent floods, and hurricanes, and will no doubt continue to support Hawaii's residents as the focus shifts from the immediate needs to address the health response to the longer term efforts to rebuild the economy in the new normal.

Most importantly, to provide a robust and responsive delivery system of basic and vital resources to a growing number of Hawaii residents, DHS programs and human resources must **not** be reduced without careful consideration. Instead we ask that DHS be afforded flexibility to maximize the State's ability to quickly draw down and distribute federal funds to Hawaii residents who will put these benefits straight into the economy through rental payments and purchase of other essential items. We humbly request that negative impacts on DHS existing budget and human resources be carefully considered and cautiously executed.

We highly recommend that the safety net of benefits and services that DHS provides remain intact, at least through the delivery of the first waves of federal stimulus funds and the anticipated 4th relief package now being contemplated by Congress. DHS requests a delay in any reduction to its budget and human resources to maintain the critical infrastructure so that recovery is not unnecessarily prolonged by a depleted benefit and service delivery system.

We are examining potential cost savings, including the impact of the current hiring freeze, as well as examining and exhausting all other federal and state funding sources. For example, as of the end of March, DHS had 745 vacant positions, that would result in a savings of \$9.6 million a year. However, that "savings" of general funds would come with a loss of \$11,923,256 of federal matching funds that would not come to the State without a general funds match.

We request consideration of allowing these federal match funded positions to be filled, to increase capacity to serve the increased needs and to be able to draw these available federal funds to the State.

We also want time to evaluate further potential savings of maintaining a telework workforce and reducing rents to private leases. It is an absolute last resort for DHS to come to a 4-day furlough plan to further reduce expenses. To do more now would dramatically slow the delivery of federal benefits and hurt more families and communities that depend on these government services, as well as prolong economic recovery.

We urge the Legislature to be very thoughtful and intentional in not repeating the blind cuts to government and services during the Great Recession that damaged the safety net, public services, and the economy. Our benefits, services, and programs are part and parcel of Hawaii's economic engine and we must sustain them to ensure the health and safety and well-being of Hawaii's most vulnerable residents, our employees and non-profit sector.

This is a moment to not panic and instead exhibit Aloha, remain calm, and focus on who we are as a State, department, and our collective obligation to people of Hawaii.

DHS requests continued support of the department's existing budget and human resources as DHS services are vital to provide basic needs to Hawaii's residents.

Under these pandemic conditions, DHS will not be able to withstand any budgetary changes including restrictions, programmatic changes, furloughs or other employment related efforts to contain costs or enhance revenue. The last experience with the 2009 economic downturn, and associated reduction in force and furloughs negatively impacted the department's ability to provide basic needs to Hawaii's residents. It took nearly 8-10 years to rebuild the human services work force. As the Legislature is aware, the child protective services workforce never fully recovered from the 2009 RIF, and we anticipate a sharp rise in child abuse and neglect cases as children are not interacting with mandated reporters of child abuse and neglect, namely schools and medical providers.

Significantly,

- **General Funds for Medicaid must be maintained to access the 6.2% FMAP increase to States by FFCRA.** Medicaid is the largest DHS program both in dollars and numbers served. Seventy-Eight (78% = \$982,477,598) percent of general funds to DHS goes to the

Medicaid program to draw down nearly \$1.8 billion in federal funds. As part of the Families First Coronavirus Response Act (FFCRA) stimulus, to access the 6.2% increase in FMAP grant funds available through Medicaid, the Med-QUEST Division (MQD) **may not** disenroll recipients and **may not** change eligibility criteria. Consequently, any reduction of state matching funds that would result in changes in eligibility, would impact the State's ability to access the 6.2% FMAP increase. As discussed above, there was a 5.8% increase to the Medicaid roll; Medicaid now serves 346,217 Hawaii residents. We expect sustained increases in applications and benefit costs as unemployment peaks. As disenrollment is not allowed to access the 6.2% FMAP increase, the caseload will not decrease for the foreseeable future until jobs return.

In addition to the profound budget implications which the enhanced FMAP is intended to support, the increased rolls represent increased workload for staff. Further, to modify existing systems to address the programmatic changes necessary to comply with the mandate of no disenrollment, system staff must work on manual modifications to the existing automated systems to ensure terminations do not happen unless specifically requested by the client, the client has moved to another state, and or the client is deceased.

- **Current level of general funds is necessary to meet program MOE requirements required to draw federal funds.** We have Maintenance of Effort (MOE) and state funded matching requirements for all of our federal funded programs across the board that we must meet in order to draw down federal funds. Nearly 64%+ of our funding comes from the federal coffers. We cannot afford to jeopardize access to available federal funds and benefits, services, and programs we provide to the poor and low-income families, particularly those who do not qualify for federal funded programs. All of our general fund appropriations in the current base budget go towards meeting MOE and the matching requirement to draw down the full complement of federal funds.

For example, Hawaii's required MOE amount for the Temporary Assistance for Needy Families (TANF) program is approximately \$71 million in general funds, provided that the State meets the work participation requirements; \$79 million in general funds if the State does not meet the work participation requirements. Fortunately, since 1996, the State has met its work participation requirements, and \$71 million has been the required MOE. The 1997 Legislature recognized the need for the State to meet the (then) new TANF MOE requirement and used the state-funded Temporary Assistance for Other Needy Families (TAONF) program as part of the State MOE. To further meet the total TANF MOE amount, Hawaii includes general funds expended by the Department of Education, Department of Labor & Industrial Relations, the University of Hawaii, and other smaller amounts of non-federal funds used by non-profit organizations. Simply reducing all general funds – across departments- would have a negative fiscal impact on DHS ability to access federal funds that sustain vital public benefits.

- **Public benefit programs are countercyclical: benefit rolls increase as the economy shrinks.** The largest federal entitlement programs, Medicaid and Supplemental Nutrition

Assistance Program (SNAP), are counter cyclical, that is their rolls increase with an economic downturn. The State funded block grant General Assistance program, for single disabled adults, is also counter cyclical. The economic downturn due to COVID 19 is truly the time to maintain funding to protect the increasing number of vulnerable residents and not diminish their ability to survive the economic downturn. Our benefits, services, and programs (TANF, TAONF, AABD, GA, Child Care, Medicaid, foster care, housing, services for the at-risk youth, Child Welfare, Adult Protective Services, services for the homeless, vocational rehabilitation services to the physically and mentally disabled, blind and deaf) will become more meaningful during and after any impending economic recession or zero economic growth.

- **DHS ability to draw down \$109 million in federal funds for split funded or 100% federally funded positions should be preserved and DHS should be allowed to fill vacant split funded or 100% federally funded positions.** Federal benefit programs provide the State with significant federal funds for "split- funded" or 100% federal funded positions. DHS receives more than \$109 million in N funds for A/N funded or 100% N funded positions. As mentioned above, at the end of March, DHS has 745 vacant positions, of which split funded positions would be eligible to draw available \$11,923,256 in federal match funds. DHS should be allowed to fill as many of the split funded positions to maintain capacity to deliver benefits and services, as well as to draw those federal dollars. For pandemic planning purposes, based upon accepted assumptions, we have assumed that 40% of our workforce may be ill or providing care if the pandemic health consequences impact Hawaii. In the best of times, DHS has an annual 25% staff turn-over rate; an across the board reduction in workforce would have significant impact on the department's ability to deliver benefits and services, as well as impact the State's ability to draw significant federal funds used for labor and administrative expenses.
- **Maintenance and continued support of the DHS IT workforce and IT systems are needed to provide continued access by recipients and allow the workforce to continue to serve Hawaii's residents while social distancing.** The significant investment in the DHS Enterprise System over the last 10 years is showing its worth as Med-QUEST's KOLEA application received nearly an 80% increase in March over normal months. Because our IT systems hold tremendous amounts of personal information, DHS must maintain its operational and security needs to remain compliant with a complexity of federal laws. Continuing investment to maintain and improve our IT workforce and systems are significant priorities to the overall continuity of delivery and oversight of DHS programs and services. Ability to draw federal matching funds to support IT systems will also be impacted if state funds are reduced. We are also aware of the increase of cyber-attacks on systems responding to COVID 19 and the increased vulnerabilities involved with telework, and we are taking as many precautions to maintain the highest level of system security.
- **Federally based entitlement programs cannot be further reduced by state law amendments.** A majority of Hawaii's public benefits are "entitlements" based on Federal or State laws. We will not be able to eliminate or reduce these benefits through executive

orders or budget restrictions. State law, however, provides some mechanism to reduce the standard of need/assistance through administrative rule making which will take 6 months or longer to accomplish. TANF and TAONF benefits are already at the lowest federal poverty level allowed under State law so these benefits cannot be reduced any further.

- **Continued State funding for homeless services is necessary.**

We ask that funds for homeless services remain as currently appropriated to HMS 224 and that the amount appropriated for stored property and debris removal services be increased to \$5,000,000 in FY2021:

| Description | MOF | FY2020 | FY2021 |
|---|-----|-------------|--------------------|
| Housing First Program | A | \$3,750,000 | \$3,750,000 |
| Rapid Re-Housing Program | A | \$3,750,000 | \$3,750,000 |
| Family Assessment Centers | A | \$1,555,000 | \$1,555,000 |
| Homeless Outreach and Civil Legal Services | A | \$1,750,000 | \$1,750,000 |
| Stored Property and Debris Removal Services | A | 3,000,000 | \$5,000,000 |
| State Rent Supplement Program | A | \$1,000,000 | - |

Reduction of funds for homeless services would have immediate and negative impact across the State. During the pandemic, to mitigate the spread of COVID-19 in congregate shelter settings, additional space is required per person resulting in existing shelters hitting their maximum capacities. Movement of families into available transitional shelters and no longer taking additional individuals are steps that have been taken to reduce congregate shelter populations. Any decrease in funding for existing homeless services will adversely impact efforts to address increases in the homeless population.

- Specifically, DHS is concerned about the loss of emergency shelter capacity, as well as a decrease in the number of outreach workers to respond to homeless individuals in encampments. Reductions to existing programs will further compound challenges imposed on providers due to the pandemic and social distancing requirements that are necessary to address COVID-19. The pandemic has also resulted in increased costs for homeless providers related to the purchase of Personal Protective Equipment (PPE). Programs that provide critical rental assistance, such as Rapid Rehousing or the State Homeless Emergency Grant (SHEG) program, are also seeing increased demand during the pandemic and reductions to these programs may also contribute to increased numbers of at-risk households falling into homelessness.
- To address the shelter overflow capacity, the Governor's Coordinator on Homelessness and the Homeless Programs Office have modified existing contracts for 'Ohana Zone services. Working with the City & County of Honolulu, the HONU

program was reworked into the Provisional Outdoor Screening & Triage (POST) program at Keehi Lagoon Beach Park and Lehua Park for unsheltered individuals on Oahu. Also, the County of Hawaii expanded shelter capacity in East and West Hawaii through the purchase of tiny home structures. Through application by HI-EMA, the State did receive FEMA approval for non-congregate care services that will allow up to 75% of approved expenses to be reimbursed.

- Kauai County has also assigned homeless individuals to certain camp sites at beaches to maintain social distancing for homeless individuals. Kauai's action is county funded.
- As rents become due and families choose not take on additional debt or when the moratorium against evictions is lifted, we anticipate additional families will choose to live at the beaches and other areas; these efforts to temporarily allow camping will not be enough to address further increased demand for homeless services. Rapid Rehousing and rental subsidies funds will be needed to maintain individuals and families in permanent housing.
- Following the economic recession in 2009, the statewide Point in Time count of homeless individuals increased from 5,782 to a high of 7,921 in 2016 – an increase of 2,139 people, or a 36.9% increase. A review of data regarding students experiencing homeless in the Department of Education public and charter schools showed a similar increase in homeless students – from 1,739 in the 2008-2009 school year to 3,790 in the 2015-2016 school year, or a 118% increase. A larger increase is projected following the pandemic, given the increased rates of unemployment and the uncertain timeframe for economic recovery. The increase in homelessness is expected to impact both single adults and families with minor children, and the increase in homelessness is expected to occur over a period.
- **Vocational Rehabilitation**
Division of Vocational Rehabilitation (DVR) anticipates any state funds reductions will impact access to matching federal funds resulting in less services that will in turn result in continued disparity experienced by individuals with disabilities obtaining gainful employment in Hawaii's workforce on par with their non-disabled peers. Budget reductions will also prolong DVR's order of selection, further delaying access to vocational rehabilitation services for career skills building for entry or advancement opportunities in Hawaii's workforce. DVR anticipates an increase in demand for services as often occurs with increases in unemployment. To meet this anticipated increase for services, DVR will require an increased state match to support needed VR services.
- **Child & Adult Protective Service**
The Social Services Division (SSD) must continue to hire staff to provide essential protective services and operations. We anticipate an increase in incidents of domestic violence, child abuse, and neglect due to the increased stress and economic impact of COVID 19 on families. Our staff are on the front line and are still required to meet families

face to face to conduct investigations; further reduction of the number of staff or administrative support will be demoralizing. Administrative positions are required to maximize the State's ability to match eligible federal funds. The only area SSD may be able to reduce expenses is with some discretionary spending and non-essential travel.

Department's actions in response to COVID 19 support, enhance, and stimulate Hawaii's economy as social distancing continues.

DHS budget is largely comprised of benefits, that is, those funds are spent by recipients soon after receipt or paid out on their behalf within the State. Goods and services in Hawaii are significantly supported by the ability of DHS to continue to deliver financial assistance, SNAP benefits, child care subsidies, vocational rehabilitation coaching and services, LIHEAP assistance, and health care coverage. These services are and will continue to allow to keep families housed, fed, in regulated child care which supports a parent's ability to work, and provide access to health care and long-term care. Funds spent in the community for rent, food, and to pay health care providers will contribute and stimulate Hawaii's economy. It is well known that for every \$1 of SNAP increases gross domestic product by \$.80 to \$1.80.

DVR is working with private contract providers to enhance remote work-based learning experiences, and the possibility of telework and web-based training platforms for individuals to obtain skills for employment in customer service for private and public entities, using federal funding and state match to work with non-profits and private providers to develop these employment opportunities, training, and placements at competitive jobs locally and internationally, while based in Hawaii. The unique time zone for Hawaii to become a fulfillment and or triage call center hub lends itself to supporting a broader market of employment venues.

MQD can help invigorate Hawaii's recovery by being as efficient and effective as possible in ensuring people have health coverage either via Medicaid or through the federal exchange if residents lose coverage due to loss of employment. MQD can continue to support efforts that seek to expand and diversify our health care workforce. Besides graduate level programs, we can support Community Health Workers, Peer support specialists, and other paraprofessionals starting in high school.

SSD will continue to develop the State's Family First Prevention Service Act plan to access federal funds related to substance abuse and other child abuse and prevention services.

The Office of Youth Services (OYS)/Hawaii Youth Correctional Facility (HYCF) asks for the Legislature's support of SB2891 that will allow our programs to engage in commercial activities that will strengthen our food security and give at-risk youth important work experience as they become local food producers. This COVID 19 experience clearly refocuses Hawaii's need to maintain a local food supply and HYCF is poised to provide Hawaii's at-risk and justice involved youth with this experience.

Kawailoa Youth and Family Wellness Center (KYFWC)/OYS have been developing and improving on ranching techniques and partnerships by stepping up their breeding program, developing

intensive grazing paddocks to increase herd size, continuing relationships as a member of the Hawaii Cattleman's Council, and continuing a partnership with Hawaii Meats LLC. Farming membership include Hawaii Farmers Union United. KYFWC farming aspirations are currently in progress as they have revitalized hydroponic and aquaponic systems, germinating and harvesting vegetable and herbs, creating edible forest model consisting of ulu, avocado, papaya, banana, mango, and creating opportunities for cacao and coffee.

Kawailoa currently has 5 acres of Kalo in the ground in a partnership with community non-profits Partners in Development and the Kamehameha Schools. The models that are developing are to be aggressively upgraded as they additional land is accessed with community partners and other government agencies. There is an ongoing conversation with Kamehameha Schools and Weinberg Foundation regarding these efforts.

The ability to sell Kawailoa beef and produce on the open market will generate resources to pay ranching and farming workers, who will be 18-24-year-old young adults aging out of the judicial and foster care systems. Profits will be managed to put back into other programs on the property as well as overhead.

Department's actions to reshape and diversify the economy, making Hawaii more resilient to future economic downturns.

The entire workforce of the DHS is being redefined to accommodate telework and distance delivery of services, telemedical visits, and distance delivery of training. Our agency will, in the future, be more appealing to recruitment to many individuals due to flexibility of workplace and multiple career paths, which will become more evident through the re-engineering of our service delivery models.

DVR anticipates downstream work created from the enhancement of opportunities for telework for individuals with disabilities. These downstream jobs may not require the same level of skills, including driverless car food and supply delivery systems for the teleworkers, or sole proprietors with businesses brought to the homes of teleworkers via the internet or on site for health, recreational, or training purposes.

OYS/HYCF/KYFWC will continue to develop and implement innovative programs, trainings, and services to build the State's ability to serve youth, young adults, families and communities, and promote positive outcomes.

The Commission on the Status of Women advocates for the following considerations:

- **Any stimulus focused on rebuilding infrastructure by funding construction jobs (i.e., mostly male jobs) must mainstream gender equality and include formal programming for women.** There is currently no pipeline or support structure for women to enter the trades (construction, environmental remediation, etc.). The Commission on the Status of Women is currently working with LiUna Local 368 (laborers union) to create a program but needs assistance in the form of one FTE Program Specialist in HB2200 to oversee the project, as well

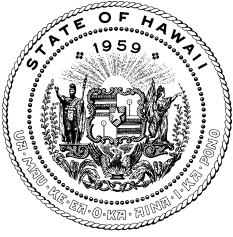
as other research and advocacy to address the recovery and women.

- **Raise the minimum wage to what experts consider a living wage in Hawaii for single mothers: \$24.80/hour.** This will reduce homelessness, increase financial independence, and reduce costs to the state/DHS in terms of benefits to assist women and children because they comprise the majority of the state's impoverished.
- **Center gender-based violence in the immediate response and long-term recovery.** Empirical data shows that domestic violence and sex trafficking spiked during the Great Recession of 2008. Across the globe and nation, domestic violence programs are seeing a surge in victimization due to shelter-in-place orders. Sex trafficking personnel in our government and nongovernmental sectors are anticipating increased sex trafficking as a result of the pandemic and mass unemployment. There is an acute shortage in public interest lawyers, social workers and advocates, housing, and programming to assist victims. The Legislature should take immediate action to enact loan forgiveness for public interest lawyers, infuse funding into programs, and create a comprehensive campaign to address the violence.

In conclusion, the COVID 19 pandemic is a global health and economic tsunami. With social-distancing, other interventions to curb the wide-spread of the disease, rapid business process redesign, deployment of staff from the office to telework, and with the Legislature's continued support DHS will emerge from this emergency a more versatile and more flexible department. However, without easy access to vital needs and services, an improved testing and surveillance system, a robust health care system, Hawaii's economy will falter, and recovery will be long. We need to support existing infrastructures and essential services and rebuild a better more equitable economy. If DHS can sustain our service delivery during this pandemic and the economic recovery, our residents will be healthy and ready to get back into the workforce.

We know that visitors will return to Hawaii as they continue to come even knowing they will face a mandatory 14-day quarantine for travelers. We are *'Ohana nui* as we see during this pandemic how residents are supporting each other, businesses are innovating and producing pandemic related goods, communities and affinity groups are volunteering to serve food and to raise money for PPE, and residents are helping businesses survive by ordering take-outs "on-line", drive-thru farmers' markets are "sold out" with overwhelming on-line orders. DHS will work with other departments, the Legislature, and Judiciary to support Hawaii's residents through this experience and re-build our economy.

Thank you for the opportunity to provide additional testimony on this measure.



HAWAII STATE ENERGY OFFICE STATE OF HAWAII

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DAVID Y. IGE
GOVERNOR

SCOTT J. GLENN
CHIEF ENERGY OFFICER

(808) 587-3807

Testimony of **SCOTT J. GLENN, Chief Energy Officer**

before the
SENATE COMMITTEE ON WAYS AND MEANS
Monday, May 11, 2020
10:30 AM
State Capitol, Auditorium

In SUPPORT of
HB 2200, HD1
RELATING TO THE STATE BUDGET.

Chair Dela Cruz, Vice Chair Keith-Agaran, and Members of the Committee, the Hawaii State Energy Office (HSEO) supports HB 2200, HD1, which adjusts and appropriates funds for Fiscal Biennium 2019-21 for BED 120 operations and provides a special fund ceiling.

HB 2200, HD1, amends Act 122, Session Laws of Hawaii 2019 which authorized positions and appropriated funds for BED 120 for the fiscal biennium beginning July 1, 2019 and ending June 30, 2021. The addition of a special fund ceiling (MOF B) for fiscal year (FY) 2019-2020 and FY 2020-2021 would allow the HSEO to pay Special Fund Assessments from its Energy Security Special Fund as mandated by sections 36-27 and 36-30, Hawaii Revised Statutes. And the addition of \$200,000 (MOF B) would support further research by the Greenhouse Gas Sequestration Task Force into reducing greenhouse gas emissions in natural and working lands in agriculture.

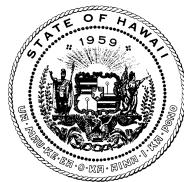
Given the dire economic circumstances from the COVID-19 emergency, the HSEO recognizes the need to appropriate and expend funds carefully. The HSEO has two primary responsibilities during this time: emergency response and economic recovery. The HSEO is responsible for State Emergency Support Function (SESF) 12: Energy. As part of the response team, HSEO has assisted energy stakeholders with maintaining situational awareness of safety measures and available resources to ensure energy supply remains uninterrupted.

As Hawaii looks to economic recovery and transformation, the HSEO is currently assessing and coordinating public and private-sector programs, and applying for federal grants, to enable Hawaii's energy sector to become a larger portion of Hawaii's economy by providing greater economic benefits and opportunities for Hawaii's people. In particular, the HSEO is working with stakeholders to identify the programs and projects that can quickly get people back to work in the energy sector, assist out of work people with getting the skills and knowledge to

work on upcoming energy projects, save residents and businesses money through more efficient energy use, and enhance the resiliency of the state as we enter hurricane season next month. The HSEO will continue to fulfill its critical roles to maintain state readiness and response to both COVID exposure as the economy re-opens and hurricane season while advancing economic transformation of the energy sector.

Act 122, Session Laws of Hawaii 2019 established the HSEO as an agency of the State, administratively attached to the Department of Business, Economic Development, and Tourism with a new purpose. To effectively promote energy efficiency, renewable energy, and clean transportation to help achieve a resilient, clean energy, decarbonized economy, HSEO requests the positions and level of funding included in HB 2200, HD1.

Thank you for the opportunity to testify.



STATE OF HAWAII
HAWAII STATE PUBLIC LIBRARY SYSTEM
OFFICE OF THE STATE LIBRARIAN
44 MERCHANT STREET
HONOLULU, HAWAII 96813

SENATE COMMITTEE ON WAYS AND MEANS

Monday, May 11, 2020

10:30 am

State Capitol, Auditorium

**By Stacey A. Aldrich
State Librarian**

H.B. 2200 H.D.1 Relating to the State Budget

To: Chair Donovan M. Dela Cruz
Vice Chair Gilbert S.C. Keith-Agaran
Members of the Senate Committee on Ways and Means

The Hawaii State Public Library System (HSPLS) understands the significant financial impact that the COVID-19 pandemic has had, and will continue to have, on the economy of the State of Hawaii. Due to the anticipated severe reduction in general fund revenues, our testimony is based on the assumption that all supplemental budget appropriations cannot be supported and the HSPLS base budget for FY21 will be substantially reduced.

We understand that all departments and agencies will be making hard decisions on how to fulfill our missions and support our communities during this difficult time. As the Committee deliberates difficult choices it must make to reduce budgets, we share the following considerations regarding the HSPLS budget:

Vacancy Savings - If the Committee is considering elimination of funding for vacant positions, we respectfully request that the Committee continue funding

- Two vacant janitorial positions. These positions are both located on the westside of Hawaii island. During a pandemic, it is even more critical that we are able to fill or temporarily staff these positions to ensure the health and safety of our staff and community. Without these positions, we would need to share janitors between the libraries on the west side of Hawaii island; however, due to the distances between the libraries, it isn't logistically or cost efficient to have janitors split their work day and travel between two libraries. Instead, we would need to look at reducing days for these libraries in order to rotate the janitorial staff.
- Four vacant technology positions. HSPLS does not receive any day-to-day technology support from the Office of Enterprise Technology Services or the Department of Education. Instead, our limited number of technology positions provide support to over 51 public libraries and 2 support offices. HSPLS

technology positions manage, maintain, repair, and update over 1000 computers statewide - over 700 of these computers are dedicated for public use at 51 public libraries. Three of the four positions are located on neighbor islands; without these positions, there is no HSPLS staff to address technology issues at most of our neighbor island libraries. With the pandemic requiring communities to have greater access to digital resources, maintaining technology at our public libraries for communities is critical.

HSPLS as a community resource for everyone - HSPLS reminds the Committee that this time of uncertainty and potential for substantial and lasting economic impacts to our State, the public libraries are essential in providing safe, accessible, and 100% free educational resources for every member of our communities. For no charge, everyone has access to millions of books, internet access, and educational and professional training opportunities.

In particular, our public libraries provide vital connectivity to high-speed internet, wifi and computers. In many communities, especially in rural areas and on the neighbor islands, the public library is the *only* place that individuals and families have access to connect to virtual school work, interact with governmental websites, file for economic benefits, apply for employment, take an online course, search for information and connect to their families and the world.

Public libraries are places where students are able to get assistance and access to resources at any of the 51 branches of the Hawaii State Public Library System. Students must have access to computers and high speed internet to thrive in 21st Century education, and the public library is the *only* place for many students to connect. Public libraries also help to build the emergent literacy and ongoing development of literacy skills of our children through programs like Summer Reading Program.

Public libraries also support our economy because we connect people to the resources they need to be successful. Each library provides free access to wifi, space for individuals to telework, or connection to a plethora of online resources like Demographics Now to help connect them to their local businesses. Individuals who are looking to start a new business can also use library computers and/or connectivity to connect to courses and online small business tools to help them build the foundations for success. And it's not all digital. Libraries are places where individuals can connect with library staff who will help them guide them and locate what they need.

Communities also rely on public libraries as a resource for printing documents, making copies, picking up tax forms, renting DVDs, and finding a safe respite. HSPLS supports entire communities through its people, places, collections and services and programs.

Thank you for the opportunity to comment on the Supplemental Budget and your support of the Hawaii State Public Library System.

HB-2200-HD-1

Submitted on: 5/10/2020 10:25:23 AM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|-----------------------|---|---------------------------|---------------------------|
| Kenneth Jr Quilantang | Testifying for Honolulu Community College | Support | No |

Comments:

I am testifying in support of HB1631, HB 2200, HD1, and HB2725, HD1. I am supportive of the legislative package that provides the needed \$1 billion shortfall that will eliminate the need for any furloughs or salary reductions. I appreciate the hard work and understanding of the legislative leaders in finding innovative ways to fill the budget gaps and ensuring the stability of the public employee workforce as we move forward together in these difficult times.



KŪKULU KE EA A KANALOA
KAHO'OLAWE ISLAND RESERVE COMMISSION

811 Kolu Street, Suite 201, Wailuku, HI 96793
Telephone (808) 243-5020 Fax (808) 243-5885
Website: <http://kahoolawe.hawaii.gov>

**Testimony of
MICHAEL K. NĀHO'OPT'I
Executive Director**

Before the Senate Committee on

WAYS & MEANS

**Tuesday, May 11, 2020
10:30 AM**

State Capitol, Conference Room Auditorium

**In consideration of
HOUSE BILL 2200 HOUSE DRAFT 1
RELATING TO STATE BUDGET**

House Bill 2200 House Draft 1 appropriates funds for operating expenses of the Department of Land and Natural Resources (DLNR). The Kaho'olawe Island Reserve Commission (KIRC) strongly supports the funding request in House Draft 1 for LNR906 for KIRC and request the committee to save the KIRC UXO & Safety Specialist position in LNR906 (position no. 110150/ \$76,250) from elimination.

This measure includes the request to continue of KIRC operating funds in LNR906 established in Act 113 SLH 2018 (\$100,000 for fiscal year 2021). The KIRC critically needs the continuation of these funds in the upcoming fiscal year to help support our on-island operations, continuation of our native dryland forest restoration project and maintain our KIRC boat operations.

Additionally, this measure eliminates the currently vacant KIRC UXO & Safety Specialist (position no. 110150/ \$76,250) in LNR906. The position is a critical safety concern for the KIRC. The joint approved Department of the Navy and State of Hawaii Risk Management Plan for Kaho'olawe requires military trained Explosive Ordnance Disposal (EOD) qualified personnel to access the uncleared areas of the island.

These funds are now especially vital as the KIRC recovers from a devastating wildfire that destroyed our upland storage facility on Kaho'olawe and lost most of our restoration equipment, tools and planting supplies. The funds will allow the KIRC to continue keeping the base camp open so that we can begin rebuilding the capacity lost in the fire. The KIRC UXO & Safety Specialist position will also be critical in this recovery as the KIRC evaluates the fire's impact to the uncleared areas on Kaho'olawe as well as responding to the discovery of any new unexploded ordnance found in the newly burned areas.

Since the end of the Navy's unexploded ordnance cleanup in 2004, the KIRC has begun a race against time to stem erosion and further degradation of the Kaho`olawe Island Reserve. The KIRC has since initiated numerous restoration projects, financed by state funds and various grant opportunities, that has made significant changes to transforming the desolate hardpan into vibrant living landscapes. The funding in this measure will greatly contribute to our mission to restore and protect the natural and cultural resources of Kaho`olawe and provide for meaningful, safe use of island and its surrounding waters.

DAVID Y. IGE
GOVERNOR



LATE

RYKER WADA
DIRECTOR

ANDREW T. GARRETT
DEPUTY DIRECTOR

**STATE OF HAWAII
DEPARTMENT OF HUMAN RESOURCES
DEVELOPMENT
235 S. BERETANIA STREET
HONOLULU, HAWAII 96813-2437**

May 11, 2020

**TESTIMONY TO THE
SENATE COMMITTEE ON WAYS AND MEANS**

For Hearing on Monday, May 11, 2020
10:30 a.m., State Capitol Auditorium

BY

RYKER WADA
DIRECTOR

**House Bill No. 2200, H.D. 1
Relating to the State Budget**

TO CHAIR DELA CRUZ, VICE CHAIR KEITH-AGARAN AND MEMBERS OF THE
COMMITTEE:

The purpose of House Bill No. 2200, H.D. 1 is to adjust and request appropriations for Fiscal Biennium 2019-21 funding requirements for operations and capital improvement projects of Executive Branch agencies and programs and to include appropriations from other departmental budget acts deemed necessary for program operations and capital improvements.

The Department of Human Resources Development (DHRD) has no supplemental budget request. We support the intent of this measure but are opposed to the reduction of three positions and attendant funding from HRD102. Although the three positions were vacant as of the November 2019 vacancy report included in the budget briefing testimony, all three have been filled.

Over the years, DHRD has suffered a series of staff reductions, yet remains responsible for administering a statewide personnel system covering over 17,000 civil service positions. We humbly and respectfully ask that these positions be restored, as

all are essential to the maintenance of current operations in support of the Executive Branch departments. We also respectfully ask the Committee not to impose permanent reductions to our base budget but to allow the Administration to address the budget shortfalls through restrictions.

We are aware of the challenges ahead and remain committed to work with the Legislature to seek solutions that effectively balance short and long-term priorities.

Thank you for the opportunity to provide testimony on this measure.

DAVID Y. IGE
GOVERNOR

JOSH GREEN
LIEUTENANT GOVERNOR



SCOTT T. MURAKAMI
DIRECTOR

ANNE EUSTAQUIO
DEPUTY DIRECTOR

STATE OF HAWAII
DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS
830 PUNCHBOWL STREET, ROOM 321
HONOLULU, HAWAII 96813
www.labor.hawaii.gov
Phone: (808) 586-8844 / Fax: (808) 586-9099
Email: dlir.director@hawaii.gov

May 11, 2020

To: The Honorable Donovan M. Dela Cruz, Chair,
The Honorable Gilbert S.C. Keith-Agaran, Vice Chair, and
Members of the Senate Committee on Ways and Means

Date: Monday, May 11, 2020
Time: 10:30 a.m.
Place: Auditorium, State Capitol

From: Scott T. Murakami, Director
Department of Labor and Industrial Relations (DLIR)

Re: H.B. No. 2200 H.D. 1 RELATING TO THE STATE BUDGET

Chair Dela Cruz, Vice Chair Keith-Agaran, and Members of the Committee:

My name is Scott T. Murakami, and I am the Director of the Department of Labor and Industrial Relations. I am testifying in support of the DLIR's budget items on pages 9 to 14 of HB2200 HD1, but request that several important positions abolished in the HD1 be restored and respectfully request to submit additional requests so that the DLIR may provide our State economic security and workforce development during the COVID-19 pandemic.

The two positions abolished in the Hawaii Occupational Safety and Health Division (HIOSH) are positions required by *AFL-CIO v. Marshall*, 570 F. 2d 1030 (D.C. Cir. 1978). These half general funded positions are part of the benchmarked positions required by the aforementioned court ruling.

Two positions were also abolished in the Disability Compensation Division (DCD) budget, but both are filled (#17642), (#34018). Two positions in General Administration were also reduced in the HD1, including #121145, which partially funds position #00119384 assigned to the Director's Office. Position #23174 has been redescribed to an IT Specialist IV (Band C) and division reorganization is currently in progress. The department requires additional staff to support its system program modernizations currently in progress in the Disability Compensation and Unemployment Insurance Divisions. System maintenance, including programming support, is needed which currently does not exist in the current organizational structure.

The following are brief descriptions of the department's estimated supplemental budget requests for your consideration.

1. Disability Compensation Division (DCD, LBR183) – Special Compensation Fund

The DLIR is seeking an additional \$2.80 million for the Special Compensation Fund for 2020 (\$1.6M) and 2021 (\$1.2M) calendar years to address the anticipated workers' compensation benefits and medical care, services, and supplies costs due to the COVID-19 pandemic. The Special Compensation Fund is funded by penalties and levies on employers, and pays the costs of benefits and medical care, services, and supplies when employers do not have workers' compensation insurance.

Levies on employers are done once a year based on the workers' compensation costs from the year before, and the DCD already assessed employers for 2020 last year. With the one year lag in determining the levy, the DCD will be unable to do another levy until next year, which will leave a gap between the amount of money in the Special Compensation Fund and anticipated needs. As the economic downturn worsens, the DLIR anticipates that more employers will no longer carry workers' compensation insurance, which will require the Special Compensation Fund to cover those costs for the injured workers.

2. Disability Compensation Division (DCD, LBR183) – Trust Fund for Disability Benefits

The DLIR is seeking an additional \$1 million for the Trust Fund for Disability Benefits for the 2020 and 2021 calendar years to address the anticipated costs for temporary disability benefits. Similar to workers' compensation, the DLIR anticipates that there will be an increase in employers not carrying temporary disability insurance, which will require the Trust Fund for Disability Benefits to cover temporarily disabled workers' lost wages.

3. Disability Compensation Division (DCD, LBR183) – Premium Supplementation Fund

The DLIR is seeking an additional \$3 million for the Premium Supplementation Fund for the 2020 (\$2M) and 2021 (\$1M) calendar years to address the anticipated medical care, services, and supplies costs. Similar to workers' compensation and temporary disability insurance, the DLIR anticipates that there will be an increase in employers no longer providing their employees with health insurance, which will require the Premium Supplementation Fund to cover medical care, services, and supplies costs.

4. Workforce Development Division (WDD, LBR111) – Increasing the Budget Ceiling

The DLIR is seeking to raise the budget ceiling of the WDD by \$6.5 million in anticipation of the WDD receiving funds from the National Dislocated Worker Grant. The National Dislocated Worker Grant will enable the WDD to provide workforce development services to dislocated workers. The WDD does not require any additional FTE positions to implement the grant, but needs the budget ceiling increase.

5. Workforce Development Division (WDD, LBR111) – Support for the Employment and Training Fund

The DLIR is seeking an additional \$8.5 million for the Employment and Training Fund to support the Reducing Unemployment Disruption & Driving Employment Regeneration (RUDDER) initiative. Since March 2020, the DLIR used the Employment and Training Fund to contract with 50 employers who will provide job training in critical need areas such as healthcare to unemployed individuals. The RUDDER initiative currently has a waitlist of 85 employers. The additional funding will enable the DLIR to assist the 85 employers and the unemployed individuals that will train.

6. General Administration (ASO, LBR902) – Departmental IT Modernization

The DLIR is requesting \$10 million in funding to design and implement a web services infrastructure that would interface existing applications to new cloud-based systems for 2020 and includes 5 FTE for information technology staff support. As the COVID-19 pandemic has demonstrated, the DLIR must quickly modernize its UI program.

7. Administrative Services Office (ASO, LBR902) — Security for DLIR offices

The DLIR is requesting \$11.00 million to cover the cost of security for the DLIR locations statewide for FY2021. As a result of the unprecedented rise in unemployment claims, the DLIR offices statewide have been faced with security issues that include individuals attempting to come into closed offices, employees being followed, and employees receiving death threats. The DLIR currently has National Guard personnel serving as a security presence and sheriff support at its offices statewide. However, due to the ongoing COVID-19 pandemic, the DLIR will require ongoing security support to ensure the safety and wellbeing of its employees as they process the over 200,000 unemployment claims.

8. Administrative Services Office (ASO, LBR902) – Information Specialist

The DLIR is requesting an additional position so that the DLIR will be able to better

communicate with the media, public, and Legislature about its various programs.

9. Unemployment Insurance Division (UI, LBR171) — Staffing Support

The DLIR is seeking an additional 300 temporary positions to assist in the processing of unemployment claims. Under the CARES Act, individuals may receive up to 52 weeks of unemployment insurance benefits. As demonstrated by the numerous volunteers from the Legislature and Executive Branch departments, the DLIR will continue to require assistance in processing unemployment claims. The DLIR will ask for the funding of these temporary positions for calendar year 2020 in SB75 SD1 Proposed HD1.

10. Unemployment Insurance Division (UI, LBR171) – Facility Support

The DLIR is seeking an additional \$500,000 to fund a temporary facility to process unemployment insurance claims.

11. Employment Security Appeals Referees' Office (ESARO, LBR871) – Staffing Support

The DLIR is requesting an additional 12 FTEs for ESARO to adjudicate unemployment insurance appeals. Due to the increase dramatic increase in unemployment filings, the DLIR anticipates that there will be an increase in the number of unemployment appeals to the ESARO. The 12 FTEs, which include 10 additional hearings officers and 2 office assistants, will enable the ESARO to adjudicate the appeals in an efficient and fair manner.

12. Workforce Development Council (WDC, LBR135) – Increasing the Budget Ceiling

The DLIR is seeking to raise the budget ceiling of the WDC by \$18 million in anticipation of the WDC receiving funds from the National Dislocated Worker Grant. The WDC does not require any additional FTE positions to implement the grant, but needs the budget ceiling increase.

We look forward to continuing to work with the Committee and staff to support our requests to preserve and enhance our services to the community.

HAWAII YOUTH SERVICES NETWORK

677 Ala Moana Boulevard, Suite 904 Honolulu, Hawaii 96813

Phone: (808) 489-9549

Web site: <http://www.hysn.org> E-mail: info@hysn.org

Rick Collins, President

Judith F. Clark, Executive Director

Bay Clinic

Big Brothers Big Sisters of Hawaii

Big Island Substance Abuse Council

Bobby Benson Center

Child and Family Service

Coalition for a Drug Free Hawaii

Collins Consulting, LLC

Domestic Violence Action Center

EPIC, Inc.

Family Programs Hawaii

Family Support Hawaii

Friends of the Children of West Hawaii

Hale Kipa, Inc.

Hale 'Opio Kauai, Inc.

Hawaii Children's Action Network

Hawaii Health & Harm

Reduction Center

Hawaii Student Television

Ho'ola Na Pua

Kahi Mohala

Kokua Kalihi Valley

Kokua Ohana Aloha (KOA)

Maui Youth and Family Services

Na Pu'uwai Molokai Native

Hawaiian Health Care Systems

P.A.R.E.N.T.S., Inc.

Parents and Children Together (PACT)

PHOCUSED

PFLAG – Kona Big Island

Planned Parenthood of the

Great Northwest and Hawaiian Islands

Residential Youth Services

& Empowerment (RYSE)

Salvation Army Family

Intervention Services

Sex Abuse Treatment Center

Susannah Wesley Community Center

The Catalyst Group

May 8 2020

To: Senator Donovan Dela Cruz, Chair
And members of the Committee on Ways and Means

Testimony in Support of HB 2200 HD 1 Relating to the State Budget

Hawaii Youth Services Network (HYSN), a statewide coalition of youth-serving organizations, supports HB 2200 HD 1 Relating to the State Budget.

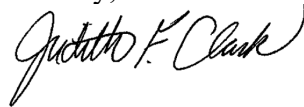
COVID-19 is having and will continue to have a chilling effect on Hawaii's economy and tax revenues. Legislators will have to make difficult decisions about which programs and initiatives are essential to fund.

It may be tempting to make cuts to funding for health, human services and housing. Cutting funding in these areas will actually hurt our economy further.

Non-profit organizations in Hawaii provide 61,965 jobs, accounting for 12% of private employment. They generate \$6.6 Billion in revenues. They are small businesses that help our economy while providing the critical safety net for our children, our kupuna, and our families.

Thank you for this opportunity to testify.

Sincerely,



Judith F. Clark, MPH
Executive Director

To: Hawaii State Senate Committee on Ways and Means
Hearing Date/Time: Monday, May 11, 2020, 10:30 a.m.
Place: Hawaii State Capitol, Auditorium
Re: Planned Parenthood Votes Northwest and Hawaii request for full funding for Hawaii's family planning program in the State Supplemental Budget

Dear Chairman Dela Cruz and Members of the Committee,

As you develop the Fiscal Year 2021 State Budget, **Planned Parenthood Votes Northwest and Hawaii (“PPVNH”) urges the Legislature to fully fund a state family planning program with an appropriation of at least \$2.4 million to ensure people across Hawaii have access to the health care they need.** As our state prepares for economic uncertainty, widespread job loss, and a health care system pushed to the brink, it is more important than ever that safety net family planning providers have the necessary funding to provide sexual and reproductive health care services in Hawaii.

Hawaii people depend on safety net family planning providers, especially in the wake of COVID.

The COVID pandemic has illustrated that safety net family planning providers are essential to the health care of the communities we serve. We are often patients' only source of health care, serving as a critical entry point for patients into the health care system. As other providers focus on the COVID crisis and may not be able to continue seeing family planning patients, safety net providers play a vital role as a referral partner to absorb patients who cannot be seen elsewhere. These safety net providers' doors remain open to patients during the pandemic because we know family planning services, including abortion care, cannot wait.

The current funding allocated in the budget – \$1,621,081 – is insufficient to meet the needs of the safety net family planning providers across the state and their 15,000+ patients. Even before COVID, Trump's unethical gag rule and the loss of Title X funds jeopardized the integrity of Hawaii's safety net of family planning providers, and many Hawaii providers were concerned about their ability to continue serving patients without state funding. We are already seeing the consequences of insufficient funding for sexual and reproductive health services for people across Hawaii: for example, our state's STI rates are the highest they have been in 30 years, with the rates more than doubling over the last ten years. This public health crisis, compounded by the loss of Title X funding, greatly threatens safety net providers' ability to maintain access to care.

People in Hawaii must have the ability to access all preventive care, especially during this public health crisis. Without full funding, Hawaii's safety net family planning providers may be forced to curtail health services, charge more for their services, or even shutter their doors. At a time when patients need health care the most, they will encounter reduced services, shortened hours, and less access to care.

Family planning funding is necessary and will help prevent another health crisis. Without full funding, our health centers – who provide services to thousands of families with low incomes – may be forced to curtail health services or close. The state simply cannot afford to underfund family planning and have another public health crisis on its hands.

For our community, Planned Parenthood provides high-quality reproductive and sexual health care, including cancer screenings, testing and treatment of STIs, contraceptive services and supplies, and complete and medically accurate information about all pregnancy options. Additionally, we provide other lifesaving health care, such as well-person exams, screening for diabetes, mental health, and intimate partner violence. We also conduct community education and outreach programs designed to improve the overall health of individuals, couples, and families across Hawaii. In the past, we have relied on Title X funding to provide these services and may be unable to continue these services in the absence of state funding.

With the assistance of Title X funding, Planned Parenthood's health centers, located in Honolulu and Maui counties, served:

- Over 4,200 patients a year, with 97% of our patients living under 250% of the federal poverty level (FPL).
- Almost 30% of our patients are uninsured.
- Over 54% of our patients are people of color, including 9% identifying as Native Hawaiian or Other Pacific Islander and 9% identifying as Latino or Hispanic.

In 2018 alone, Title X funding at Planned Parenthood provided:

- over 9,000 STI tests,
- over 400 pap tests,
- over 400 cervical cancer screenings and over 400 breast exams, and
- over 2,300 people with birth control.

The Legislature should fully fund a state family planning of at least \$2.4 million to ensure Planned Parenthood can continue providing these essential services and ensure that everyone across the islands has equal and adequate access to sexual and reproductive health care.

Without critical family planning funds, the health and economic security of Hawaii people will suffer.

COVID's social and economic impact will undoubtedly negatively affect overall sexual and reproductive health outcomes in Hawaii. We may see a rise in unintended pregnancies and sexually transmitted infections (STIs), as people have limited or no access to a provider during the crisis. And with many Hawaii people losing their jobs, income, and insurance coverage, many people will be unable to afford accessing lifesaving, necessary sexual and reproductive health care. In these hard times, Hawaii must support a family planning program that helps uninsured patients and/or patients with low incomes.

Without action, people in Hawaii are being (and will continue to be) forced to delay care or forego it altogether and will face serious health and economic consequences, especially communities that already face historic barriers to health care – such as people of color, people with low incomes, immigrants, people living in remote or rural areas, and young people. If the Legislature does not step in to fill the funding gap, we can expect:

- Life-threatening conditions, such a cancer and pelvic inflammatory diseases, will go undetected and untreated.
- Existing health disparities for communities of color and those on the other islands will worsen.
- Unintended pregnancies, STIs, and abortion rates will likely increase, costing the state significant, much-needed dollars.
- People who have lost their jobs and/or their insurance will have little or no access to sexual and reproductive health care services.

Due to the geography of the state and the high cost of living, Hawaii people already struggle to access and afford essential health care. This – coupled with the statewide shortage of health care providers – leaves people who are uninsured, under-insured, and low-income with very limited access to family planning services. Losing funding would undoubtedly deny care and deepen disparities and inequalities that already permeate our health care system.

Funding family planning services is cost-effective and will help Hawaii economically recover.

Ultimately, we must invest in family planning now to save Hawaii money. In times of economic uncertainty, it is more important than ever that patients have access to affordable services to plan their families. By helping people determine for themselves whether and when to have children and providing them with related services, publicly supported providers generate substantial cost-savings for families and for the government. Indeed, research shows that for every \$1 spent on family planning programs, taxpayers save almost \$7. That's because providing preventive care avoids the need for more expensive treatment and management down the road. Family planning also increases families' economic security by helping people pursue an education, get and keep jobs, and support their families. In the aftermath of COVID and the corresponding economic devastation, the Legislature must invest in programs that have a track record of saving money, like family planning.

Properly funding a state family planning program is both fiscally responsible and necessary to protect public health. The good news is that Hawaii already has the infrastructure and expertise in place to provide these critical services – the Legislature simply needs to act. An appropriation of at least \$2.4 million is imperative to ensure that Hawaii is able to continue to provide Hawaii people with access to basic, preventive reproductive health care, regardless of where they live, how much money they make, their background, or whether they have health insurance.

Thank you for this opportunity to testify on this important measure.

Sincerely,
Laurie Field
Hawaii State Director



To: Hawaii State Senate Committee on Ways and Means
Hearing Date/Time: Mon., May 11, 2020, 10:30 a.m.
Place: Hawaii State Capitol, Auditorium
Re: Testimony of Hawaii Women's Coalition requesting \$2.4 million for Hawaii's family planning program

Dear Chair Dela Cruz and Members of the Committee,

Hawaii Women's Coalition writes to request that the budget for the state's family planning program be increased to \$2.4 million to protect access to lifesaving health care across Hawaii. The legislature must fully fund a state family planning program to ensure that every person has access to basic, preventive health care, regardless of where they live, how much money they make, or whether they have health insurance.

The current funding allocated in the budget – \$1.6 million – is based on old and outdated information and inadequate to meet the needs of the health centers across the state and their 15,000+ patients. The Legislature must act to provide at least \$2.4 million in the budget to ensure the long-term health and economic security of our communities during and after this global pandemic..

Without full funding, the health and lives of people in Hawaii are at risk, especially for communities that already face historic barriers to health care – such as people of color, people with low incomes, immigrants, people living in remote or rural areas, and young people. Unless the Legislature steps up, the health outcomes for these communities will only get worse.

We are already seeing the consequences of not having enough sexual and reproductive health services for people across Hawaii: for example, our state's STI rates are the highest they have been in 30 years, with the rates more than doubling over the last ten years.

Before Trump imposed the unethical gag rule and destroyed the program, Title X in Hawaii funded birth control, lifesaving cancer screenings, STI testing and treatment, wellness exams, and information about pregnancy options. The loss of federal Title X funding is already being felt: People with low incomes who used to have access to free care are now being charged for services, sometimes \$50 or more for an STI test.

Without access to affordable or no-cost sexual and reproductive health care, people in Hawaii are being forced to delay care or forego it altogether. Life-threatening conditions, such as cancer and pelvic inflammatory diseases, will go undetected and untreated. When STIs go undiagnosed, the symptoms can lead to more serious infections that require costly emergency treatment and can even lead to infertility.

If the legislature does not fully fund the state program, Planned Parenthood and other safety net providers may be forced to see fewer patients, shorten clinic hours, or reduce costly services like long-acting reversible contraception, which is the most effective form of birth control.

The majority of voters agree that the Hawaii Legislature should do more to protect access to reproductive health services, including abortion care, and 91% of Hawaii people believe reproductive health care is a critical component of health care. Funding a state family planning program will ensure low income and/or uninsured people across Hawaii get the health care they want, they need, and they deserve.

Facing an uncertain financial future, investing in Hawaii's family planning program is now more important than ever. Fully funding a program will ultimately save Hawaii money – that's because providing preventive care avoids the need for more expensive treatment and management down the road. Family planning also increases economic security by helping people pursue an education, get and keep jobs, and support their families.

Access to comprehensive sexual and reproductive health care is fundamental to the health and economic security of people in Hawaii. Now is the time for the Legislature to take action to ensure all people in Hawaii can equally access quality, affordable reproductive health care.

Thank you for your support for this important family planning funding increase.

Sincerely,
Hawaii Women's Coalition

HB-2200-HD-1

Submitted on: 5/8/2020 11:39:25 AM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|-------------------------------|---------------------------|---------------------------|
| Younghi Overly | Testifying for AAUW of Hawaii | Support | No |

Comments:

Dear Chair Dela-Cruz, Vice Chair Keith-Agaran, and members of the Ways and Means Committee,

Family planning health services provide essential and life-saving health care including birth control, testing and treatment for STIs, and cancer screenings.

The current funding allocated in the budget – \$1.6 million – is not enough to meet the needs of the community health centers across the state and their 15,000+ patients, especially in light of COVID-19. In this difficult time, at least \$2.4 million in the budget is needed to ensure that our communities stay healthy and economically secure.

Please allocate \$2.4 million for family planning and mahalo for your consideration.



HAWAII SUBSTANCE ABUSE COALITION

HB2200 HD1 State Budget

COMMITTEE ON WAYS AND MEANS:

- Sen. Donovan Dela Cruz, Chair; Sen. Gilbert Keith-Agaran, Vice Chair
- Monday: May. 11, 2020: 10:30 am
- Auditorium

Hawaii Substance Abuse Coalition: Critical Needs for HB2200 HD1:

ALOHA CHAIR, VICE CHAIR AND DISTINGUISHED COMMITTEE MEMBERS.

My name is Alan Johnson. I am the current chair of the Hawaii Substance Abuse Coalition (HSAC), a statewide organization of over 30 alcohol and drug treatment and prevention agencies.

SUBSTANCE USE AND MENTAL HEALTH DISORDERS TREATMENT/PREVENTION ARE ESSENTIAL BEHAVIORAL HEALTH SERVICES NECESSARY FOR ECONOMIC RECOVERY

As we learned from the last recession and the corresponding substance abuse epidemic with opioids and methamphetamine, national agencies are recommending that Federal and States provide an infusion of emergency funds for behavioral health organizations (BHOs) to avert a large-scale public health calamity. Government sources as well as the National Council for Behavioral Health and the American Society of Addiction Medicine (ASAM) recommend that a significant portion of emergency funds be dedicated to non-profits that serve the uninsured and underinsured, some of the Hawai'i's most vulnerable individuals.

- BHOs will be facing an explosion of patients with substance abuse, addiction and mental illness in crisis as a result of isolation, anxiety and economic distress in the next immediate phases of reopening and for some time afterwards.
- If substance use and mental health disorders treatment/prevention agencies are underfunded or fail, *thousands and thousands of people in Hawai'i living with addiction or mental illness will flood health centers, urgent care facilities and emergency departments*, all of which are already over-burdened.
- It's an emergency because substance use and mental health disorders treatment/prevention agencies are in an economic crisis and in jeopardy of failing because of the COVID-19 pandemic.
- As part of the COVID-19 emergency, [the White House Council of Economic Advisers](#) and prominent leaders have warned the nation that the addiction crisis in America may worsen in the wake of COVID-19.

BHOs need emergency funding in the next legislative package to combat the economic and health care effects of COVID-19, maintain operations and ensure stability for the duration of the crisis and long after.

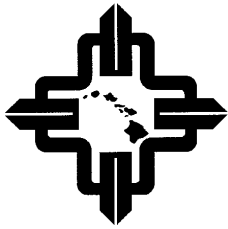
This may be the greatest crisis to ever hit the mental health and addiction treatment providers according to the National Council for Behavioral Health. Across the nation, people will experience a profound aftershock of widespread anxiety and post-traumatic stress disorder. With alcohol sales skyrocketing, we can expect that the problems with over consumption of alcohol and drug use will explode much more than it did in the last recession. We can expect thousands of individuals in Hawai'i with mental illness and addiction to arrive in overtaxed emergency departments. The need is immediate because BHOs need to respond today and continue to respond when the immediate crisis has passed but the effects remain.

We must shore up our state's addiction and mental health care systems now to stem the coming wave of acts of despair, unintentional overdose deaths and the concurrent health issues that can negatively impact healthcare and productivity, thus jeopardizing our economic recovery.

Addiction treatment organizations need immediate crisis funding—just as hospitals do right now—to respond to the aftermath of large numbers of people seeking treatment. Agencies have huge needs to respond to the increasing needs, retain and hire more qualified staff, implement Telehealth technologies, purchase PPE and adjust their operations to meet the enormous challenges of the moment.

Substance use and mental health disorders treatment/prevention agencies stand ready to be of greater service to help our communities to recover.

We appreciate the opportunity to provide testimony and are available for questions.



HAWAII HEALTH SYSTEMS

C O R P O R A T I O N

Quality Healthcare For All

SENATE COMMITTEE ON WAYS and MEANS Senator Donovan M. Dela Cruz, Chair Senator Gilbert S.C. Keith-Agaran, Vice-Chair

May 11, 2020
Auditorium
10:30 a.m.
Hawaii State Capitol
WRITTEN ONLY

**Testimony in Support with Requested Amendments of
House Bill 2200 H.D.1
RELATING TO THE STATE BUDGET**

Adjusts and makes additional appropriations for fiscal biennium 2019-2021 to fund the operations of executive branch agencies and programs.

Linda Rosen, M.D., M.P.H.
Chief Executive Officer
Hawaii Health Systems Corporation

On behalf of the Hawaii Health Systems Corporation (HHSC) Corporate Board of Directors, thank you for the opportunity to present testimony in **support with requested amendments** of HB 2200 H.D.1 that adjusts and requests appropriations for Fiscal Biennium 2019-21 funding requirements for operations and capital improvement projects of Executive Branch agencies and programs and to include appropriations from other departmental budget acts deemed necessary for program operations and capital improvements.

Hawaii Health Systems Corporation plays a vital role in the healthcare delivery system for the State of Hawaii. In fiscal year 2019, HHSC provided the care for approximately **12%** of all acute care discharges and **18%** of all emergency room visits statewide and was the largest provider of healthcare on the Neighbor Islands excluding the County of Maui. Additionally, HHSC's breakdown of service delivery included the following:

- For Hawaii county residents, HHSC facilities provided the care for approximately 69% of all acute care discharges and approximately 84% of all emergency room visits;

3675 KILAUEA AVENUE • HONOLULU, HAWAII 96816 • PHONE: (808) 733-4020 • FAX: (808) 733-4028

- For Kauai county residents, HHSC facilities provided the care for approximately 19% of all acute care discharges and 37% of all emergency room visits; and
- For residents of the City and County of Honolulu, the two Oahu Region facilities accounted for approximately 12% of the total inpatient licensed skilled nursing/intermediate care capacity for the county.

For HTH212, HHSC Regions, HHSC is requesting a total of \$151,968,003 for fiscal year 2021 in general fund appropriations, broken down as follows:

JUSTIFICATION FOR ADDITIONAL FUNDING REQUEST:

| | FY 21 |
|--|----------------------|
| General Fund Appropriation per Act 5, 2019 Session | \$105,701,003 |
| HHSC “Base” General Fund Request: | |
| Prior Collective Bargaining Raises for which roll-forward funding was not provided | \$24,080,000 |
| Known Cumulative UPW collective bargaining raises | \$13,179,000 |
| Increase in Fringe Benefit Rate (3%) | \$5,850,000 |
| Inflation on Non-Payroll Expenses | \$3,158,000 |
| TOTAL HHSC “BASE” REQUEST | \$46,267,000 |
| Total General Fund Appropriations Requested for FY 21 | \$151,968,003 |

As shown above, the primary basis for HHSC’s request is to fund collective bargaining raises for which no general fund appropriations were provided in HHSC’s general fund appropriations base for fiscal year 2021, as such adjustments were marked as “non-recurring” in the 2019 budget bill. During the 2017 Regular Legislative Session and the 2017 Special Legislative Session, the State negotiated pay raises as part of the collective bargaining agreements with the two public sector unions. HHSC did not approve nor negotiate these collective bargaining pay raises. The cumulative impact of the collective bargaining pay raises for fiscal years 2018 and 2019 (including fringe benefits) that is included in HHSC’s expense base is approximately \$24,080,000. In addition, the State entered into a contract with UPW for a four-year period. HHSC’s calculated cumulative value of these raises is \$13,179,000 in fiscal year 2021. Further, the State of Hawaii is currently assessing HHSC a fringe benefit rate of 63.08%, which is 3.08% higher than the 60% fringe benefit rate funded by the Legislature. Accordingly, HHSC is seeking an additional \$5,850,000 in general fund appropriations to pay this increase in fringe benefit expense over which HHSC has no control. In addition, HHSC has estimated the impact of inflation increases on non-payroll expenses (e.g. medical supplies, pharmaceuticals, clinical laboratory services, office supplies, etc.) to be between 2.3% and 4.2% depending on the expense category using a national healthcare inflation index. These inflationary increases equate to an additional \$3,158,000 in expense increases for HHSC in fiscal year 2021. None of these items were funded in HHSC’s base general fund appropriation amount of \$105,701,003.

HHSC's base request is what HHSC believes is necessary to continue to provide the same level of quality healthcare it has been providing to its communities without reducing services, as it did in 2016 when funding was not sufficient to maintain current operations.

Further, HHSC's facilities are projecting significant losses due to the Covid-19 outbreak that were not factored into our fiscal year 2021 budget projections. For the period 7/1/20 through 12/31/20, HHSC's facilities are projecting lost revenues of approximately \$25,500,000 (primarily for lost revenue from cancellation of elective surgeries and a significant decline in outpatient and emergency room visits as people shelter in-place), and additional expenses of approximately \$23,500,000 (primarily for additional labor, cleaning supplies, ventilators and other respiratory equipment, and personal protective equipment). Unfortunately for HHSC, the double-hit of lower revenues combined with increased costs represents a projected \$49,000,000 negative impact to HHSC's cash flow. This is an estimate given what we know right now; the actual amount may be greater if the Covid-19 virus' impact to our communities is extended longer than that. **Given the actions noted above, coupled with the uncertainty regarding the duration and magnitude of the Covid-19 virus outbreak, it is critical that HHSC receive its full general fund request.**

This testimony addresses only the amounts that would go to HTH 212, HHSC – Regions. We expect Kahuku Medical Center and Maui Health Systems to provide their own testimony in support of the amounts appropriated for those entities in this bill.

Thank you for the opportunity to testify on this measure **in support with requested amendments.**

HB-2200-HD-1

Submitted on: 5/8/2020 1:48:53 PM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|----------------------------------|---------------------------|---------------------------|
| Shari R. Lynn | Testifying for Ka Hale Pomaika'i | Oppose | No |

Comments:

Aloha,

Being from Moloka'i means we are limited in resources to address our community members who struggle with substance use disorders and/or mental health issues in the same way afforded to others in resource rich areas. When the current Covid-19 crisis hit our rural island, we faced what having no food stores open or other services available felt like. No other place in our state experienced this in the way we did. It was devastating!

Now it has come to our attention that the possibility of a continuance in service reduction may occur. By this we mean, if budgets are cut, services will close for many who are facing the health situations mentioned above. We need to be able to provide equal protection and care for all of our state's people who are seeking a way out from addiction, houselessness and mental health problems, not just the fortunate few.

For the life and respect of our Hawaiian population as well as the rainbow of cultures we represent on Moloka'i, we strongly urge that there are no budget cuts in Substance Use Disorder and mental health funds. We advocate strongly for the increase not decrease in funding for these issues .

Mahalo for your consideration,

Shari R. Lynn, MEd, CSAC, CCS, CCJP, CPS ,SAP NCAC-II, CSAPA, ICADC

Executive Director

Ka Hale Pomaika'i

pp. she/her/hers



CATHOLIC CHARITIES HAWAII

COMMENTS ON HB 2200 HD1: RELATING TO THE STATE BUDGET

TO: Senator Donovan M. Dela Cruz, Chair, Senator Gilbert S.C. Keith-Agaran, Vice Chair, and Members, Committee on Ways and Means
FROM: Rob Van Tassell, President and CEO, Catholic Charities Hawai'i
Hearing: Monday, 5/11/2020; 10:30 am; State Capitol Auditorium

Thank you for the opportunity to provide written testimony on HB 2200, HD1, the State Budget. I am Rob Van Tassell, with Catholic Charities Hawai'i. We are a member of Partners In Care.

Catholic Charities Hawai'i (CCH) is a tax exempt, non-profit agency that has been providing social services in Hawai'i for over 70 years. CCH has programs serving elders, children, homeless and immigrants. Our mission is to provide services and advocacy for the most vulnerable in Hawai'i.

We strongly urge you not to cut into the base budget for homeless services and other critical social services, including elderly services since the elderly are at high risk during the ongoing pandemic. Social services are the front line in addressing the needs of the most vulnerable populations in our State. There needs to be a robust response to this fast moving pandemic, especially as we reopen our economy. Reductions in the funding for critical social services, just like with health services, will limit their responses at the worst possible time.

We urge you to:

- Maintain funding for a strong Safety Net; avoid cuts to vital social services such as for domestic violence, elderly services, and behavioral health.
- Allow the Department of Health to access the Mental Health Special Fund above the current limit and to create capital improvements to develop crisis stabilization beds. No new money is being requested.
- Avoid cuts to funding of homeless services in the base budget of the Department of Human Services.
- Maintain funding for the core homeless services of Housing First, Family Assessment Centers, Rapid Rehousing, Outreach and Civil Legal Services as allocated in ACT 62 (2019). including:
 - \$3.75 million - Housing First
 - \$3.75 million - Rapid Rehousing
 - \$1.55 million - Family Assessment Centers
 - \$1.75 million - Outreach and Civil Legal Services

We also strongly support **\$750,000 minimum additional funding to the State Rent Supplement Program** at the Hawaii Public Housing Authority (in HB 2411). Without these funds, about 150 families and elderly would lose their monthly rental assistance and face homelessness. The average subsidy is \$400/month. We urge you to keep these low-income and vulnerable families and elders in their homes.



To end homelessness, the shared vision of our Counties, Partners In Care, and the Hawaii Interagency Council on Homelessness calls for robust funding for new rental housing, investing in proven programs, and addressing behavioral health needs. These services to reduce and prevent homelessness are all at-risk. The core services provided by the homeless continuum are crucial to support individuals impacted by economic shortfalls, as well as the pandemic itself.

Budget cuts will reduce the capacity of homeless programs to find homeless who may be ill and to work with other resources to contain illness so the pandemic does not sweep through the homeless community, which will impact the larger community. Cuts in Rapid Rehousing and other prevention programs would limit the ability of the state to help our ALICE population who might lose hours or even jobs and need short-term help with rent to prevent falling into homelessness during this next year. The expected spike in homelessness due to economic cutbacks is a terrible added impact. **We urge you now to fund programs to lower the curve of homelessness.**

Funding cuts would create long-term impacts, throwing many workers onto unemployment or even homelessness. It would result in the loss of trained outreach workers, case managers and others who are dedicated to help homeless individuals navigate out of homelessness. Programs will lose years of experience which may never be regained after the crisis is over.

Catholic Charities Hawai'i fears that cuts would impact families at our very successful Family Assessment Center in Kakaako or the veterans in our programs, and some may again become unsheltered homeless. More people will fall into homelessness statewide if the funding we receive for the State Homeless Emergency Grant program (SHEG) is cut back. This program has been a successful prevention tool to help families before they lose housing. Families will remain homeless for a longer time due to cuts in our funding for security deposits/rent for their new homes (Rapid Rehousing). Importantly, these are families that are ready and willing to be housed. Transitional shelters, like CCH's Ma'ili Land, are run on a very tight budget. These may need to reduce services or even close with significant cuts, if operating costs cannot be maintained.

Social services should not be cut when these are needed the most. There will be more homelessness as people lose their jobs, more domestic violence as there will be great stress on families, and the elderly will also suffer and become isolated.

For these many reasons, Catholic Charities Hawai'i sincerely and urgently stresses the importance of maintaining strong critical social services. Social services partner with the State to serve people in need. Now is the time to continue our partnerships to support individuals who will be impacted by the economic shortfalls, and the health crisis.

Please contact our Legislative Liaison, Betty Lou Larson, at 373-0356 or bettylou.larson@catholiccharitieshawaii.org, if you have any questions.

HB-2200-HD-1

Submitted on: 5/8/2020 9:26:02 PM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|--------------|--|--------------------|--------------------|
| Alani Bagcal | Testifying for Planned Parenthood Votes Northwest and Hawaii | Support | No |

Comments:

To: Hawaii State Senate Committee on Ways and Means

Hearing Date/Time: Monday, May 11, 2020, 10:30 a.m.

Place: Hawaii State Capitol, Auditorium

Re: Planned Parenthood Votes Northwest and Hawaii request for full funding for Hawaii's family planning program in the State Supplemental Budget

Dear Chairman Dela Cruz and Esteemed Members of the Committee,

I am very proud to reside within a state that has a history of being a leader in expanding reproductive rights. However, with the current federal administration, I am terrified for myself and my future children not having the equitable access to reproductive health care and sex education moving forward. The federal "Gag Rule" is why I am writing to you today, as Hawaii was stripped of \$2.4 million in Title X funds for lifesaving reproductive health care services.

I was ecstatic when I accepted my job as a community organizer with Planned Parenthood because I know what it's like to not have full bodily autonomy, and I wanted to dedicate my life to advocating for a movement that fights for exactly that. I have heard stories from our health center staff about patients pleading with them and crying about having **nowhere else to go** to get reproductive health care... and our clinic has had no choice but to turn them away because of this gag rule. I have heard countless stories from my volunteers, interns, and supporters that depended on the Title X program and currently depend on low cost providers like Planned Parenthood to ensure their access to the wide range of reproductive health services. I am torn by the fact that right now people are scared and are not getting the health care that they need, as access continues to be limited. This is not just a Planned Parenthood issue, it's all reproductive health care providers that are facing this issue.

I would love to see my home state continue to be a leader and increase the family planning funding program to \$2.4 million so everyone has access to this care –

regardless of where they live, their current economic situation, and/or insurance status. Our neighbor islands already face so many barriers accessing this care; it is time that Hawai'i step up and secure this program within the state budget. To make matters even worse, this pandemic has impacted reproductive health care access, as people have been losing their jobs and health insurance. Reproductive health care is an **essential service** – it always has been and always will be!

I implore you to increase funding for family planning services, so that all people on our islands are guaranteed the health care services and/or education they need to live safe, healthy lives.

Thank you for this opportunity to testify on this important measure.

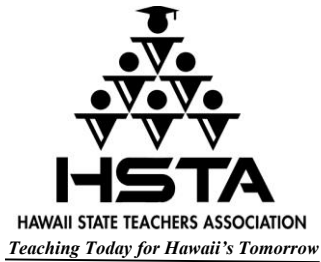
Sincerely,

Alani Bagcal

O'ahu Field Organizer for Planned Parenthood Votes Northwest and Hawai'i

P: 808-628-0681 E: alani.bagcal@ppvnh.org

96815



1200 Ala Kapuna Street ♦ Honolulu, Hawaii 96819
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Corey Rosenlee
President
Osa Tui, Jr.
Vice President
Logan Okita
Secretary-Treasurer
Wilbert Holck
Executive Director

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1, RELATIONS TO THE STATE BUDGET

MONDAY, MAY 11, 2020

COREY ROSENLEE, PRESIDENT
HAWAII STATE TEACHERS ASSOCIATION

Chair Dela Cruz and members of the committee:

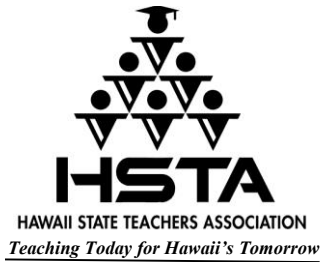
The Hawaii State Teachers Association **supports HB 2200, HD1**, relating to the state budget.

This bill adjusts and makes additional appropriations for fiscal biennium 2019-2021 to fund the operations of executive branch agencies and programs.

We want to thank the Legislature for adjusting the state budget to come up with a way to revise the budget due to revenue lost due to COVID-19 **and thank you for not including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees.**

Just this session legislators, the Board of Education, and the Department of Education supported the need to adjust our pay scale to compensate our tenured teachers, and to support those teachers in hard to staff areas, special education, and Hawaiian Immersion. Then COVID-19 hit. We understand adjustments need to be made, but we appreciate that the legislature agrees with HSTA and others, and does not want to balance the budget on the backs of educators, our keiki, and other state workers. This is the last thing we should ever do.

Thank you to the leaders of the Senate and the House who made a public statement against these cuts and that they should never be our first option. Since Governor Ige's initial meeting with public sector union leaders, he has publicly stated that he is looking into alternatives, such as borrowing from the Federal Reserve and waiting for more state stimulus funding from Congress. Unfortunately, neither of these preferred alternatives are guaranteed, and we appreciate that the Legislature is coming forward with alternatives for the here and now, that do not include pay cuts or furloughs. We have heard legislators are also advocating for other alternatives which are completely viable and what other states are advocating for. Pay cuts or furloughs for teachers and other state workers would further hurt our economy as



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Wilbert Holck
Executive Director

the University of Hawaii Economic Research Organization (UHERO) recently said, “We cannot overstate the tremendous adverse impact that a sharp contraction in government spending will have on the Hawaii economy, and the corresponding positive effects that sustaining public spending will confer.” It found that cutting salaries would have a multiplier effect that would “lead to a drop in GDP of \$3.3 billion over the 2020-2022 period.”

We thank you for coming up with a better plan to give to our governor as you have outlined in your state budget. Along with this, the governor may also consider the following options:

- Follow UHERO's recommendations to borrow up to \$3 billion from the Federal Reserve's Municipal Liquidity Facility;
- Wait for the federal government's next stimulus funding supported by President Trump and Democratic congressional leaders, which will support lost revenue for state and local governments;
- Use the \$53 million allocated to Hawaii schools and colleges under the CARES Act;

HSTA, AFSCME, and HGEA also offered suggestions to Governor Ige that offer 15+ alternatives to public worker pay cuts. Full report here-

<https://www.hsta.org/News/Recent-Stories/hsta-afscme-hgea-offer-governor-15-alternatives-to-public-worker-pay-cuts>

If educators' pay is cut, and please understand that furloughs are also a reduction in their paycheck too, more teachers will resign, especially those who are able to retire, but have stayed in our ranks to help our keiki. If these cuts or furloughs go through, it will drive our senior teachers into early retirement. Students would be left with substitutes, unqualified teachers, and our keiki will suffer. People keep saying they want our school system to be accountable, but how can we even be held accountable if our schools are not able to recruit and retain licensed teachers? During furlough years and times of economic downturns, tenured teachers have already sacrificed and have not yet recovered, and this was over ten years ago.



Corey Rosenlee
President

Osa Tui, Jr
Vice President

Logan Okita
Secretary-Treasurer

Wilbert Holck
Executive Director

As we have stated before, many times, in Hawai'i, teacher turnover is high, it is not just our new teachers leaving, and the number of teachers leaving continues to rise. Chronic teacher turnover, in turn, forces the Department of Education to rely on emergency hires and long-term substitute teachers, who are not certified teachers, to fill vacancies resulting in thousands of students each day in classes without a licensed teacher. Our teacher shortage problem is further clarified in the DOE's 2017-18 Employment Report, which shows that teacher voluntary resignations increased from 850 to 1,111 with only about 30% being due to retirement. Those voluntary resignations have only increased since then even more every single year.

This lack of certified teachers causes inequity for our students. Already low salaries are impacting the retention of licensed, tenured teachers who are essential to closing the achievement gap to ensure equity and excellence for each student.

Currently, only 53 percent of teachers remain in the Hawaii DOE for five years or more. In addition, about 1,000 long-term substitutes and emergency hires filling vacancies in classrooms are not graduates of a state-approved teacher education program. In fact, some of those subs and emergency hires are not even college graduates.

A study published by the Learning Policy Institute in 2016 showed the following: Based on a review of 30 studies published within the last 15 years that analyze the effect of teaching experience on student outcomes in the United States and met specific methodological criteria, researchers found that:

- Teaching experience is positively associated with student achievement gains throughout a teacher's career. Gains in teacher effectiveness associated with experience are most steep in teachers' initial years, but continue to be significant as teachers reach the second, and often third, decades of their careers.
- As teachers gain experience, their students not only learn more, as measured by standardized tests, they are also more likely to do better on other measures of success, such as school attendance.
- Teachers' effectiveness increases at a greater rate when they teach in a supportive and collegial working environment, and when they accumulate experience in the same grade level, subject, or district.
- More-experienced teachers support greater student learning for their colleagues and the school as a whole, as well as for their own students.



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We have to do more to encourage educators, especially those who have years and even decades of experience, to remain in the classroom. We cannot allow their salaries to be cut through a direct pay cut, nor furloughs.

As our NEA President, Lily Eskelsen García, also wrote in a recent letter to Governor Ige, “Teachers are rising to meet this challenge because we know our students need us now, and will rely on us to restore a sense of normalcy when the crisis ebbs. This will be much more difficult if pay cuts or furloughs are enacted because Hawaii will very likely lose teachers across the spectrum: those who are close to retirement, those with several years of experience and expertise, and those just entering the profession, bringing new insights and perspectives. Given the teacher shortage your state already faces, students will ultimately pay for this loss at a time when Hawaii will need all-hands-on-deck to create the nurturing environments that will help students recover and thrive,” she said.

To take care of the needs of our hardworking public school teachers, including public charter schools, and to provide our keiki with the quality education they deserve, the Hawaii State Teachers Association commends the legislators for finding ways to not look at pay cuts nor furloughs for our teachers, or other state workers. That is the last thing we should be doing. There are alternatives. This is not necessary and we all need to stand together against any discussion about pay cuts or furloughs. Thank you for standing up with us.

Therefore, **HSTA supports HB 2200, HD1**, and we appreciate your dedication to propose budget revisions that don’t include pay cuts or furloughs for our teachers or other state employees.

HB-2200-HD-1

Submitted on: 5/9/2020 5:21:57 PM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| jessica young | Testifying for HSTA | Support | No |

Comments:

We know there is a huge deficit. We know there are people out there that don't have any income coming in. We know that our Keiki are not getting an education they had 3 months ago. But, I also know this. Many of my colleagues and I have been thrown into a situation that has never taken place. Know one knew this is what would happen. Know one knew how a virus from the other side of the globe would hurt us in so many ways.

Yet, we continued to teach. It took us a moment to process the shock, the fear and the uncertainty. However, over the past few weeks. We have pushed ourselves, developed new ways to reach our students, made sure they were learning, but more importantly that they were ok. As School Counselor at an elementary school, I've had the privilege of being a part of this new chapter. We are donating much needed items and finding resources for students, working tirelessly through professional developments, attending meetings upon meetings, and then logging on to see our students.

To see a student smile at the fact that their teacher is STILL there, makes it all worth it.

I myself has had to balance both my own children and finding new ways to support the students, families and staff at my school. It hasn't been easy, but my Why is not because of a paycheck, but What is best for our Keiki.

However, I would be lying if I said I could work for free. We all love our jobs, but what more can we give or do to prove ourselves. With that said I'm pleading with you to hear us out. We do not need a pay cut. If you help us find a way to keep our paychecks intact, we can assure you that our Keiki will be taken care of. But who am I kidding , I as well as the rest of us will show up, love, and teach our Keiki regardless the circumstance. This pandemic has proved it. I'm just asking that you keep that in mind when making your decision. And ask yourself, What is our worth?

Thank you for your time,

Jessica J. Young

Kahakai Elementary

Hawai'i Island

School Counselor



May 11, 2020
10:30 a.m.
State Capitol, Auditorium
415 S. Beretania Street
Honolulu, Hawaii 96813

Re: HB 2200, HD1, Relating to the State Budget

Aloha Chair Dela Cruz, Vice-Chair Keith Agaran and members of the Senate Committee on Ways and Means.

On behalf of Sutter Health Kāhi Mōhala, we are writing in support of mental health funding in HB 2200, HD1, relating to the state budget.

Prior to the economic havoc and psychological stress factors related to the pandemic, Hawai'i already ranked last in the nation for access to care among adults with mental illness. Prior to this year and the ongoing effects of the COVID-19 pandemic, we already knew that almost 12% of youth reported having at least one major depressive episode and yet only 42% of youth with severe depression receive any mental health treatment. (2020 State of Mental Health Report, Mental Health America).

We commend the legislature for all of the steps it has previously taken to address the mental health needs of Hawaii's youth and now feel compelled to ask you to strengthen that support.

Proposed reductions in the Department of Health Adult Mental Health Division budget and capping annual spending of the Substance Abuse and Mental Health fund would have had significant impacts on mental health, at the very time Hawaii needs mental health services most. Cuts to mental health spending in 2009 are evident in the lack of services for those with mental health diseases, substance abuse and previously undiagnosed conditions which nevertheless have strong social impacts. We appreciate the unprecedented pressures that the state budget is facing and, as a result, you are facing. We also know that you are well aware of the challenges our community faces. We are counting on you to prioritize mental health. We support you.

Sutter Health Kāhi Mōhala is a not for profit licensed medical center located in Ewa Beach, exclusively specializing in behavioral health care for the people of Hawaii and throughout the Pacific Rim. Kāhi Mōhala embraces an interdisciplinary approach to services, incorporating an integrative perspective in emotional, physical, cognitive, and behavioral healthcare treatment. We are committed to serving the mental health needs of our community.

We are in support of funding for services and programs that treat and support the mental health of our community and ask that it be included in HB 2200, HD1.

Claudia Crist
Chief Executive Officer
Sutter Health Kāhi Mōhala



KŌKUA KALIHI VALLEY COMPREHENSIVE FAMILY SERVICES

2239 N. SCHOOL STREET ♦ HONOLULU, HAWAII 96819 ♦ TEL: 808-791-9400 ♦ FAX: 808-848-0979 ♦ www.kkv.net

To: Hawaii State Senate Ways and Means Committee
Hearing Date/Time: Monday, May 11, 2020 at 10:30 am
Place: Hawaii State Capitol, Auditorium.
Re: SB 2200, HD 1. Testimony of Kokua Kalihi Valley requesting full funding for Hawaii's family planning program in the State Budget

Dear Chair Dela Cruz, Vice-Chair Keith-Agaran, and Members of the Committee,

As our state prepares for economic uncertainty, widespread job loss, and a health care system pushed to the brink, it is more important than ever that safety net family planning providers have the necessary funding to provide reproductive health care services in Hawaii. As you review and revise the Fiscal Year 2021 (FY21) supplemental budget, we urge you to publicly and boldly support funding for a state family planning program with an appropriation of at least **\$2.4 million** to ensure people across Hawaii have access to the health care they need.

Kokua Kalihi Valley Comprehensive Family Services is one of thirteen (13) health providers on six (6) islands with whom the Hawaii state DOH contracts to provide family planning services. These providers include FQHC Community Health Centers (CHC's), community hospitals, and Planned Parenthood. We are the only source of health care for many of our Hawaii patients and serve as a critical entry point for patients, especially for patients who need guidance on whether to seek care for potential COVID-19 infections.

Kokua Kalihi Valley fully supports the intent of these supplemental funds which is to establish a high quality fully state funded Hawaii Family Planning Program whose medical standards are not dictated by the political ideology of the current administration in Washington and its current Title X program. \$2.4 million is the figure which we understand to be the amount of federal funding Hawaii received when there were 13 organizations (including Planned Parenthood) in the Title X program. This is the level of funding required to meet the needs of the health centers across the state and their 13,000+ patients.

Kokua Kalihi Valley (KKV) is a federally qualified community health center (FQHC) located on School Street near the Kuhio Park Terrace housing project and Dole Middle School. For more than 20 years, the State of Hawaii Department of Health has sub-contracted with KKV to provide family planning services. A mix of federal Title X and state funds have helped KKV to provide FP medical services each year to almost 1,000 Kalihi Valley women, men and teens, and for over 3,000 people to participate in outreach education in schools, churches, and community centers.

We serve young parents with toddlers in tow, busy working women, and teens who walk-in after school. Family Planning funds at KKV pay for an easy-access Walk-In Family Planning Clinic open 5 days per week from 8:00 am to 5:30 pm where bilingual counselors provide pregnancy tests and counseling, STD tests, same day birth control, emergency contraception, free condoms, education and referrals. 95% of FP patients live on incomes at or below the federal poverty level

(\$14,000 for 1, \$29,000 for family of 4). Loss of these critical FP funds will absolutely reduce services, hours and access for our most vulnerable and stressed teens and adults. Many women in our community were employed outside the home before the pandemic and will want to return to the workforce as soon as the job market opens up in order to support their families. Accessible family planning is essential to this goal.

We want to assure our legislators that these funds will not duplicate Med-Quest funding, and that insurance is always billed to full extent possible for FP services. KKV and other community providers have always used FP funds to pay for services that are NOT billable to insurance, including uninsured patients, teens needing confidential services, essential clinical services provided by bilingual health educators (such as all services at KKV's accessible *FP Walk-In Clinic*), and community outreach and school based preventive health education.

In the era of COVID-19 KKV has adapted rapidly and worked hard to transform the way we provide health care. In the process, we have learned skills and communication methods that will serve our community as we transition towards a post-COVID era. In two months KKV went from 0 telehealth visits to hundreds of telehealth visits each month, and many of our patients like and want to continue this. We are using social media in new ways to communicate with both teens and adults. We are conducting care and education via cell phone when no other options exist. And KKV rapidly implemented a robust home delivery and door-step education system for public housing apartments and multi-gen homes delivering food, soap, masks, cleaning supplies, medicine, home school supplies, and public health education materials and messages. We can also make tailored home deliveries on provider's orders, such as family planning supplies, home pregnancy test kits and home blood pressure cuffs for pregnant women. This in turn helps assure prenatal care starts earlier, ensuring better birth outcomes for mom and baby.

Without this full supplemental appropriation, KKV and 12 other organizations providing family planning services to thousands of low- & moderate-income families on 6 islands would be forced to shut down or curtail vital women's health services, including early pregnancy tests and early prenatal care.

The good news is that Hawaii already has in place the state expertise and infrastructure to administer such a program, and a network of experienced FP service providers to do this job. Mahalo for continuing to support this supplemental recurring annual request for family planning funding to give Hawaii women and their families in all parts of our state access to the full health care services they need to remain healthy and productive citizens.

Sincerely,

Doris Segal Matsunaga, MPH
Maternal Child Health Director
Kokua Kalihi Valley
Comprehensive Family Services
2239 North School Street
Honolulu, Hawaii 96819
PH: 808.791.9445
dmatsunaga@kkv.net



Community hospitals affiliated with KAISER PERMANENTE.

Chair Donovan Dela M. Cruz
Vice Chair Gilbert S.C. Keith-Agaran
Members of the Senate Committee on Ways and Means

RE: Testimony of Michael Rembis, CEO
H.B. 2200, H.D.1 – Relating to the State Budget
May 11, 2020

Aloha Chair Dela Cruz, Vice Chair Keith-Agaran, and members of the committee,

My name is Michael Rembis, and I am the Chief Executive Officer of Maui Health System (“MHS”). Thank you for the opportunity to submit testimony in SUPPORT of H.B. 2200, H.D. 1, regarding our 2021 Supplementary Budget Appropriation Request.

The past two months have been incredibly challenging for everyone in the state, including healthcare facilities. As the only acute care hospital on Maui on the front lines of the COVID-19 crisis, Maui Memorial Medical Center has not been immune to these challenges; nor have Kula Hospital and Lanai Community Hospital. The COVID-19 pandemic has drastically affected the way we operate. First and foremost, we have prioritized testing and caring for patients with COVID-19 and keeping providers and staff safe. This has been extra challenging due to the shortages of testing supplies and widespread shortages of personal protective equipment, and anticipated shortage of ventilators. These and other challenges, such as a significant reduction in ED visits and postponement of elective procedures, have resulted in increasing costs and decreasing revenues. As such, MHS expects to incur significant losses in the near term, which threatens our financial viability.

As you are aware, Act 103, Session Laws of Hawaii 2015, codified as HRS Chapter 323F, Part IV (“Act 103”) provides for operating and capital subsidies for MHS in connection with its operation of Maui Memorial Medical Center, Kula Hospital, and Lanai Community Hospital. Under HRS § 323F-58 (and the terms of the Transfer Agreement), MHS may request support payments for its operating costs not to exceed the amount appropriated for the operating costs of the Maui Regional System for the 2014 fiscal year, which was \$38 million. Under HRS § 323F-59, MHS may also request support payments for its capital expenditures during the first ten (10) years of MHS’ operations of the hospitals in an amount not less than \$6 million.

The last subsidy the state provided to HHSC-Maui Region for the hospitals before the transition to MHS was \$36.8 million. For the current fiscal year, 2020, MHS was appropriated \$22.5 million by the Legislature. For fiscal year 2021, MHS is requesting \$19 million.

In the three years since the transition, assuming that HHSC subsidy amount would have remained at \$36.8 million each year, MHS has saved the state a total of \$26.5 million. If MHS is granted its request for a \$19 million subsidy for fiscal year 2021, the savings to the state will jump to an impressive \$44.3 million. At the same time, MHS has been able to reduce its need for state subsidies nearly in half, by \$17.8 million, when compared to the last subsidy granted to HHSC-

Maui Region. This dramatically demonstrates the excellent job MHS has been doing at meeting, if not exceeding, the financial goals of the privatization. These drastic savings have occurred while MHS has been able to significantly increase quality scores, manage expenses, increase revenues, and recruit much needed physicians.

Some of the recent accomplishments include:

- Successful recruitment of physicians specializing in neurosurgery, oncology surgery, vascular surgery, gastroenterology, cardiology, and other needed specialties;
- Improvement in major quality scores for all facilities; and
- Awards and recognition, including the Heart Gold Plus Target: Heart Failure Honor Roll.

At its core, MHS also continues its efforts to retain talented local healthcare professionals. To this end, MHS hired the graduating classes of nurses at the University of Hawaii Maui College over the past two years.

Although the Administration's budget included a budget appropriation of \$17.3 million, we believe the \$19 million request is justified due to the accelerated pace at which MHS has reduced its subsidy requests and its goal of becoming financially stable and not relying on the state for operational support, while still improving quality and expanding services to the Maui community. Furthermore, MHS will be entering into collective bargaining negotiations for its largest union employee group whose contract expires on June 30, 2020. The additional \$1.7 million being requested is important, especially considering the impact the COVID-19 state of emergency has had on MHS, to continue the positive path we are on. Therefore, we hope that the Committee can support the full \$19 million subsidy request.

Mahalo for your consideration,

Michael Rembis, FACHE
Chief Executive Officer



Hawaii
Children's Action Network Speaks!
Building a unified voice for Hawaii's children

Hawai'i Children's Action Network Speaks! is a nonpartisan 501c4 nonprofit committed to advocating for children and their families. Our core issues are safety, health, and education.

To: Senator Dela Cruz, Chair
Senator Keith-Agaran, Vice Chair
Senate Committee on Ways and Means

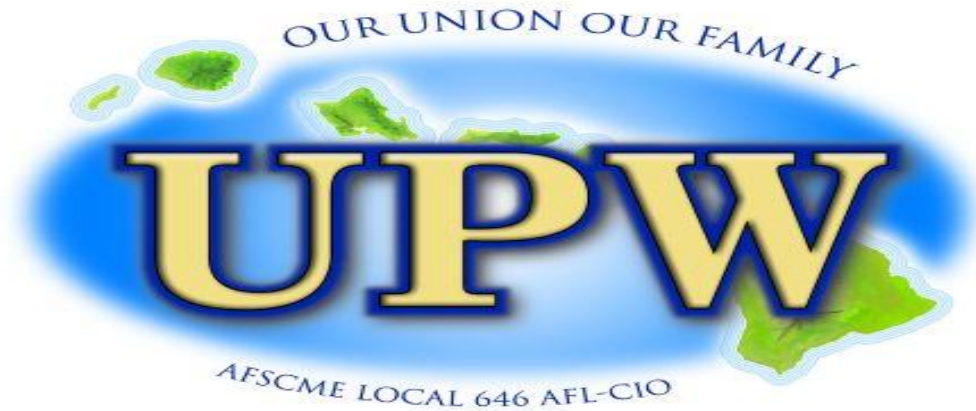
Re: HB 2200 HD1- Relating to state budget
Hawai'i State Capitol, Auditorium
10:30 AM, 5/11/2020

Chair Dela Cruz, Vice Chair Keith-Agaran, and committee members,

Thank you for the opportunity to provide testimony. **On behalf of Hawaii Children's Action Network Speaks!, we are writing in support of HB 2200 HD1.**

The coronavirus has dramatically changed our society and economy. Our working families have had the floor drop out from underneath them. Families will need support through core programs, like the Supplemental Nutrition Assistance Program, as they work to overcome these challenging times. We appreciate the effort to preserve core services from the Department of Health and Department of Human Services. We note that the current funding for the state's family planning program is insufficient to meet the need. Our high unemployment rates will result in many losing their health insurance and relying on programs, like Planned Parenthood, to fulfill their health care needs.

Thank you for centering our children and working families and their needs in this time. **For these reasons, HCAN Speaks! respectfully requests the Committee to support this measure.**



May 10, 2020

THE HAWAII STATE SENATE

The Thirtieth Legislature
Regular Session of 2020

Committee on Ways and Means

Senator Donovan M. Dela Cruz, Chair
Senator Gilbert S.C. Keith-Agaran, Vice Chair

Date of Hearing: Monday, May 11, 2020
Time of Hearing: 10:30 a.m.
Place of Hearing: Auditorium
State Capitol
415 South Beretania St.

Testimony on HB2200, HD1 Relating to State Budget

By Liz Ho, Administrator
United Public Workers,
AFSCME Local 646, AFL-CIO ("UPW")

The UPW is the exclusive bargaining representative for approximately 13,000 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 four counties. The UPW also represents about 1,500 members in the private sector.

House Bill 2200, HD1 amends the budget for the Executive branch departments and Agencies in State Government. The Coronavirus Pandemic has turned the world upside down. It has created devastation with the number of deaths in our country exceeding 77,000, and millions of Americans living on unemployment insurance payments.

Only four months ago, Hawaii had one of the lowest rates of unemployment (less than 3%) in the country. Today, it has risen to over 35% with over 240,000 unemployment insurance claims being filed. In this environment, fashioning the State Supplemental Budget becomes a monumental, critical, and unique challenge.

Therefore, the UPW appreciates the Legislature's attempt to address the health and safety of the community, while minimizing additional economic pain. We realize there are no easy answers but the UPW supports the approach of utilizing a combination of tapping special funds, unused funds, and other financial resources to deal with the budgetary shortfall.

While a 20% pay cut for public workers and other draconian steps have been suggested, the UPW stands strongly opposed to this kind of approach. The State is currently attempting to "re-open" the economy. To lessen the buying power of public workers would only undercut efforts to strengthen our economy. While agreeing that we as a community should all share in the burden of the financial challenge, placing a disproportionate load on the backs of public sector workers (only) would be discriminatory and unfair.

Moreover, many of our members, the UPW workers, have been determined to be "essential" to the public's health and safety. For that very reason they have continued to work while facing all the health risks of the coronavirus. Cutting their pay would not only be violating a contractual agreement made by the State but would be taking money out of their pockets at a time that they and their families face many uncertainties.

To the extent that House Bill 2200, HD1 includes provisions intended to reduce or eliminate positions in BU-01 and BU-10, the UPW would oppose these provisions.

In conclusion, the UPW is generally in support of House Bill, 2200, HD1 with the exception of the concerns expressed in our testimony. Thank you for the opportunity to share our concerns with the Committee.

HB-2200-HD-1

Submitted on: 5/9/2020 8:15:22 PM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------------------|---------------------------|---------------------------|
| chanel | Testifying for KELII FOUNDATION | Oppose | No |

Comments:

May 11, 2020

The Honorable Donovan Dela Cruz, Chair

Senate Committee on Ways and Means

Thirtieth Legislature

State Capitol

State of Hawaii

Honolulu, HI 96813

Dear Senator Dela Cruz and Members of the Committee:

SUBJECT: HB 2200 HD1- RELATING TO THE STATE BUDGET

Thank you for this opportunity to provide testimony. I would like to direct my first comment specifically to: Page 25, line numbers 13-20. HTH501-Developmental Disabilities in opposition to staff and budget cuts.

I respectfully request that you reconsider these cuts. I am a parent of a young teenager who has struggled with severe Autism since he turned 2 years old. Without having a

consistent relationship with his DD case manager, then he would have not progressed as much as he has in the last 10 years. Waiver services have helped him and our family by providing us with continuous access to PAB/respice workers so that—

1. I can keep my job as a healthcare worker while my son's PAB/respice worker(s) keep my son safe at home and in the

community,

1. My husband and I can have respice care for my son so that we can maintain our marriage which is important since about 80% of couples with a special needs child end up divorced, and
2. With the help of a PAB worker, my son can continue to socialize with others in the community and learn the skills that he needs to hopefully become an independent and productive member of society.

With COVID-19 affecting almost every one of my son's routine activities such as the DOE stopping his FAPE services, his daily medical appointments getting cancelled, the parks, pools, and malls closing, my son has to cope with all these changes. My son's case manager was able to keep 1 of my son's workers to continue working with my son. Without our son's PAB/respice worker, I would not be employed; my son would be having more behaviors because of the stay-at-home order; my husband and I would be under a lot more stress and sleep deprivation since we are forced to manage my son's education along with our other 2 keiki's education services and continue working as healthcare workers. My son's worker has helped my son adapt to and cope with many of the changes to society d/t COVID.

My second comment I would like to direct specifically to: Page 25, line numbers 21-22. HTH501-in support of increasing the ceiling to the Special Fund. During these changing times, caregivers like me need guidance and support. These funds can be used to train staff and increase outreach services.

Mahalo for this opportunity to provide comments to HB2200 HD1.

Sincerely,

Chanel Wahinepio, RN and mother of teenager with severe Autism.

Statement Before The
SENATE COMMITTEE ON WAYS AND MEANS

Monday, May 11, 2020

10:30 am

State Capitol, Auditorium

in consideration of
HB 2200, HD1
RELATING TO THE STATE BUDGET.

Chair Dela Cruz, Vice Chair Keith-Agaran, and Members of the Senate Ways and Means Committee

Common Cause Hawaii provides comments on HB 2200, HD1, the State Budget that adjusts and makes additional appropriations for the fiscal biennium 2019-2021 to fund operations of executive branch agencies and programs.

Common Cause Hawaii is a nonprofit, nonpartisan, grassroots organization dedicated to reforming government and strengthening democracy - one that works for everyone and not just the special, monied interests.

Common Cause Hawaii appreciates lawmakers' leadership in this time of crisis and for reconvening the Hawaii State Legislature to address the State's dire budget situation. Equality in our society – economic, income, and social justice – is a critical feature of successful democratic societies and effective democratic governments. The COVID-19 pandemic has laid bare the inequities in our societies. Properly and fully funding family planning in this time of crisis, as suggested by Planned Parenthood in its testimony, is a necessity to protect public health.

Common Cause Hawaii also respectfully requests that the Legislature allow the public to submit real-time oral testimony during the Committee hearings. Not permitting real-time testimony through remote access denies the public true participation in our democracy. Certain matters may arise during discussions between Your Committee members at the public meeting, which were not contemplated by a prewritten public testimony. This is why public, oral, remote participation at meetings is so vitally important. Public, oral, and remote participation – interacting and having an exchange with our elected and government officials – is the cornerstone of our democracy. Remote access testimony via Cisco WebEx, Zoom, BlueJeans, etc. with security features are possible and has been successfully adopted by county councils and boards and commissions in Hawaii during this pandemic.

Thank you for the opportunity to comment on HB 2200, HD1. If you have further questions of me, please contact me at sma@commoncause.org.

Very respectfully yours,

Sandy Ma
Executive Director, Common Cause Hawaii

TO: Senator Donovan M. Dela Cruz, Chair
Senator Gilbert S.C. Keith-Agaran
Senate Committee on Ways and Means

FROM: Robert G. Peters, Chair
Early Learning Board

SUBJECT: **Measure:** H.B. No. 2200, H.D. 1 – RELATING TO THE STATE BUDGET
Hearing Date: May 11, 2020
Time: 10:30 a.m.
Location: Auditorium

Bill Description: Adjusts and makes additional appropriations for fiscal biennium 2019-2021 to fund the operations of executive branch agencies and programs.

EARLY LEARNING BOARD’S POSITION: Comments

Greetings. I am Robert G. Peters, Chair of the Early Learning Board (ELB). The ELB recognizes the heavy toll the COVID-19 pandemic has taken on our economy and the State budget, and appreciates the Legislature’s challenge to provide the critical support our children and families need in this crisis..

Through Act 202, Session Laws of Hawaii 2017, ELB transitioned from an advisory to a governing board for the Executive Office on Early Learning (EOEL) and is charged with formulating statewide policy relating to early learning. We are composed of 17 members from across the early childhood field, in both the public and private sectors.

The Early Learning Board highly values the impact that the Executive Office of Early Learning staff has in meeting the early learning needs of our families and children, particularly for those at risk and who are underserved. Consequently, the Board appreciates all efforts to sustain its current staffing levels and its Public Pre-K programs in both DOE and Charter Schools across our State to continue that work.

Family-child Interaction Learning Programs (FCILs)

The Board wishes to note that included in EOEL’s supplemental budget request was \$300,000 to sustain family-child interaction learning programs (FCILs) at 2 sites on public school campuses. The Legislature appropriated funds to EOEL in 2017 to start these programs (H.B. No. 937 enacted as Act 203); without continued funding, they will have to shut down.

- FCILs are also known as pop-up preschools, traveling preschools, or parent-participation programs (e.g., Tutu and Me). They are an important component of Hawaii’s system of programs for our young children.
- **Families who for a variety reasons, including personal health and safety and economic, will be un- or underemployed as a result of COVID-19 and could use the support of programs like these.**
- In FCILs, children and their parents/guardians attend together. Children 0-5 years old receive a good learning experience AND their parents learn how to be stronger parents, to support their child’s development and learning at home.

Thank you for the opportunity to testify on this bill.



To: Hawaii State Senate Committee on Ways and Means
Hearing Date/Time: Mon., May 11, 2020, 10:30 a.m.
Place: Hawaii State Capitol, Auditorium
Re: Testimony of Hawaii State Coalition Against Domestic Violence in Support of Funding for Hawaii's family planning program

Dear Chair Dela Cruz and Members of the Committee,

The Hawaii State Coalition Against Domestic Violence writes in the support of budget for the state's family planning program be increased to \$2.4 million to protect access to lifesaving health care across Hawaii. The legislature must fully fund a state family planning program to ensure that every person has access to basic, preventive health care, regardless of where they live, how much money they make, or whether they have health insurance.

Planned Parenthood and other safety net providers conduct domestic violence screenings make important referrals to programs that can provide shelter, legal and advocacy services when necessary.

The current funding allocated in the budget – \$1.6 million – is based on old and outdated information and inadequate to meet the needs of the health centers across the state and their 15,000+ patients. The Legislature must act to provide at least \$2.4 million in the budget to ensure the long-term health and economic security of our communities during and after this global pandemic.

Without full funding, the health and lives of people in Hawaii are at risk, especially for communities that already face historic barriers to health care – such as people of color, people with low incomes, immigrants, people living in remote or rural areas, and young people. Unless the Legislature steps up, the health outcomes for these communities will only get worse.

If the legislature does not fully fund the state program, Planned Parenthood and other safety net providers may be forced to see fewer patients, shorten clinic hours, which would result in fewer patients being screened for domestic violence and referred to programs for additional services.

Facing an uncertain financial future, investing in Hawaii's family planning program is now more important than ever. Fully funding a program will ultimately save Hawaii money – that's because providing preventive care avoids the need for more expensive treatment, management and referral services down the road. Family planning also increases economic security by helping people pursue an education, get and keep jobs, and support their families.



Access to comprehensive sexual and reproductive health care is fundamental to the health and economic security of people in Hawaii. Now is the time for the Legislature to take action to ensure all people in Hawaii can equally access quality, affordable reproductive health care.

Thank you for your support for this important family planning funding increase.

Sincerely,
Hawaii State Coalition Against Domestic Violence

HB-2200-HD-1

Submitted on: 5/10/2020 9:45:00 AM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---|---------------------------|---------------------------|
| Jeff Stearns | Testifying for Honolulu Community College | Support | No |

Comments:

I am testifying in support of HB1631, HB 2200, HD1 and HB2725, HD1. I am supportive of the legislative package that provides the needed \$1 billion shortfall that will eliminate the need for any furloughs or salary reductions.

I would like to note that reduction in salaries will mean employees will cut their spending out of budget concerns and from fear of loss of income. It is important at this time to keep funds flowing to support consumer spending which has such a major impact on our economy.

I appreciate the hard work and understanding of the legislative leaders in finding innovative ways to fill the budget gaps and ensuring the stability of the public employee workforce as we move forward together in these difficult times.



49 South Hotel Street, Room 314 | Honolulu, HI 96813
www.lwv-hawaii.com | 808.531.7448 | voters@lwv-hawaii.com | @LWVHawaii on Facebook

COMMITTEE ON WAYS AND MEANS

Monday, May 11, 2020, 10:30 a.m., State Capitol Auditorium
HB 2200 RELATING TO THE STATE BUDGET

TESTIMONY

Janet Mason, Legislative Committee, League of Women Voters of Hawaii

Chair Dela Cruz, Vice-Chair Keith-Agaran, and Committee Members:

The League of Women Voters of Hawaii is gratified that the entire legislature has reconvened to hear this measure. We support the intent of this bill without reservation. Having a representative democracy has never been more important.

Federal COVID Relief for 2020 Elections

Our understanding is that Hawaii is eligible to receive up to \$3.3 million in Federal election funding under the \$2 trillion Coronavirus Aid, Relief, and Economic Security Act, with a (20%) State matching requirement for this money. **We strongly support an appropriation for purposes of meeting this Federal match and defer to the Office of Elections and County Clerks about the dollar amount required.**

We believe all voting locations and all voters should comply with public health guidelines. Because Hawaii is now an all-mail voting state, we are well-positioned to carry out successful elections during the COVID-19 crisis. But an appropriation is required to provide health protection for voters who visit County Clerks offices or Voter Service Centers. Hopefully masks will be available for voters who forget to wear their personal masks, so they do not risk becoming infected in order to vote. Rental of alternate locations to maintain social distancing may also be required. Likewise, State and County elections officials require safety protection for operations at all elections and voting locations where they work.

Making Voting Easier during the COVID 19 Pandemic

To assure that Hawaii's first vote-by-mail elections goes well during the pandemic, we hope you will also pass **SB 2137 SD2, which allows County Clerks to establish additional Voter Service Centers (VSCs) and allows Voter Service Centers to operate with dates and times other than specified in Act 136.** This measure speaks to situations where no voter service centers have been established due to an inability to obtain a facility or requisite personnel for the days and times specified in Act 136. It also supports public health guidelines for social distancing. We support this measure being effective upon its approval.

Thank you for the opportunity to submit testimony.



May 11, 2020
10:30 a.m.
Hawaii State Capitol
Auditorium

To: Senate Committee on Ways and Means
Sen. Donovan M. Dela Cruz, Chair
Sen. Gilbert S.C. Keith-Agaran, Vice Chair

From: Grassroot Institute of Hawaii
Joe Kent, Executive vice president

Re: HB2200, HD1 — RELATING TO THE STATE BUDGET

Comments Only

Dear Chair and Committee members:

The Grassroot Institute of Hawaii would like to offer its comments on HB2200, HD1, which relates to the state budget.

The Grassroot Institute of Hawaii recognizes the need to shrink the state budget, as tax revenues have fallen sharply following the coronavirus lockdown. State planners will need to focus on cuts, just as businesses and workers struggling in the private sector already have had to do.

Room to cut

Hawaii's fiscal 2021 general fund budget is \$8.72 billion.¹ In fiscal 2015, the budget totaled \$6.98 billion, adjusted for inflation,² which means today's taxpayers are paying an extra \$1.74 billion annually to provide public services for fewer people.³

¹ "The FY 2021 Executive Supplemental Budget," Hawaii Department of Budget and Finance, Dec. 16, 2019, p. 3, <https://budget.hawaii.gov/wp-content/uploads/2020/01/Budget-in-Brief-FY-21-BIB.pdf>.

² "State of the State Budget 2020," Grassroot Institute of Hawaii, March 2019, p. 32, <https://www.grassrootinstitute.org/wp-content/uploads/2019/03/State-of-the-State-Budget-2020.pdf>.

³ "Annual Estimates of the Resident Population for Counties in Hawaii: April 1, 2010 to July 1, 2019," U.S. Census Bureau, Population Division, March 2020, <https://census.hawaii.gov/wp-content/uploads/2020/03/co-est2019-annres-15.pdf>.

This suggests that there is plenty of room to reduce spending, since even the fiscal 2015 budget could've been trimmed, as we noted at the time.⁴

Had Hawaii's state government been cutting in previous years and saving for a rainy day, which we have recommended many times,⁵ the savings would have enabled the state to better cope with the current coronavirus crisis. Instead, the state whittled away a \$1 billion surplus on growing department budgets, payroll increases and other nonemergency items.

Now, spending advocates are arguing to borrow up to a maximum of \$4 billion dollars from the federal government and repay it over two years by implementing temporary additional future taxes on Hawaii residents.⁶

This would only swell Hawaii's already dangerous total of \$88 billion in unfunded liabilities over the next 30 years⁷ — as well as put billions of dollars of additional weight on the backs of struggling Hawaii taxpayers, discourage entrepreneurs from doing business here, and possibly prompt more residents to flee for the mainland because of the state's ever-increasing high cost of living.

Kicking the can down the road

A legislative plan in the works would scrounge up about \$1 billion from special funds, vacant positions, the state's rainy day fund and by borrowing to fill the budget shortfall.⁸

⁴ Malia Hill, "A Troubling Excess Of Optimism: Examining the Hawaii State Budget," Grassroot Institute of Hawaii, May 20, 2015,

www.grassrootinstitute.org/2015/05/a-troubling-excess-of-optimism-examining-the-hawaii-state-budget/.

⁵ "State of the State Budget 2020," Grassroot Institute of Hawaii, March 2019, p.5,

www.grassrootinstitute.org/wp-content/uploads/2019/03/State-of-the-State-Budget-2020.pdf. See also,

"State of the State Budget 2017," Grassroot Institute of Hawaii, Spring 2017, p. 3,

www.grassrootinstitute.org/wp-content/uploads/2017/03/State-of-the-State-Budget-2017.pdf.

⁶ "Avoid public sector cuts at all costs during a recession," Hawaii Budget and Policy Center, April 2020,

<https://hibudget.org/2020/04/avoid-public-sector-cuts-recession>; Carl Bonham, et al., "Tap Fed Lending Facilities to Support Local Economy," The Economic Research Organization at the University of Hawaii,

April 21, 2020, <https://uhero.hawaii.edu/tap-fed-lending-facilities-to-support-local-economy>; "HSTA, AFSCME, HGEA offer governor 15+ alternatives to public worker pay cuts," Hawaii State Teachers Association, HSTA.org, April 23, 2020,

www.hsta.org/News/Recent-Stories/hsta-afscme-hgea-offer-governor-15-alternatives-to-public-worker-pay-cuts;

and letter to Gov. David Ige, from Randy Perriera, executive director of the Hawaii Government Employees Association, April 21, 2020, www.hgea.org/Media/4227/lettertogovigeapr212020.pdf.

⁷ Marcel Honore " \$88 Billion: A New Price Tag For Fixing Hawaii's Infrastructure And Retirement Systems" Honolulu Civil Beat, Oct. 16, 2019,

www.civilbeat.org/2019/10/88-billion-a-new-price-tag-for-fixing-hawaiis-infrastructure-and-retirement-systems/.

⁸ Blaze Lovell "Legislative Deal In The Works Would Use Untapped Funds To Dodge Budget Cuts," Honolulu Civil Beat, May 9, 2020,

www.civilbeat.org/2020/05/legislative-deal-in-the-works-would-use-untapped-funds-to-dodge-budget-cuts/

However, this strategy relies on the rosey assumption that the economy will bounce back quickly, and that Hawaii’s government can continue its bloated operations during a recession. But Hawaii’s tourism economy is likely to recover slowly,⁹ which is why lawmakers should pare spending, such as by reducing department budgets and payrolls and contracting more with the private sector to deliver public services.

Reducing spending could also create wiggle room for lawmakers to reduce taxation, which could provide relief for Hawaii’s struggling taxpayers and breathe new life into the economy.

The mythical ‘multiplier effect’

Some people commenting on this issue have alleged that state spending should not be cut because a so-called multiplier effect magnifies benefits of government spending. They say that every \$1 of government spending produces \$1.50 of economic activity in Hawaii.¹⁰

However, many economists dispute this notion of a multiplier effect, holding that government spending more typically hinders economic growth because it reduces private savings and crowds out private borrowing, both of which depress capital investment by the private sector — the true source of economic growth.¹¹

As economist Milton Friedman famously used to say, “There ain’t no such thing as a free lunch.”

. See also, Kevin Dayton, “Tax collections tank as Hawaii lawmakers plan budget fixes to avoid public worker furloughs” Honolulu Star-Advertiser, May 9, 2020, www.staradvertiser.com/2020/05/09/hawaii-news/tax-collections-tank-as-lawmakers-plan-budget-fixes-to-avoid-public-worker-furloughs/.

⁹ Carl Bonham, et al. “COVID-19: Developing Economic Recovery Scenarios for Hawaii” The Economic Research Organization at the University of Hawaii, May 4, 2020, <https://uhero.hawaii.edu/covid-19-developing-economic-recovery-scenarios-for-hawaii/>.

¹⁰ “Avoid public sector cuts at all costs during a recession,” Hawaii Budget and Policy Center, April 2020, <https://hibudget.org/2020/04/avoid-public-sector-cuts-recession>; Carl Bonham, et al., “Tap Fed Lending Facilities to Support Local Economy,” The Economic Research Organization at the University of Hawaii, April 21, 2020, <https://uhero.hawaii.edu/tap-fed-lending-facilities-to-support-local-economy>; “HSTA, AFSCME, HGEA offer governor 15+ alternatives to public worker pay cuts,” Hawaii State Teachers Association, HSTA.org, April 23, 2020, www.hsta.org/News/Recent-Stories/hsta-afscme-hgea-offer-governor-15-alternatives-to-public-worker-pay-cuts; and letter to Gov. David Ige, from Randy Perriera, executive director of the Hawaii Government Employees Association, April 21, 2020, www.hgea.org/Media/4227/lettertogovigeapr212020.pdf.

¹¹ Olivier J. Blanchard and Daniel Leigh, “Growth Forecast Errors and Fiscal Multipliers,” National Bureau of Economic Research, February 2013, www.nber.org/papers/w18779; Scott Sumner, “Why the Fiscal Multiplier is Roughly Zero,” Mercatus Center, George Mason University, Sept. 11, 2013, www.mercatus.org/publications/monetary-policy/why-fiscal-multiplier-roughly-zero; and Dan Mitchell, “The Impact of Government Spending on Economic Growth,” The Heritage Foundation, March 15, 2005, www.heritage.org/budget-and-spending/report/the-impact-government-spending-economic-growth. See also “Crowding out (economics),” Wikipedia, [https://en.wikipedia.org/wiki/Crowding_out_\(economics\)](https://en.wikipedia.org/wiki/Crowding_out_(economics)).

¹² The money that a government spends has to come from somewhere. And if it isn't obtaining it directly from the taxpayers, it's borrowing it for taxpayers to pay in the future, with interest.

Of course, if you are the federal government, you also can simply print money out of thin air, but that causes inflation and reduces the purchasing power of money for everyone — a hidden tax, essentially.¹³

So basically, asking our cash-strapped federal government to lend us money — which it would have to do through borrowing of its own and printing money out of thin air — is basically a beggar-thy-neighbor policy that would shift some of the burden of our spending to people in other states, in exchange for higher future taxes, both state and federal, and the hidden tax of inflation nationwide.

Not only that, when Hawaii's state and county governments spend, they often do so wastefully — on megaprojects such as the over-budget, behind-schedule Honolulu rail, on bureaucratic bloat, or on inefficient services that the private sector could be delivering at a higher level of quality for lower cost.¹⁴

That's why tax cuts can boost an economy, because the dollars are kept in the private sector and used more productively.¹⁵

Spending advocates counter that the boost from \$1 of spending is more than a \$1 tax cut because the taxpayer being allowed to keep his or her own money will save a portion of that, and saving is bad because it is "leakage" from the economy.¹⁶ They argue that a dollar saved is a dollar wasted or, at least, a dollar not spent in the economy.

However, this ignores the fact that savings are not hidden in people's mattresses. Savings are borrowed by investors, and thus spent in productive ways for future growth, rather than immediate consumption. Savings help the economy in the long run because the money is

¹² Stephen Moore, "The Man Who Saved Capitalism," The Wall Street Journal, Aug. 1, 2012, www.wsj.com/articles/SB10000872396390444226904577558882802335216.

¹³ "Definition of Inflation Tax," Financial Web, 2018, www.finweb.com/taxes/definition-of-inflation-tax.html, accessed May 9, 2020; Kevin Mercadante, "Inflation Is A Hidden Tax — What Can You Do About It?" Investor Junkie, <https://investorjunkie.com/economics/inflation-hidden-tax>.

¹⁴ "Government expenditures simply divert private expenditures and only the net excess of government expenditures is even available at the outset for the multiplier to work on. From this point of view, it is paradoxical that the way to assure no diversion is to have the government spend the money for something utterly useless — this is the limited intellectual content to the 'filling-holes' type of make-work." Milton Friedman, "Capitalism and Freedom," University of Chicago Press, Chicago, 1962, pp. 80-81, <https://tinyurl.com/ya23p6zx>.

¹⁵ Dan Mitchell, "The Impact of Government Spending on Economic Growth," The Heritage Foundation, March 15, 2005, www.heritage.org/budget-and-spending/report/the-impact-government-spending-economic-growth.

¹⁶ Robert F. Mulligan, "The Central Fallacy of Keynesian Economics," Mises Institute, Nov. 19, 2014, <https://mises.org/library/central-fallacy-keynesian-economics-0>.

directed toward more productive activity. For example, saving for a future college education might be more productive for an individual than spending now on a surfboard.

Economist Dan Mitchell even argues that the multiplier effect of government spending is actually negative, since many government actions hinder economic growth of the economy through regulatory barriers.¹⁷ This should compel lawmakers to cut regulations swiftly so as to reduce economic hurdles.¹⁸

Time to cut

It's time for Hawaii's government to face the hard fact that cutting government spending is the only way to put money back into the economy without saddling taxpayers with extra burdens.

Shrinking Hawaii's government spending by 20% would still allow for satisfactory public services for residents — especially if private contracting of public services were encouraged¹⁹ — while keeping enough money in taxpayer pockets to sustain economic growth now and in the future.

Thank you for the opportunity to submit our testimony.

Sincerely,

Joe Kent
Executive vice president
Grassroot Institute of Hawaii

¹⁷ Dan Mitchell, "The Impact of Government Spending on Economic Growth," The Heritage Foundation, March 15, 2005,

www.heritage.org/budget-and-spending/report/the-impact-government-spending-economic-growth.

¹⁸ Joe Kent, "18 Ways To Get Hawaii Back On Its Feet Again" Honolulu Civil Beat, April 18, 2020, www.civilbeat.org/2020/04/18-ways-to-get-hawaii-back-on-its-feet-again/.

¹⁹ Aaron Lief "How to revive contracting as a policy option in Hawaii,," Grassroot Institute of Hawaii, March 2019, https://grassrootinstitute.org/wp-content/uploads/2019/03/Konno_Decision_Report.pdf.

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE
RE: HB 2200, HD1 RELATING TO THE STATE BUDGET
MONDAY, MAY 11, 2020
10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Elizabeth Benson. I am a Social Studies teacher at Hilo High School in Hilo on Hawai'i island. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

Before the pandemic, Hawai'i was already experiencing serious qualified teacher shortages. If these salary cuts and furloughs occur, those potential future teachers will rethink their futures and seek out more viable options. If teachers are so vulnerable as to be on the frontline of furloughs and pay cuts, it's going to be even more difficult to recruit our young people or professionals who are thinking of transitioning in to Education.

Since the pandemic, teachers have been hard at work to adapt to providing distance learning opportunities to our students. We learned how to Zoom and help our colleagues transition to learning platforms like Google Classroom and Khan Academy. Even though some teachers were uncomfortable utilizing technology, they did it and are preparing to take on what comes next moving forward in the interest of our young people. We will continue to work hard through the summer to secure online curriculum and innovative ways to continue to provide our young people with the tools they'll need to be successful in an ever-changing world. Fortunately, technology CAN provide alternative learning platforms that I know, teachers will embrace. We are preparing to open the new school year with distance learning strategies if that is what is required. We have always adapted to do what's best for our youth. Pressure should be applied at the federal level, not on our keiki. Aid is coming to state and county governments. There is money available.

Finally, it is a well-known fact that compared to the rest of the country and because of the high cost of living in the islands, Hawaii's educators are already the lowest paid in the nation. When did our teachers and keiki get put on the back burner of politics and how could we, as the drivers of our local society, allow it? Put the politics away and please do what is right by our young people and send a message to the next generation that we will do whatever it takes to secure their future.

Mahalo,

Elizabeth M. Benson
Island of Hawai'i

HB-2200-HD-1

Submitted on: 5/10/2020 10:25:49 AM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|--|---------------------------|---------------------------|
| Sarah Tochiki | Testifying for Hawaii State Teachers Association | Support | No |

Comments:

Chair Dela Cruz and members of the Ways and Means Committee,

My name is Sarah Tochiki and I am the Band Director at Chiefess Kamakahelei Middle School in Lihue, Kaua`i. I am in my 12th year as a teacher in Hawai`i. I was born and raised in here and went college on the mainland. I chose to return to Hawai`i because I wanted to make a difference in the lives of the students we have here. I knew coming home to teach would mean challenges navigating the high cost-of-living with our typically low educator salaries. This does not mean it is right. We need good teachers and we need people born and raised in Hawai`i to know that living here is economically feasible. Otherwise, we will continue to ship our best and brightest to the mainland.

Educators acknowledge that we are facing an economic crisis. With the complete halt of tourism and the influx of money into our state from outside sources, I understand the gravity of the situation we are in. Nevertheless, I urge the State of Hawai`i to not reduce salaries or implement furloughs for educators in order to balance the budget.

Here is some justification for my plea:

- When you look at the actual number, educators seem to make a decent amount, but when you factor in cost-of-living, we are second from the bottom. \$65,000 is considered low-income in our state, which is about 50% of our educators. We ask our students to work hard so they can go to college and get good jobs, yet if they decide to become an educator, that job cannot sustain them.**
- 58% of educators have at least one additional job to make ends meet. Many of those jobs will not be available because they are tied to tourism and the service industry. Therefore, not only were educators not paid enough in the first place, they will not have access to 2nd or 3rd jobs to supplement their inadequate salaries.**
- We already have an educator shortage in our state and any reduction in salaries will require people to find employment elsewhere. If this pandemic**

has proved anything, having qualified educators with students in classrooms is the optimal method for learning. Online lessons have supplemented the experience while it is not safe to be on campus, but students want to be back in school, learning with their peers and an in person, qualified educator. We had 1,000 open positions prior to the pandemic, what will that number look like if educators flee the profession?

- At least half of our educators spend between \$250-500 of their own money on supplies for their own classrooms. Some report spending more than \$1,000 annually. This is because school budgets come up short for being able to provide for basic necessities. With an anticipated budget reduction and educator salary reduction, how are we possibly going to be able to provide basic learning opportunities for our students? Educators will great creative, but at what expense?

I understand that times are difficult and many are out of work. I spend the last two weeks volunteering to process unemployment claims during the day, while spending the evenings developing online enrichment activities for students. 20% of our salaries is not extra that is lining our savings accounts. It will be spent right back into the community: rent, groceries, utility bills, mortgage payments, medical expenses, precious toilet paper, supporting the local businesses that are open, etc. We need to keep money circulating in our state. The majority of educators barely make ends meet. We do not put 20% away for our rainy day fund. Educators cannot afford to have one in the first place. I personally have thought about moving to the mainland. My sister is a teacher there and she makes \$1,000 more per month than me with a third of the experience. I could go and live in her district with cheaper cost of living and make more money. I feel a strain on our school system as many of my colleagues choose to do so. And the students will ultimately be the ones who suffer. One year may not seem too long to you, but for a five year old, that is twenty percent of their life.

We ask our students to be complex thinkers and problem solvers. We ask them to think creatively because the easiest solution may not be the best solution. A reduction of salaries is the easy solution, but is not the best. Perhaps we can forgo SBA testing for a few years and save those funds? Perhaps we reevaluate all of the parts of EES to make it cost less? Which professional development consultants are we contracting with from outside of the state that we can do locally? Can we negotiate with our large vendors, like Achieve3000, for better prices? Let's work together to find a solution. The budget has been balanced with the wallets of educators for too long because that is the easiest solution. But without qualified educators in every classroom, can we ever have good schools in Hawai'i? The number one factor for quality of a child's education is not their access to standardized tests, but to a qualified and trained master educator.

Thank you for your time and consideration,

Sarah Tochiki

Band Director

Chiefess Kamakahelei Middle School

Kaua`i Chapter Vice President

Hawai`i State Teachers Association

HB-2200-HD-1

Submitted on: 5/10/2020 10:10:43 AM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Cynthia McAnish | Testifying for HSTA | Support | No |

Comments:

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020

10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Cynthia McAnish. I am a special education teacher at Kea'au High School in the Ka'u, Kea'au, Pahoa Complex on Hawai'i Island. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

I have been teaching in the KKP complex for over 20 years, and all of that time has been devoted to special education and the unique students who comprise that specific population. Over the years, I have funded my own classrooms and helped to fund those of my own biological children, as well. There never seems to be enough money to cover all classroom costs, so personal funds are needed to supplement the additional supplies. Should Teacher salaries be cut, this would no longer be possible, adding to the financial burden of meeting basic individual needs.

The pandemic has taught us all that we not only need strong staffs to run our schools and meet the needs of Hawai'i keiki, we need to do so with innovative ideas and out of the box solutions. Don't put that burden on the backs of employees who are already underpaid and barely making ends meet. I would be forced into the position of leaving the education field, should my salary be cut. I have faith that you, as our elected representatives will find other solutions to get us through this unique period of time.

Mahalo,

Cynthia McAnish
Hawai'i District
KKP Complex
Kea'au High School

HB-2200-HD-1

Submitted on: 5/10/2020 10:15:02 AM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Kaipo Wahinepio | Testifying for HSTA | Support | No |

Comments:

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Kaipo Wahinepio. I am a teacher at Waiakea Intermediate School in Hilo on Hawai'i. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

I was heavily recruited out of my undergraduate program and told Hawai'i needed highly qualified teachers. If these pay cut go through, I will then know that Hawai'i will never be able to afford highly qualified teachers. My state approved teaching program cost me tens of thousands of dollars. Which will already take me decades to repay, just got pushed back further. The average single-family home in Hawai'i cost over \$700,000. That equates to 15+ years of me saving, just for the downpayment. From now on when someone asks me about becoming a teacher, I will tell them its not worth the debt.

Mahalo,

Kaipo Wahinepio - Hilo, HI



HAWAII APPLESEED

CENTER FOR LAW & ECONOMIC JUSTICE

Testimony of the Hawai'i Appleseed Center for Law & Economic Justice
Commenting on HB2200, HD1 – Relating to the State Budget
Senate Committee on Ways and Means
Monday, May 11, 2020, 10:30 AM, Auditorium

Dear Chair Dela Cruz, Vice Chair Keith-Agaran, and members of the Committee:

Thank you for the opportunity to submit comments on **HB 2200, HD1**.

As you consider potential budget cuts, it's important to recognize that spending is the fuel that keeps our economic engines running. As the private sector engine of our economy sputters, the government needs to throttle up its spending in order to keep the economy going. Past recessions have shown us that state spending cuts exacerbate the economic damage. At this crucial time, cutting government spending would be akin to taking our foot off the pedal and letting the second engine of the economy sputter as well. We need to temper cuts and look for opportunities to borrow and adopt recession-appropriate revenue supplements to get through this crisis.

Cuts to social services would not only reduce the strength of our safety net at a time it's more needed than ever. It will also increase the burdens on the safety net by cutting the jobs of social service providers. Providers will go from being holders of the net, to more people piled on top of it. A third of Hawaii's workers have already lost their jobs. We cannot afford to add to the number of those who are unemployed where it can be avoided. The same holds true for cuts to government jobs. While there are cost-saving measures that make sense at a time like this (e.g., savings from reduced facility expenses, not filling vacant positions, etc.), we need to avoid cuts that will cause significant harm to Hawaii's people and our recovery from the pandemic.

Now, more than ever, Hawaii needs a strong safety net to ensure that our people have their most basic needs met. The 200,000-plus workers who have lost their jobs to the pandemic are at risk of being unable to pay their housing costs and put food on the table. Even those who have been fortunate to maintain their income have been impacted by the pandemic in some way—isolation from social distancing leading to increased anxiety, depression, and other mental health consequences; school closures preventing students with special needs from accessing services and leaving under-resourced students without the education that provides their best hope for a successful future; stay-at-home requirements leaving those subject to child abuse and domestic violence with no escape and no reprieve—the list of impacts is innumerable. Those who relied on Hawaii's social service sector before the pandemic need it now more than ever, and an overwhelming number of people who never imagined they'd need help, need it now. We must strengthen Hawaii's social safety net to withstand the extraordinary pressures on it. If our safety net collapses, Hawaii and its people will fall with it.

The Hawai'i Appleseed Center for Law and Economic Justice is committed to a more socially just Hawai'i, where everyone has genuine opportunities to achieve economic security and fulfill their potential. We change systems that perpetuate inequality and injustice through policy development, advocacy, and coalition building.

To bolster the safety net for the pandemic we need more resources to handle the dramatic increase in need. Budget cuts for social services at a time like this would be catastrophic, increasing and prolonging the pain felt by Hawaii's people as they fall deeper into crisis as the safety net beneath them disappears. Federal funding is available to help, but relatively little of the new coronavirus-related federal funds are targeted toward needed services. For instance, less than 3 percent of new grant funds are directed to social services, housing, and food, and only \$2 million is earmarked for behavioral health needs, which outstripped available public resources even before the pandemic. The state will also need to find other ways to generate resources, such as borrowing and recession-appropriate tax increases. Attached to this testimony is a brief from Hawaii Appleseed's Hawaii Budget and Policy Center, which explores borrowing and revenue generation options totaling up to \$3.6 billion. We have options. They should be carefully evaluated before resorting to harmful cuts.

Thank you for your work on these vital issues. We appreciate your consideration of this testimony.

HAWAII: PROGRESSIVE REVENUE OPTIONS



HAWAII RESPONDS

AVOID DAMAGING SPENDING CUTS

AS HAWAII'S LAWMAKERS reopen the legislative session to tackle an estimated \$1 billion gap in the state budget, it's important for them to keep in mind that deep government spending cuts would have a devastating effect on our already injured economy, as well as hobble social services that are becoming more and more essential during this crisis.

Spending is the fuel that keeps our economic engines running. As the private sector engine of our economy sputters, the government needs to throttle up its spending in order to keep the economy going. Past recessions have shown us that state spending cuts exacerbate the economic damage. At this crucial time, cutting government spending would be akin to taking our foot off the pedal and letting the second engine of the economy sputter as well.

IN FACT, the International Monetary Fund has found that every dollar of reduced government spending results in as much as \$1.50 in lost economic activity. That means that a \$1 billion cut in public sector pay and social services spending would punch a \$1.5 billion hole in our economy.

Instead, we should look for every opportunity to keep the economy running. One important way to do that is to keep government workers onboard at full salary, which ensures that they can keep paying for housing, food, transportation and other necessities. A big reduction in state worker pay would hurt not just the workers and their families, but also local Hawaii businesses, and inflict more damage to the economy.

Another wise move would be for the government to direct money into

the wallets of those who are struggling and who will immediately spend it on necessities. Doing so helps not only the recipients, but also Hawaii's farmers, grocers, restaurants, retailers, property owners, and other local businesses.

Our leaders should also remember that social service cutbacks during the Great Recession continue to be felt and seen on our streets. Social service providers still haven't been able to undo all the damage inflicted on nonprofits and the state's mental health system by funding slashed a decade ago.

Especially now, with interest rates being so low and a huge new Federal Reserve lending facility opened for the states, the best course for Hawaii would be for the state to borrow money and find progressive

revenue sources, rather than cut spending.

The Federal Reserve's lending facility and seven progressive recession-appropriate revenue options that could bring **hundreds of millions to over 3 billion dollars** into state coffers are outlined below. Good public policy can help us minimize damaging spending cuts as well as keep the economy afloat now and ready for a better future.

TAP THE FEDERAL RESERVE MUNICIPAL LIQUIDITY FACILITY

The state constitution [authorizes general fund expenditures in excess of revenues](#) "when the governor publicly declares the public health, safety or welfare is threatened," and may issue bonds "to meet emergencies caused by disaster or



act of God.”ⁱ This provision exists for precisely the kind of emergency we’re currently facing, and the state should make use of it.

In fact, borrowing money may be the best option for the state right now. Through its new [Municipal Liquidity Facility](#), the Federal Reserve is offering loans to states to help manage cash flow stresses caused by the coronavirus pandemic.ⁱⁱ The maximum loan amount is 20 percent of general fund revenue, or about **\$3 billion** for Hawai‘i.

Hawai‘i would be able to borrow at the lowest possible interest rates, since [the state announced last December](#) that it had achieved its best credit rating ever.ⁱⁱⁱ This opportunity is available through December 30, 2020, and the loans must mature 36 months or sooner from the date of issuance.

CAPTURE THE TOP ONE PERCENT’S INCOME TAX BREAK

Hawai‘i’s top one percent earn more than \$557,600 per year, with an average income of about \$1.3 million. The federal Tax Cuts and Jobs Act is giving each of them an average [federal income tax break of \\$35,460 in 2020](#).^{iv} This would be a good time for them to share those federal tax savings—estimated to total **\$253 million**—with the state.

If Hawai‘i’s top one percent were to pay 10 percent more in personal income taxes than what they currently pay, each would owe an average of \$8,200 more, yielding a total about **\$43 million** in revenue for the state.

CAPTURE THE CORPORATE PROFITS TAX BREAK

The federal Tax Cuts and Jobs Act cut the federal corporate income tax rate by 14 percentage points, [from 35 percent to 21 percent](#), so companies are getting a large tax break at the federal level.^v

Hawai‘i’s current top corporate tax rate of 6.4 percent is below the median of the states. We are ranked [34th among states in per capita corporate tax collections](#), at \$103 per person, while the 1st state, New Hampshire, collects \$582 per person.^{vi}

Corporate taxes differ from individual income taxes in important ways. First, the corporate tax is applied only to profits, so companies facing losses do not pay corporate income tax.

Second, having different income tax brackets makes sense for individual income taxes because those with lower incomes are less able to afford a high tax bill. However, there is no similar “ability to pay” concept for corporations. Hawai‘i has three corporate tax brackets, while more than [30 other states have a single corporate tax rate](#).^{vii}

If Hawai‘i were to have a [single tax rate on corporate profits of 9 percent](#), it would raise an additional **\$103 million** in revenue.^{viii}

CLOSE THE CAPITAL GAINS TAX LOOPHOLE

Hawai‘i is [one of only nine states](#) that allows capital gains—profits from the sale of stocks, bonds, investment real estate, art, and antiques—to be taxed at a *lower* rate than ordinary income.^{ix} That’s a

tax break that goes almost entirely to high-income taxpayers, including non-residents who profit from investing in real estate in Hawai‘i.

Long-term capital gains constitute [10 percent of total taxable income](#) in the state, or nearly \$3.5 billion in 2017.^x If those capital gains were taxed at regular individual income tax rates, it would yield about **\$100 million** in new revenue.

TAX REAL ESTATE INVESTMENT TRUSTS

Real Estate Investment Trusts (REITs) own approximately \$17 billion worth of Hawai‘i real estate and [earn about \\$1 billion in profits every year](#).^{xi} Hawai‘i REITs should be taxed, as is every other individual and corporation doing business in Hawai‘i. If REITs paid regular corporate taxes on their profits, that would mean **\$60 million** in potential tax revenue every year.

While Hawai‘i has more land value tied up in REITs than any other state in the nation, relatively few Hawai‘i residents own shares in REITs—we rank 40th in the nation for the number of REIT shareholders as a percentage of the population. As a result, not only is income produced on Hawai‘i property leaving the state, but the income that is funneled out of the state is not getting taxed here either.

Even if REITs were able to find a way to avoid half of the corporate taxes that could be assessed, removing the REITs tax loophole would still yield about **\$30 million** in new revenue.



HAVE WEALTHY PENSIONERS PAY THEIR FAIR SHARE

Hawai'i is one of only ten states that provides a full exemption of public pension income from taxation.^{xiii} The majority of states cap the amount of pension income that is exempt from taxes or limit the exemption to taxpayers below a specific income level.

Providing a reasonable exemption would protect low-income retirees while also ensuring that those fortunate enough to enjoy comfortable retirements pay their fair share. Capping the pension exemption at \$25,000 per year—in other words, taxing pension income only above that level—would generate about **\$53 million**.

END OFFSHORE TAX HAVEN ABUSE

Corporations use complicated schemes to shift earnings to subsidiaries in offshore tax havens — countries with minimal or no taxes— in order to reduce their tax liability by billions of dollars. The result is that large multinationals have an unfair advantage, avoiding taxes that small local competitors must pay.

Worldwide combined reporting requires a corporation to report their total global profits and the portion of their overall business activity in a given jurisdiction.^{xiii} So if a state makes up 2 percent of a company's global business, then 2 percent of their taxable profit would be subject to state tax.

If Hawai'i adopted worldwide combined reporting, it would collect an additional **\$38 million** from large multinational corporations.

ELIMINATE THE PROPERTY TAX DEDUCTION

Hawai'i has the lowest residential property tax rate in the nation, or nine times lower than the rate of the highest state.^{xiv} Even with our high home values, we are 49th in the nation in the portion of state and local revenues collected via property taxes.^{xv}

Because Hawai'i is the only state that funds its public schools entirely from the state general fund, in essence all state taxpayers are subsidizing property owners by providing funding for education that would normally be collected in property taxes.

The federal government allows a deduction for property taxes paid because property taxes are the primary source of funding for public schools in the other states. As a result, Hawai'i's residential property owners receive tax deductions at both the federal and state levels to account for funding that they are *not* providing to education.

Elimination of the property tax deduction would generate about **\$34 million** in additional revenue.^{xvi}

ADDING IT ALL UP

The revenue estimates described above and summarized in the table below were drawn from a variety of sources and calculations were based on a normally-functioning economy. With Hawai'i currently facing an unprecedented economic downturn, the actual revenues that such options would generate are likely to differ from these estimates. However, they still serve as a guide to where progressive and potentially significant revenues can be found.

| Proposed Revenue Option | Maximum Revenue |
|----------------------------------|----------------------|
| Federal Reserve Lending | \$3 billion |
| Recapture Tax Break from Top 1% | \$253 million |
| Recapture Corporate Tax Break | \$103 million |
| Close Capital Gains Tax Loophole | \$100 million |
| Tax REITs | \$60 million |
| Tax Wealthy Pensioners | \$53 million |
| End Offshore Tax Haven Abuse | \$38 million |
| End Property Tax Deduction | \$34 million |
| Total | \$3.6 billion |



SOURCES

ⁱ rb.hawaii.gov/constitution#articlevii

ⁱⁱ www.federalreserve.gov/newsevents/pressreleases/monetary20200427a.htm

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^{iv} itep.org/tcja-2020/

^v www.taxpolicycenter.org/briefing-book/how-did-tax-cuts-and-jobs-act-change-business-taxes

^{vi} taxfoundation.org/state-corporate-income-tax-collections-per-capita-2020/

^{vii} taxfoundation.org/state-corporate-income-tax-rates-brackets-2020/

^{viii} files.hawaii.gov/tax/stats/trc/docs2017/Appendix A-State of Hawaii Tax Review Commission Study-A Study of the Hawaii Tax System -PFM_Group_Consulting_LLC.pdf

^{ix} www.cbpp.org/research/state-budget-and-tax/state-taxes-on-capital-gains

^x files.hawaii.gov/tax/stats/stats/indinc/2017indinc.pdf

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TO; Chair Delacruz
Vice Chair Agaran
FR: Nanci Kreidman, M.A.
RE: HB 2200 HD1

Aloha and thank you for receiving testimony to help develop the budget for FY 2021.

The importance of sustaining community based programs in service to those most vulnerable, in life threatening circumstances, suffering trauma and seeking to make the best for their children, cannot be overstated.

At the Domestic Violence Action Center (DVAC) since the end of February our agency has seen a **77% increase in hits to our website** and **68% increase in contacts to our Helpline**. This would appear to be the beginning of a trend that promises to challenge the community in many ways over a lifetime. We are fully anticipating a landslide of need and demand after the stay at home directive is lifted; women running out of their homes saying, "he almost killed me. My children are terrified. I cannot live like that anymore." DVAC is the only agency of its kind, hosting an array of programs designed with the needs of island families in sharp focus.

In 2009, DVAC received a **\$600,000 budget cut which has not been restored**. It is generally the experience of POS program providers that government agencies pass along cuts to programs. We resp[ectfully

DOMESTIC VIOLENCE ACTION CENTER
ADDRESS: P.O. BOX 3198, HONOLULU, HI 96801-3198
LEGAL HELPLINE: (808) 531-3771
TOLL-FREE NEIGHBOR ISLAND HELPLINE: (800) 690-6200
WEBSITE: WWW.DOMESTICVIOLENCEACTIONCENTER.ORG
EMAIL: DVAC@STOPTHEVIOLENCE.ORG



request that you pay close and careful attention to the department of branch of government approach to these POS contracts.

It goes without saying that there are many, many competing needs, and challenges beyond your wildest dreams.

Thank you for giving consideration to the priority of safe families, which are at the core of a healthy community.

DOMESTIC VIOLENCE ACTION CENTER

ADDRESS: P.O. BOX 3198, HONOLULU, HI 96801-3198

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WEBSITE: WWW.DOMESTICVIOLENCEACTIONCENTER.ORG

EMAIL: DVAC@STOPTHEVIOLENCE.ORG



Written Statement of
Len Higashi
Acting Executive Director
Hawaii Technology Development Corporation
before the
Senate Committee on Ways and Means
Monday, May 11, 2020
10:30 a.m.
State Capitol, Auditorium

LATE

In consideration of
HB2220 HD1
RELATING TO THE STATE BUDGET.

Chair Dela Cruz, Vice Chair Keith-Agaran, and Members of the Committee.

The Hawaii Technology Development Corporation (HTDC) offers **comments** on HB2200, HD1 that adjusts and makes additional appropriations for fiscal biennium 2019-2021 to fund the operations of executive branch agencies and programs.

We recognize that these are unprecedented times and budget reductions are necessary across the State, so will keep our comments brief while pointing out the reductions HTDC has already taken last year. HTDC FY21 payroll appropriation is down 47% from FY19 **before reductions**. Our current state funded headcount is down to 5 people.

| | FY19 | FY20 | FY21 |
|-----------|---------------|-----------|----------|
| Payroll | 1,197,055 A/B | 725,820 A | 635,820A |
| Position | 13 | 9 | 8 |
| Vacancies | 2 | 3 | 3 |

Further reductions will likely lead to loss in staff. With all staff already performing multiple job functions, loss of another personnel will cripple the agency until a replacement can be found and adequately trained.

Prior to FY19, HTDC operations and programs were primarily funded by special fund revenue from MIC equal to about \$800k per year. Without the revenue, in FY19 and FY20 HTDC workshops and events, sponsorships, marketing, workforce, and Neighbor island support were reduced/eliminated due to lack of staff and budget for programs.

The pass through grant programs we administer is down 92% from FY19 **before reductions**.

| | FY19 | FY20 | FY21 |
|---------------------|-----------|-----------|---------|
| Pass through grants | 6,220,000 | 2,220,000 | 520,000 |

With the current budget, the agency is limited to pursuing federal grants and/or public-private partnerships and performing the duties that the federal funds allow or the private sector willing to fund.

HTDC receives \$700k annual from NIST with a 1:1 match requirement. We also secured a FAST grant for \$125,000 with a 1:1 match requirement. We have also applied for a \$300k EDA grant and a \$50,000 USDA grant with 1:1 match requirements. The pass through grant programs, OCE, and positions are all committed match for the federal funds we receive. Further reduction puts these at risk. The NIST funding has increased from \$500k in FY19 to \$600k in FY20 and \$700k in FY21 due to our strong performance. Reducing the grant funds puts the increased federal funding at risk.

We are tasked by DBEDT as one of the lead agencies for the post COVID economic recovery efforts - strengthening the rebuild of our economy through innovation and building resiliency through economic diversification. We are pursuing federal grants and advocating for real-time data for decision making, modernization of tech infrastructure for government and small business, and online presence.

In FY21 we are supporting 2 new development projects in Hilo and Mililani. We are subcontracting a substantial portion of the work, but it still requires administration, travel, and vendor management. The agency has limited capacity to support our current projects. Most federal grants have a 1:1 match requirement so it is increasingly difficult to obtain additional federal funding. The current capacity remains focused on supporting Sandbox and federal projects.

Bottom line is the program has been significantly scaled back and further reductions put the program at risk.

Thank you for the opportunity to offer these comments.

LATE

HB-2200-HD-1

Submitted on: 5/10/2020 10:31:17 AM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|--------------|---|--------------------|--------------------|
| Kim Link | Testifying for HSTA, Kualapuu Elementary School | Support | No |

Comments:

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Kim Link and I am a **5th grade teacher** at **Kualapu'u Elementary on Molokai**. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

I have been teaching for 21 years. For the last 16 years I have been an upper grades classroom teacher at Kualapu'u Elementary on Molokai. The first five years of my teaching career, I taught in the Seattle area in the same district I grew up in. It was all I knew and I figured I would retire from that same district. Things change and I found my way to Molokai. Had I stayed in the Seattle area, my salary would be \$100,408, as the district honors years of service. Like many "mainland teachers" that move to Hawaii, we had only planned on staying a few years. Well, the friends we made on Molokai have now become our family. We have our own 2nd grade son that is being raised and accepted as part of our Kualapu'u family. My husband, also from Seattle, works at the same school as an upper grades teacher. Over the years, my husband and I have had many students and their siblings, therefore, we have built important relationships with our students and their families within the Molokai community.

Through our 16 years at Kualapu'u, we have seen many teachers come and go. Young, energetic and qualified teachers come, but end up leaving due to low wages and high cost of living. It's heartbreaking! Our family of three currently lives in a 600 square foot one-bedroom condo. We search real estate sites daily, but the housing costs are outrageous. It's always in the back of our minds about those six figures we could be making in Washington. We're making over \$60,000 (combined salaries) LESS here in Hawaii than in Washington State. I know money is not everything, but it sure is something. With a paycut, we would definitely have to reconsider to continue teaching here in Hawaii.

Mahalo for your time and consideration,

Kim Link, Maui District, Molokai

LATE

HB-2200-HD-1

Submitted on: 5/10/2020 11:01:24 AM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|--------------|---------------------|--------------------|--------------------|
| Sandra Rivas | Testifying for HSTA | Support | No |

Comments:

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020

10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is **Sandra Rivas** I am a **Technology Coordinator** at **King Kamehameha III Elementary** in **Canoe District** on **Maui** I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

In 2007, I started teaching on Maui. I moved from California to Maui. I taught in California for 7 years. I did NOT leave Los Angeles Unified School District because I was unhappy. I work in an awesome elementary school, I had great pay, 100% medical and dental coverage from the state of CA, etc. I left because I could not drive in the Los Angeles traffic, I would get anxiety attacks. It was no longer healthy for me. Since, moving to Maui, it has been an uphill battle to survive. When I got my first paycheck, I cried! I could not believe the mistake I had done. The ECONOMY COLLAPSE in USA, soon after and I was unable to moved back and work for my district. There was a hire freeze. I had to work 2 to 3 jobs to survive. Then the furloughs came, UGH! Now Governor Ige wants to cut our pay by 20%, PLEASE DON'T! I beg you! You will lose great teachers, with steller credentials, and skills. The keiki will suffer, the community will feel the negative ripples for years to come.

Mahalo,

Sandra Rivas

Lahaina, Maui

LATE

HB-2200-HD-1

Submitted on: 5/10/2020 11:48:40 AM
Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|--------------------------------------|---------------------------|---------------------------|
| Lawrence L Fee | Testifying for University of Hawai'i | Support | No |

Comments:

I am testifying in support of HB1632, HB 2200, HD1 and HB2725, HD1. I am supportive of the legislative package that provides the needed \$1 billion shortfall that will eliminate the need for any furloughs or salary reductions. I appreciate the hard work and understanding of the legislative leaders in finding innovative ways to fill the budget gaps and ensuring the stability of the public employee workforce as we move forward together in these difficult times.



LATE

S E A C
Special Education Advisory Council

1010 Richards Street, Room 118 Honolulu, HI 96813

Phone: 586-8126 Fax: 586-8129

email: spin@doh.hawaii.gov

May 11, 2020

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Dr. Bob Campbell, *liaison to
the military community*

Amanda Kaahanui, Staff
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Senator Donovan M. Dela Cruz, Chair
Committee on Ways and Means
Hawaii State Capitol
Honolulu, HI 96813

RE: HB 2200, HD 1 - RELATING TO THE STATE BUDGET

Dear Chair Dela Cruz and Members of the Committee,

The Special Education Advisory Council (SEAC), Hawaii's State Advisory Panel under the Individuals with Disabilities Education Act (IDEA), **strongly supports** HB 2200, HD 1 funding designated for the Department of Education, and we request that the Department be given the flexibility to work with the Board of Education to determine where reductions should be made in order to minimize a negative impact on student learning for students with disabilities.

The House Budget deleted \$2.6 million in EDN 150 designated for special education and student support services. Additionally, the budget failed to include monies requested for pay differentials for special education teachers and other hard to staff positions. As the Department implements a new staffing methodology to ensure equity of funding for special education personnel, as well as pay increases to ensure adequate staffing by qualified teachers, SEAC strongly recommends that the Legislature allow for flexibility in prioritizing funding for those programs that are deemed essential for student success. In return, the Department has been working to identify areas of potential savings to offset budget reductions.

SEAC appreciates the opportunity to provide testimony in support of essential funding for the quality delivery of special education services.

Sincerely,


Martha Guinan
Chair


Ivalee Sinclair
Legislative Committee Chair



UNIVERSITY
OF HAWAII
ALUMNI
ASSOCIATION
UHALUMNI.ORG

May 11, 2020

**Written Testimony Submitted to the
Senate Committee on Ways and Means
Monday, May 11, 2020, 10:30 a.m.**



HB 2200, HD1 RELATING TO THE STATE BUDGET

Chair Dela Cruz, Vice Chair Keith-Agaran, and members of the committee;

Thank you for the opportunity to submit testimony in support of the University of Hawaii budget in HB 2200, HD1.

My name is Jill Hasegawa, a proud alumna of the University of Hawai'i (UH) and Board President of the University of Hawai'i Alumni Association (UHAA) representing the more than 300,000 alumni who have graduated from the 10 University of Hawai'i system campuses and community-based learning centers across the Hawaiian Islands. We are very proud that our UH alumni are very active and involved in the community, including the majority of the state senators and state representatives here today. We thank all of you for your public service and commitment to our state and the UH.

On behalf of the UHAA's leadership and members, I am writing to request your continued support for Hawai'i's only public higher education institution as you make difficult budgetary choices during this unprecedented, challenging time. The UH has been and will continue to be a leading engine for the State's economic growth and diversification, stimulating the local economy with research funding, innovation, new jobs, and skilled workers with expertise critical to Hawai'i's future. Your leadership to sustain those key initiatives outlined by the UH administration in the coming years will make a significant difference for future generations as we emerge from this economic crisis.

We believe that the quality of education and wealth of experiences gained at the UH are integral to Hawai'i's future, and are reflected in the personal successes and contributions of our alumni to our community. During this time, we are especially proud to recognize the health science professionals and other first responders who are UH alumni serving at the frontlines of the current public health emergency. In particular, Hawai'i's practicing physicians, of which more than half have graduated from the UH John A Burns School of Medicine. We are also very proud of our UH alumni business leaders, who are collaborating to assist Hawai'i's small businesses and non-profits weather the economic calamity, and to emerge from this time stronger than ever. We salute all of them, as we recognize the important role the UH played in preparing them for this important task.

If COVID-19 has taught us anything, we have learned that we need to change the way that run our businesses and live our lives. The UH can and will play an important role in helping to shape this new future, both through its current alumni and students, as well as through academic innovation, and we ask for your support to continue these efforts.

On behalf of UHAA, mahalo once again for your past and continued support of our UH Ohana.

Jill M. Hasegawa, JD '04
President

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2440 Campus Road, Unit 307
Honolulu, HI 96822-2234
808-956-2586/1-877-UH-ALUMS

LATE

HB-2200-HD-1

Submitted on: 5/10/2020 12:54:25 PM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---|---------------------------|---------------------------|
| Mike Goodman | Testifying for Hawaii Kai Homeless Task Force | Support | No |

Comments:

Thank you for the opportunity to testify in strong support of affordable housing provisions & related sections to combat homelessness. In times such as these, the temptation is strong to reduce expenditures across the board. I certainly agree we need to spend wisely. The evidence is overwhelming that the travesty of homelessness costs more in dollars (leaving aside the human costs) than it would cost to fix it. For example, some studies show each unsheltered homeless person costs us over \$80,000 a year. Conversely, providing that person with a place to live and appropriate services costs less than \$40,000 a year. Therefore, now more than ever, we should not only ensure programs to combat homelessness are not reduced, but increased to a level that is sufficient to end the homeless crisis.



LATE

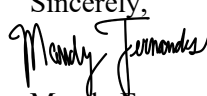
Committee: Committee on Ways and Means
Hearing Date/Time: Monday, May 11, 2020, 10:30 a.m.
Place: State Capitol Auditorium
Re: Testimony of the ACLU of Hawai'i with comments regarding H.B. 2200, H.D. 1, Relating to the State Budget

Dear Chair Dela Cruz, Vice Chair Keith-Agaran, and Members of the Committee on Ways and Means:

The American Civil Liberties Union of Hawai'i ("ACLU of Hawai'i") offers **comments** regarding H.B. 2200, H.D.1. Specifically, we urge the Committee to allocate **\$2.4 million** for family planning programs to ensure that every person has access to basic, preventative care.

Family planning programs are essential and must be adequately funded, especially in this time of economic uncertainty as the State and our communities respond to the COVID-19 pandemic. People are losing their jobs and the health insurance that they received through their employer. State funding of family planning programs provides uninterrupted health care services such as birth control, lifesaving cancer screenings, STI testing and treatment, wellness exams, and information about pregnancy options. Funding for these programs *must* come from the State, as the Trump Administration has imposed a gag rule on Title X funds, which were previously used for these programs. Without this funding, safety net providers may be forced to see fewer patients, or to reduce services offered or clinic hours. All people in Hawai'i should have equal access to preventative health care regardless of their income or whether they have health insurance.

For the above reasons, the ACLU of Hawai'i urges the Committee to support funding for family planning programs at \$2.4 million. Thank you for the opportunity to testify.

Sincerely,

Mandy Fernandes
Policy Director
ACLU of Hawai'i

The mission of the ACLU of Hawai'i is to protect the fundamental freedoms enshrined in the U.S. and State Constitutions. The ACLU of Hawai'i fulfills this through legislative, litigation, and public education programs statewide. The ACLU of Hawai'i is a non-partisan and private non-profit organization that provides its services at no cost to the public and does not accept government funds. The ACLU of Hawai'i has been serving Hawai'i for over 50 years.

American Civil Liberties Union of Hawai'i
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LATE



HOUSE BILL 2200, HD1, RELATING TO THE STATE BUDGET

MAY 11, 2020 · SENATE WAYS AND MEANS
COMMITTEE · CHAIR SEN. DONOVAN DELA CRUZ

POSITION: Support.

RATIONALE: The Democratic Party of Hawai'i Education Caucus supports HB 2200, HD1, relating to the state budget, which adjusts and makes additional appropriations for fiscal biennium 2019-2021 to fund the operations of executive branch agencies and programs.

COVID-19 has decimated our state's and our nation's economy. In Hawai'i, approximately 222,000 unemployment claims had been filed as of last Tuesday, with over \$140 million worth of benefits being paid to recipients. Our tourism sector has been completely shuttered by the coronavirus, while retail, service, and hospitality businesses have closed their doors. According to Gov. David Ige, Hawai'i is now facing a budget deficit of \$1.5 billion, a number not seen since the Great Recession. The islands, like the rest of the country, are facing a financial crisis that mirrors the Great Depression in the number of lost jobs. Community meals programs line our streets, bringing back memories of breadlines from the 1930s.

We are thankful that the state has crafted an economic response that does not cut critical social services or public sector pay. Cutting pay for public workers would, according to the University of Hawai'i Economic Research Organization, decrease our state's gross domestic product by roughly \$3.3 billion, deepening and lengthening our economic downturn. We heartily agree with

the approach of using the biennium budget as a baseline for balancing the budget. When the governor projected a \$1.5 billion budget deficit for the islands, his calculations included new spending included in the FY2020-2021 supplemental budget. Beginning from the biennium budget immediately lowers the deficit by nearly \$300 million, making it easier to close the gap without slashing pay and critical community services.

Additionally, we fully concur with the Legislature's push to authorize the executive to borrow up to \$2.1 billion from the Federal Reserve's Municipal Liquidity Facility. As we navigate our troubled fiscal terrain, this money could be used to stem anticipated budget shortfalls and plug existing gaps. On December 11, 2019, Gov. Ige announced that Hawai'i had achieved its highest credit rating ever, with Fitch Ratings, an independent credit rating agency, raising the state's rating from AA to AA+. Coupled with the state ratings provided by Moody's Investors Service (Aa1) and Standard & Poor (AA+), these high ratings will reduce borrowing costs for the state, making a loan from the Municipal Liquidity Facility a sensible pathway to pursue to sustain the state's economy.

We also agree with the recovery package's use of CARES Act funds, which will strengthen the Department of Labor's response to the crisis, while protecting public health, especially on the outer islands. Already, DLIR has enhanced its staffing, technology, and processing capacity. Yet, more must be done to ensure an efficient processing of claims under the pandemic unemployment assistance program, which covers independent contractors, gig workers, and self-employed individuals, among others. Extending unemployment benefits to these people requires the establishment of a new processing system for our state's unemployment insurance program, which only became operational at the end of April.

Moreover, rededicating \$552 million of CARES Act funds to our state's emergency reserve is a sound move, given our national political volatility. In April, Congress began discussing the possibility of passing an additional federal COVID-19 relief bill that would provide flexible funding for states. All major organizations representing states' interests, including the National Governors Association, have lobbied for the passage of such a measure, with Hawai'i Senator Brian Schatz publicly stating that if enacted, it could contain up to \$4 billion worth of flexible relief funding for the islands. Republicans in the United States Senate have expressed opposition to the proposal, however, slowing its progress. Accordingly, federal officials and congressional leaders may be

forced to ensure that CARES Act funding can be used to stem budgetary shortfalls wherever they occur, if a deal on a larger relief bill cannot be quickly reached. Unfortunately, the state must leave vacant positions unfunded at this time and trim important services. Some departments, like the Hawai'i Department of Education, are being hit especially hard by the pandemic, with the department projected to incur a budget cut of \$150 million or more. If flexible relief funds and/or a loan from the Municipal Liquidity Facility can be obtained, though, then service and personnel cuts implemented at this time may be restored in the future.

Redistributing \$25 million from the Mental Health and Substance Abuse Special Fund to COVID-19 response will bolster the efforts enumerated above. That said, the State Auditor recently released report no 20-06, "Report on Special and Revolving Fund Accounts with Inactive or Excess Balances," which identified 64 accounts, idle since FY2015 and with balances that range from \$0.96 to \$49.88 million, containing \$75.4 million (four accounts hold the vast majority—\$73.24 million—of the moneys). The Auditor's Office further noted that "of the 1,877 special and revolving fund accounts reviewed, 257—containing more than \$2.28 billion—had balances that significantly exceeded expenditures and other outflows." We strongly urge you to consider tapping these unused special fund totals to uplift underfunded programs, whether or not this crisis continues.

Finally, we believe that this crisis has revealed the pitfalls in our status quo. Right now, many frontline workers are risking their health, but lack paid sick leave. If they become ill, then they will have to choose between earning their paychecks or protecting their personal and the public's health. Similarly, working families lack family leave insurance and are unable to care for keiki and kupuna who become infected. Our heavy reliance on tourism to drive Hawai'i's economy has led to massive unemployment. We must diversify the state's economy and grow a green recovery that invests in clean energy, sustainable agriculture, technological innovation, and local entrepreneurship, so that we can ween ourselves off of the fragile tourism spigot. Doing so is the only way to prevent a future economic collapse from pandemics like COVID-19 or hazards resulting from the escalating and existential threat of climate change.

LATE



HB 2200, HD1, RELATING TO THE STATE BUDGET

MAY 11, 2020 · SENATE WAYS AND MEANS
COMMITTEE · CHAIR SEN. DONOVAN DELA CRUZ

POSITION: Support.

RATIONALE: IMUAlliance supports HB 2200, SD1, relating to the state budget, which adjusts and makes additional appropriations for fiscal biennium 2019-2021 to fund the operations of executive branch agencies and programs.

COVID-19 has decimated our state's and our nation's economy. In Hawai'i, approximately 222,000 unemployment claims had been filed as of last Tuesday, with over \$140 million worth of benefits being paid to recipients. Our tourism sector has been completely shuttered by the coronavirus, while retail, service, and hospitality businesses have closed their doors. According to Gov. David Ige, Hawai'i is now facing a budget deficit of \$1.5 billion, a number not seen since the Great Recession. The islands, like the rest of the country, are facing a financial crisis that mirrors the Great Depression in the number of lost jobs. Community meals programs line our streets, bringing back memories of breadlines from the 1930s.

We are thankful that the state has crafted an economic response that does not cut critical social services or public sector pay. Cutting pay for public workers would, according to the University of Hawai'i Economic Research Organization, decrease our state's gross domestic product by roughly \$3.3 billion, deepening and lengthening our economic downturn. We heartily agree with the approach of using the biennium budget as a baseline for balancing the budget. When the governor projected a \$1.5 billion budget deficit for the islands, his calculations included new

spending included in the FY2020-2021 supplemental budget. Beginning from the biennium budget immediately lowers the deficit by nearly \$300 million, making it easier to close the gap without slashing pay and critical community services.

Additionally, we fully concur with the Legislature's push to authorize the executive to borrow up to \$2.1 billion from the Federal Reserve's Municipal Liquidity Facility. As we navigate our troubled fiscal terrain, this money could be used to stem anticipated budget shortfalls and plug existing gaps. On December 11, 2019, Gov. Ige announced that Hawai'i had achieved its highest credit rating ever, with Fitch Ratings, an independent credit rating agency, raising the state's rating from AA to AA+. Coupled with the state ratings provided by Moody's Investors Service (Aa1) and Standard & Poor (AA+), these high ratings will reduce borrowing costs for the state, making a loan from the Municipal Liquidity Facility a sensible pathway to pursue to sustain the state's economy.

We also agree with the recovery package's use of CARES Act funds, which will strengthen the Department of Labor's response to the crisis, while protecting public health, especially on the outer islands. Already, DLIR has enhanced its staffing, technology, and processing capacity. Yet, more must be done to ensure an efficient processing of claims under the pandemic unemployment assistance program, which covers independent contractors, gig workers, and self-employed individuals, among others. Extending unemployment benefits to these people requires the establishment of a new processing system for our state's unemployment insurance program, which only became operational at the end of April.

Moreover, rededicating \$552 million of CARES Act funds to our state's emergency reserve is a sound move, given our national political volatility. In April, Congress began discussing the possibility of passing an additional federal COVID-19 relief bill that would provide flexible funding for states. All major organizations representing states' interests, including the National Governors Association, have lobbied for the passage of such a measure, with Hawai'i Senator Brian Schatz publicly stating that if enacted, it could contain up to \$4 billion worth of flexible relief funding for the islands. Republicans in the United States Senate have expressed opposition to the proposal, however, slowing its progress. Accordingly, federal officials and congressional leaders may be forced to ensure that CARES Act funding can be used to stem budgetary shortfalls wherever they occur, if a deal on a larger relief bill cannot be quickly reached. Unfortunately, the state must leave

vacant positions unfunded at this time and trim important services. Some departments, like the Hawai'i Department of Education, are being hit especially hard by the pandemic, with the department projected to incur a budget cut of \$150 million or more. If flexible relief funds and/or a loan from the Municipal Liquidity Facility can be obtained, though, then service and personnel cuts implemented at this time may be restored in the future.

Redistributing \$25 million from the Mental Health and Substance Abuse Special Fund to COVID-19 response will bolster the efforts enumerated above. That said, the State Auditor recently released report no 20-06, "Report on Special and Revolving Fund Accounts with Inactive or Excess Balances," which identified 64 accounts, idle since FY2015 and with balances that range from \$0.96 to \$49.88 million, containing \$75.4 million (four accounts hold the vast majority—\$73.24 million—of the moneys). The Auditor's Office further noted that "of the 1,877 special and revolving fund accounts reviewed, 257—containing more than \$2.28 billion—had balances that significantly exceeded expenditures and other outflows." We strongly urge you to consider tapping these unused special fund totals to uplift underfunded programs, whether or not this crisis continues.

Finally, we believe that this crisis has revealed the pitfalls in our status quo. Right now, many frontline workers are risking their health, but lack paid sick leave. If they become ill, then they will have to choose between earning their paychecks or protecting their personal and the public's health. Similarly, working families lack family leave insurance and are unable to care for keiki and kupuna who become infected. Our heavy reliance on tourism to drive Hawai'i's economy has led to massive unemployment. We must diversify the state's economy and grow a green recovery that invests in clean energy, sustainable agriculture, technological innovation, and local entrepreneurship, so that we can ween ourselves off of the fragile tourism spigot. Doing so is the only way to prevent a future economic collapse from pandemics like COVID-19 or hazards resulting from the escalating and existential threat of climate change.



DOING THE MOST GOOD

The Salvation Army

Addiction Treatment Services and Family Treatment Services



5-10-2020

Founded in 1865

William Booth
Founder

Brian Peddle
General

Kenneth Hodder
Territorial Commander

Jeff Martin
Eloisa Martin
Divisional Leaders

Melanie Boehm
Executive Director

HB2200 HD1 STATE BUDGET

COMMITTEE ON WAYS AND MEANS

- Senator Donovan Dela Cruz, Chair; Senator Gilbert Keith-Agaran, Vice Chair
- Monday, May 11, 2020: 10:30 am
- Auditorium

The Salvation Army Addiction Treatment Services and Family Treatment Services Identifies Critical Needs for HB2200 HD1:

SUBSTANCE USE AND MENTAL HEALTH DISORDERS TREATMENT/PREVENTION ARE ESSENTIAL BEHAVIORAL HEALTH SERVICES NECESSARY FOR HAWAII'S ECONOMIC RECOVERY.

National agencies are recommending that Federal and State governments provide an infusion of emergency funds for behavioral health organizations (BHOs) to avoid a large-scale public health calamity. Government sources as well as the National Council for Behavioral Health and the American Society of Addiction Medicine (ASAM) recommend that a significant portion of emergency funds be dedicated to non-profits that serve the uninsured and underinsured, some of Hawaii's most vulnerable populations. We do not want to repeat what happened after the last recession in 2009, when budget cuts contributed to the corresponding substance abuse epidemic with opioids and methamphetamine.

- BHOs are currently in an economic crisis and are in jeopardy of failing because of the COVID-19 pandemic. BHOs will face large influx of patients with substance abuse issues and mental illness in crisis as a result of the isolation, anxiety, and economic distress in the next immediate phases of reopening and for months thereafter.
- Without adequate funding for substance use and mental health disorders treatment/prevention, thousands of Hawai'i residents living with a substance use disorder or mental illness will flood the emergency departments, health care centers, and urgent care facilities, which could have devastating consequences as there will likely be a spike in COVID-19 cases as businesses begin to re-open..
- The White House Council of Economic Advisers and prominent leaders have warned the nation that the addiction crisis in America may worsen in the wake of COVID-19.

Participating Agency



Addiction Treatment Services
3624 Waokanaka Street ♦ Honolulu, Hawai'i 96817 ♦Tel: (808) 595-6371 ♦Fax: (808) 595-8250
Family Treatment Services
845 22nd Avenue ♦ Honolulu, Hawai'i 96816 ♦Tel: (808) 732-2802 ♦Fax: (808) 734-7470
Visit us at: www.SalvationArmyHawaii.org



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William Booth
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Divisional Leaders

Melanie Boehm
Executive Director

The Salvation Army

Addiction Treatment Services and Family Treatment Services

BHOs need additional funding, not cuts, in the next legislative package to combat the economic and health care effects of COVID-19, maintain operations and ensure stability for the duration of the crisis and for months thereafter.

- The National Council for Behavioral Health warns this COVID-19 pandemic may be the greatest crisis to ever to hit the mental health and addiction treatment providers. Alcohol sales have skyrocketed and we can expect that problems with over consumption of alcohol and drug use will explode more dramatically than it did the last recession.
- The State's substance use and mental health care systems must continue to operate in order to stem the unintentional overdose deaths, and concurrent health issues that will negatively impact our efforts toward economic recovery.
- Substance use disorder and mental health treatment agencies need immediate and additional crisis funding—in similar fashion as the hospitals are getting right now—to respond to the aftermath of large numbers of people seeking treatment. These agencies need to be able to respond to increasing community needs which include the implementation of telehealth technologies, purchase of PPE, and adjustment of operations and workflow to meet the enormous demands at hand.

Substance abuse and mental health disorder treatment/prevention agencies stand ready to be of greater service to help our communities to recover.

We appreciate the opportunity to provide testimony.

Sincerely,

Melanie T. Boehm MA, LMHC, CSAC
Executive Director ATS-FTS

Participating Agency



Addiction Treatment Services
3624 Waokanaka Street ♦ Honolulu, Hawai'i 96817 ♦Tel: (808) 595-6371 ♦Fax: (808) 595-8250
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Visit us at: www.SalvationArmyHawaii.org



LATE

The Thirtieth Legislature, State of Hawaii
The Senate
Committee on Ways and Means

Testimony by
Hawaii Government Employees Association

May 11, 2020

H.B. 2200, H.D. 1 – RELATING TO THE STATE BUDGET

The Hawaii Government Employees Association, AFSCME Local 152, AFL-CIO would like to provide comments on H.B. 2200, H.D. 1 which adjusts and makes additional appropriations for the 2019-21 fiscal biennium to fund the executive branch's agencies and programs. **However, we sincerely appreciate the Legislature prioritizing our health and safety and addressing the projected budget shortfall with minimal financial impact to the industries that will lead us out of the anticipated recession.**

COVID-19 has instantly and dramatically impacted not only our state but the entire world. During this worldwide pandemic, our collective reliance on each other could not be more apparent. Our state must strategize and coalesce behind a multipronged approach to lay the foundation of our financial future, including seeking unrestricted federal funding via a supplemental Coronavirus Aid, Relief, and Economic Security (CARES) Act, utilizing the Federal Reserve Bank Municipal Liquidity Facility, transferring money from special funds and underutilized funds, and reviewing funded vacant positions and 89-day contracts.

We strongly oppose and object to Governor Ige's proposed 20% pay cut and furlough plan. Now is not the time to slash the salaries of your frontline employees who are sacrificing their own health and safety to ensure the health and safety of our community. Local and national economists agree that we cannot afford to cut our way to economic stability. The University of Hawaii Economic Research Organization (UHERO), projects that the Administration's proposed 20% salary cut would lead to a staggering \$3.3 billion drop in gross domestic product over the next two years. We continue to emphasize the devastating, and likely permanent, effect that the proposed cuts will have on our economy.

All stakeholders must work in partnership to ensure our economic recovery and we must remain committed to protecting and funding our frontline employees. Thank you for the opportunity to testify on H.B. 2200, H.D. 1.



LATE

The Senate Committee on Ways and Means
Monday, May 11, 2020
10:30 am, Auditorium, State Capitol

RE: **HB 1631, Relating to State Bonds; HB 2200, HD1, Relating to the State Budget; HB 2725, HD1, Relating to Capital Improvement Projects**

Attention: Chair Donovan M. Dela Cruz, Vice Chair Gilbert S.C. Keith-Agaran and members of the Committee

The University of Hawaii Professional Assembly (UHPA) would like to take the opportunity to **support** each **House Bill** listed above. In reviewing these bills it would appear they have a symbiotic relationship and therefore need to be equally supported.

In these difficult; stressful and trying times, balancing a state budget is a complexity that can provide an opportunity that demonstrates the best of our abilities to support one another. In reviewing these changes it is evident that your committee has worked hard to achieve retaining faculty at all the University of Hawai'i Campuses as we move forward. Your work in this effort is appreciated. Our statewide higher education system will need a skilled workforce to navigate the many complexities that will arise ahead to provide students some much needed stability during these uncertain times.

Thank you for the opportunity to provide testimony **in support** of **HB 1631, Reelating to State Bonds; HB 2200, HD1, Relating to the State Budget; HB 2725, HD1, Relating to Capital Improvement Projects**

Respectfully submitted,

A handwritten signature in black ink, appearing to read 'C. Fern'.

Christian L. Fern
Executive Director
University of Hawaii
Professional Assembly



University of Hawaii
Professional Assembly

1017 Palm Drive ♦ Honolulu, Hawaii 96814-1928
Telephone: (808) 593-2157 ♦ Facsimile: (808) 593-2160
Website: www.uhpa.org



FOR YOUTH DEVELOPMENT
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

May 10,2020

To: Hawaii State Senate

From: YMCA of Honolulu- Kalihi Branch

Re: HB2200HD1; Testimony to keep Substance Abuse Treatment for Adolescents in school based programs.

Over the last couple of months our everyday world has been faced with fear, uncertainty, panic, and devastation. Covid-19 has brought our nation to a halt taking the lives of people along its course of destruction.

Through this uncertain and stressful times, the YMCA of Honolulu-Kalihi Branch remains a vital program for youth, families and communities across the State of Hawaii. During this time, it is even more crucial that the individuals we serve are receiving resources, services, and consistency while we continue to face the unknown of our future.

Youth throughout the State of Hawaii have had their school year cut short, the State and DOE has cancelled graduations, proms, gatherings, and athletic events and seasons. They have been told to stay at home, to social distance, to eliminate social interaction with their friends, they are required to participate in on-line schooling or pick up homework packets, and for some youth taking on the added stress of how their family will continue to move forward. In addition to these unforeseen events, research has shown that when adolescents are not in school, and are more likely to be exposed to high risk situations, it can result in increased substance use, and criminal and at-risk behaviors.

Since the onset of the COVID-19 shutdown, the YMCA of Honolulu- Kailihi Branch believes that our presence is vital and intentional as we continue to provide services for the youth participating in our Substance Abuse Treatment Programs. Our counselors have continued to reach out to all youth currently on caseload. In addition, counselors have been contacting youth for follow-ups and have remained in contact with youth who have been recently discharged in order to be a resource and an adult to talk to during this difficult time.

- All youth who are participating in our Substance Abuse Treatment Program are contacted a minimum of two times a week to conduct individual sessions. For youth that are in Intensive Outpatient Treatment, are using at a higher frequency, or are in crisis, there will be additional sessions conducted. These sessions will be conducted using telecommunication tools. These tools include the use of cell phones and FaceTime or Skype when available
- Although the shutdown has been enforced, it is important that treatment continues. In addition to checking in with each youth, counselors will be providing tasks for the youth to complete in between the phone sessions. These tasks can include watching an approved video on AOD and completing questions, journaling, partaking in an activity or hobby and reporting on the process, completing worksheets, and creating a relapse prevention plan.
- Counselors are also providing resources and referrals as needed to both the youth and their families.
- For youth that do not have access to phones, counselors are utilizing family members, friends, Probation Officers or outside collateral resources in order to contact youth and to check-in.



FOR YOUTH DEVELOPMENT
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

- For youth that cannot be contacted, counselors are creating contingency plans on how we can reengage with the youth once the statewide shutdown has been lifted.

Our treatment services will continue to be implemented with these modifications throughout this shutdown. Upon the lifting of the shutdown the YMCA of Honolulu-Kalihi Branch is working diligently to identify, create, and implement protocols and procedures to ensure the youth can access the services they need, while maintaining the appropriate and recommended guidelines from both the State of Hawaii and the CDC. The Health and Safety of the youth, their families, and our communities remain our number one priority.

Prior to the shut down and moving forward the Kalihi YMCA continues to be a community based program that strives to meet the needs of the youth, their families and their communities. We currently

- Meet the youth where they are at. Counselors will meet the youth at school, at their home, or in their community in order to provide Substance Abuse Treatment Services. Although we are a school based program, our services are year round, and services continue when youth are on intercession or summer breaks.
- Counselors are flexible to work with the youth's schedule in order to conduct sessions when the youth are available.
- Counselors maintain communication with Probation Officers, parents, youth and other community providers in order to make sure that the best level of care is being conducted for each youth.
- Services continue even when youth are in other programs or are detained. Per the request of the Probation Officer, their family, and the approval of the program, YMCA counselors continue to meet with the youth so that treatment continues. Counselors have currently continued to assess, admit, and see youth who are in DH, Homemaluhia, Ke Kama Pono, the Hawaii Youth Correctional Facility, Youth Challenge, Hale Kipa, and other transitional group homes, and homeless shelters across the island.
- The Kalihi YMCA continues to work with youth while they await placement in a higher level of care. A youth's motivation can change daily and providing consistency, structure, and substance abuse treatment to them while they await programs provides the youth with the support they need to start their road to recovery and obtaining the long term goal of leading an alcohol and drug free lifestyle.

The YMCA of Honolulu- Kalihi Branch counselors work hard to build rapport, trust, and consistency in the youth's life. The work we do is and remains an important resource. A couple of recent examples of how our services continue to be vital through this pandemic are: One of our counselors contacted a youth currently being detained while waiting for placement in a Residential Program at 7:15 pm. Upon getting the youth on the phone the youth shared that he was feeling anxious and was hearing voices. The counselor was able to remind him of confidentiality in which the youth stated he knew that she would have to tell the staff, and that he didn't feel comfortable telling the staff on duty. Through this conversation, the counselor was able to inform staff and they were able to put him under close observation and have someone come out and talk to him. The counselor was able to follow-up with the youth the next morning, where he stated he felt much better and reported not hearing any voices. The youth was then transported later that day to his residential program where he continues to work towards a Drug and Alcohol free lifestyle.



FOR YOUTH DEVELOPMENT
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

One of our counselors contacted a youth at home for their weekly session. During this call the youth reported that she had gotten into an argument with her mom which resulted in her handling the stress by cutting herself. The youth who used to cut regularly had not cut in over a year. The counselor was able to contact the CRISIS line and with guidance was able to work with the youth to create a safety plan and to provide her phone numbers of resources she could contact in case she felt like cutting again. The counselor has since followed-up with the youth and continues to work with her weekly. The youth reports that she has since reconciled with her mom and has not had the urge to cut herself.

The YMCA of Honolulu-Kalihi Branch is dedicated to continuing to provide services to the youth, their families, and the community. It is vital that funding continues to be provided for both Substance Abuse Treatment and Mental Health Programs across our beautiful State. A reduction in funding would impact the safety, well-being, and success of not only the individuals who are participating in programs, but also the families, the communities, and the State of Hawaii moving forward.

LATE

HB-2200-HD-1

Submitted on: 5/10/2020 6:45:07 PM
Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|------------------------|--------------|--------------------|--------------------|
| Mariana Solis Martinez | Individual | Support | No |

Comments:

Chair Dela Cruz and members of the Ways and Means Committee:

My name is **Mariana Solis Martinez**. I am a **teacher at James Campbell High School in the Leeward District on Oahu**. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

Pay cuts means I will not be able to afford rent and food. Now with a baby on the way, this situation is sad to be thinking about the consequences of lower pay and/or furloughs. A coworker has been struggling since she arrived on the island, several times she mentioned about having to leave because our pay does not cover housing, food and medical bills. If pay cuts go through this means I would need another job and she would have to leave the island. This means students will not get the quality of education they need. Schools will probably hire substitutes or someone who just "babysits" students. I hope paycuts is truly the last resort to the current situation.

Mahalo,

Mariana Solis Martinez, Leeward District, Oahu

To: Committee on Ways and Means
Committee Chair Donovan M. Dela Cruz

Date: Monday May 11, 2020

RE: **HB 2200--Comments**

The Early Childhood Action Strategy (ECAS), a statewide public-private collaborative designed to improve the system of care for Hawai'i's youngest children and their families, provides comments for HB 2200.

We appreciate the Legislature considering implications to the impact of Hawai'i's individuals, families, and economy at large as the State faces issues of budget shortfalls due to the COVID-19 pandemic. The new reality of this pandemic has shown how vital many of our state services and benefits are for Hawai'i's health and well-being. Historically, in times of economic down-turn, consistent cuts across the board are implemented. However, consistently cutting all state budgets by the same percentage is not equitable, nor does it address supporting services and benefits that are most needed to improve. ECAS asks that **services and benefits supporting Hawai'i's people, including keiki and 'ohana, are prioritized during this time.**

- During this pandemic, Hawai'i has seen significant increases in applications to programs such as Medicaid, child care, supplemental nutrition assistance program (SNAP), and other financial related benefits. These benefits help to support many basic needs and to enhance the economic well-being of families and it will be critical to ensure the State has sufficient staffing to process applications and administer benefits as quickly as possible.
- Homelessness is one of the most pressing issues our State faces, and we can anticipate it will only get worse as this pandemic continues to impact economic opportunities for individuals. It is important to sustain funding to ensure programs can continue supporting families and individuals experiencing homelessness during this time.
- This pandemic has emphasized the need for enhanced behavioral health services, especially for keiki. Behavioral health services reduce the risk of chronic diseases related to stress and help improve overall health, most especially now during an unprecedented time of high stress and uncertainty.
- Child care and early learning programs are critical to support the workforce, especially as more businesses start to re-open in the near future. The continuation of funds to coordinate the early learning system will be important to support Hawai'i's working families.

We again want to thank the committee for their consideration of how to best support Hawai'i overall during this unprecedented time and for allowing us to submit comments on HB 2200.

LATE

HB-2200-HD-1

Submitted on: 5/11/2020 8:01:49 AM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|----------------------|---|---------------------------|---------------------------|
| Daniel Patrick Lopez | Testifying for Hawaii State Teacher Association | Support | No |

Comments:

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Daniel Lopez. I am a **science teacher** at **Maui Waena Intermediate School** in **Kahului** on **Maui**. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

We work so hard as educators to give our students the education they deserve. Even throughout this pandemic, many of us are still working hard, day after day, to ensure the growth of these students. If our pay is cut at all, many of us won't be able to continue on to take care of ourselves or our families without possibly having to go deeper into debt. I know that I myself will not be able to continue to work and support myself here on the island, and I will most likely have to leave. I would much rather stay!

Mahalo,

Daniel Lopez, Maui Waena Intermediate School, Maui

LATE

HB-2200-HD-1

Submitted on: 5/11/2020 8:02:14 AM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Kathleen Booth | Testifying for HSTA | Support | No |

Comments:

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Kathleen Booth. I am the first grade teacher at Connections Public Charter School in the Hilo district on the island of Hawaii. I am submitting testimony in support of HB 2200, HD1.

I am very happy the Legislature has found ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for teachers in our public schools and public charter schools. I agree with Chair Dela Cruz that this would have an additional negative effect on the economy that might make matters even worse than they already are.

Ultimately, paycuts for teachers right now would increase the shortage of teachers throughout the state. I personally know three educators who would immediately retire if they were faced with furloughs or pay cuts. They would have no choice financially. I, myself, would have to postpone my retirement date. Students need licensed teachers in their classrooms. College graduates won't go into the teaching profession if they know they won't be paid a decent wage.

Mahalo,

Kathleen Booth

Hilo District

Hawaii

HB-2200-HD-1

Submitted on: 5/11/2020 9:42:01 AM

Testimony for WAM on 5/11/2020 10:30:00 AM



| Submitted By | Organization | Testifier Position | Present at Hearing |
|------------------|---|--------------------|--------------------|
| Cynthia Bartlett | Testifying for Hawaii Autism Foundation | Comments | No |

Comments:

Dear Senator Dela Cruz and Members of the Committee:
SUBJECT: HB 2200 HD1 - RELATING TO THE STATE BUDGET

I support with these comments: not cutting any services to the I/DD individuals in the waiver program and adding special training needed in this changing time of post COVID 19 which includes more staff strainaf and tecnical training. There is a line of funding budget cut out from the waiver that we parents and advocates would like to have reinstated. That cut harms our waiver program and also prevents the waiver program from getting matching federal funds. There are adults not getting any services who need them and we cannot cut the waiver for I/DD.

Page 25, line numbers 13-20. HTH501 - Developmental Disabilities, in opposition to staff and budget cuts.

I respectfully request you reconsider these cuts. I am both a parent and also an advocate with several foundations caring for autism and other intellectually disabled adults in our state.

Waiver services for my 27 year old severe daugher has kept her out of the state hospital and keep her living at home with her family. With high needs there is no in between we need the waiver serices and the case managers to keep our special needs adults functioning. If there services stopped my daughter would enter the state hospital where she does not belong or enter the only ICF here run by ARC which is many times more expensive for the state and which has a staffing program already. **Without waiver support she would be drugged for compliance and sent to the state hospital** and there would be no one behind her beautiful eyes. She would be a zombie so they could keep her contained.

With waiver services and the case manager her life is working and she is home with me. COVID 19 has taken the in person meetings away and if further services get removed it would be a devastation. I would have to never work again to care for her and most likely end up homeless or on a list for public housing. Taking away services would have a cascading affect.

My second comment I would like to direct specifically to;
Page 25, line numbers 21-22. HTH501 - Developmental Disabilities, **in support of increasing the ceiling to the Special Fund.**

We need to keep our care staff and give them more training and help the provider agencies get technical training so they do not fail.

During these changing times, new trainings need to be created, outreach needs to be increased. Caregivers like me need guidance and support.

Thank you for this opportunity to provide comments to HB2200 HD1

Sincerely.

Cynthia Bartlett, Hawaii Autism Foundation

From: [Laurie Field](#)
To: [WAM Testimony](#)
Subject: HB 2200 testimony in support of family planning funding
Date: Monday, May 11, 2020 9:40:59 AM
Attachments: [image001.png](#)
[2020.5.11 HB 2200 testimony.xlsx](#)

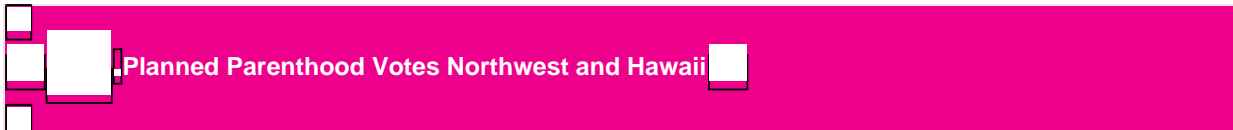
LATE

Aloha WAM Committee members,
Over 250 Planned Parenthood supporters across the state submitted testimony over the last few days urging the committee to appropriate \$2.4 million for family planning services in the supplemental budget. However, this testimony has not been posted, as it did not include the bill number in the subject line. I've attached the list of testifier names and their locations for your reference. We know that you are making difficult decisions today and hope that the support demonstrated for family planning services will give you what you need to fund this important program.
Thank you for your support and leadership!
Laurie

Laurie Field (she/her)
Hawaii State Director
[Planned Parenthood Votes Northwest and Hawaii](#)
C 808.382.1107 | P 808.954.4736 | [ppvnh.org](#)



From: Laurie Field, Planned Parenthood Votes Northwest and Hawai'i <ppaction@ppvnh.org>
Sent: Friday, May 08, 2020 10:27 AM
To: Laurie Field <Laurie.Field@ppvnh.org>
Subject: Hawai'i must fund an inclusive economic recovery!



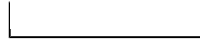
Laurie,

The Hawai'i legislature is reconvening on Monday to address the supplemental budget, so **now is the time to tell them what you want:** fully funded family planning care for people with low-incomes and who are uninsured.

As the people of Hawai'i struggle to maintain health and economic security, the state needs to invest in programs with a proven track record of boosting both health and economic prosperity.

Hawai'i needs to ensure that everyone has access to family planning care regardless of their insurance status or ability to pay.

Tell legislators that you want them to fully fund family planning at \$2.4 million NOW!



Family planning programs provide essential, life-saving health care, including birth control, testing and treatment for STIs, cancer screenings, and general wellness care.

And funding these programs will help Hawai'i's economy recover. For every dollar spent on family planning programs, taxpayers save almost \$7 because providing preventive care avoids the need for more expensive treatment and management down the road. Family planning also increases economic security by helping people pursue an education, get and keep jobs, and support their families.

The current funding allocated in the budget – \$1.6 million – is not enough to meet the needs of the health centers across the state and their 15,000+ patients, especially in light of COVID-19. In this difficult time, the legislature must provide at least \$2.4 million in the budget to ensure that our communities stay healthy and economically secure.

Legislators need to hear from you! Tell them we need to protect these services NOW!

The state cannot afford to have another public health crisis on its hands as a result of underfunding family planning services.

In solidarity,

Laurie Field
Hawai'i State Director
Planned Parenthood Votes Northwest and Hawai'i



[Visit our website.](#)

Planned Parenthood Votes Northwest and Hawaii
2001 E Madison St

Seattle, WA 98122
United States

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5/8/2020

To whom it may concern,

HB2200 HD1 is cutting significant funding to Mental Health and Substance Abuse resources, which I strongly oppose. I work in the mental health sector, and have seen the direct effect of budget restraints destroying lives.

Time and time again, research shows that providing more funding to mental health services provides a significant benefit. A study by the World Health Organization (WHO) in 2016 showed that every 1\$ spent on depression and anxiety resulted in a net of 4\$ in better health and enhances labor participation. Mental illness is a high disease burden, but with deliverable and cost-effective interventions available. This trend is repeated in study after study, yet we still see cuts to mental health as soon as the budget needs to be reduced. One in five individuals suffer from mental illness, and it is only worsening.

We are in a unique time, with the COVID-19 pandemic straining the economy, healthcare resources, and mental health. More than ever, services will be required to fight this psychiatric crisis. PTSD, depression, anxiety are already showing in frontline health workers, and those being affected by the disease. This is just the beginning, and it will continue to worsen.

It is time for Hawaii to be proactive rather than reactive. Put more money into behavioral health and you will see that the state will be better off for it. If we have the ability to support our community, there will be less re-admissions, less ruined lives, and less strain on an already strained system. Most importantly there will be less severe impacts, such as mortality.

It all starts with this bill. Do not cut the budget to mental health services. Do not make Hawaii the state that did it wrong. Do not push our healthcare workers to the edge.

Sincerely

Sabrina Allen, PharmD, BCPS, BCPP
Specialty Clinical Pharmacist

HB-2200-HD-1

Submitted on: 5/8/2020 2:49:35 PM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Melissa Martinez | Individual | Support | No |

Comments:

Aloha,

The current funding allocated in the budget is not enough to meet the needs of health centers across the state and their 15,000+ patients, especially in light of COVID-19.

People in my community have lost jobs, health insurance coverage, disposable income, and for many, the ability to pay for reproductive health care, preventative care, cancer screenings, and birth control.

This is why the Hawaii legislature must step in and protect access to care. I ask you to fund a family planning program at \$2.4 million.

The ability to access reproductive health care in times of crisis is absolutely critical, and it will save the state money in the long run.

Please support \$2.4 million for a family planning program.

Sincerely,

Melissa Martinez

HB-2200-HD-1

Submitted on: 5/8/2020 5:13:21 PM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Deborah G. Nehmad | Individual | Comments | No |

Comments:

PLease fully support family planning in Hawaii at a level of \$2.4 million. The health of our community is especially important, particularly in these days of the pandemic.

thanks you

deborah nehmad

HB-2200-HD-1

Submitted on: 5/8/2020 9:03:04 PM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Adrian Tam | Individual | Support | No |

Comments:

HB-2200-HD-1

Submitted on: 5/9/2020 11:21:52 AM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Nathaniel Hartmann | Individual | Support | No |

Comments:

I am testifying in support of HB1632, HB 2200, HD1 and HB2725, HD1. I am supportive of the legislative package that provides the needed \$1 billion shortfall that will eliminate the need for any furloughs or salary reductions. I appreciate the hard work and understanding of the legislative leaders in finding innovative ways to fill the budget gaps and ensuring the stability of the public employee workforce as we move forward together in these difficult times.

HB-2200-HD-1

Submitted on: 5/9/2020 11:29:11 AM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| David Duffy | Individual | Support | No |

Comments:

"I am testifying in support of HB1632, HB 2200, HD1 and HB2725, HD1. This legislative package will help us in the current crisis by plugging the \$1 billion budget shortfall. This will avoid furloughs or salary reductions that will only damage the economy at this critical moment. I would like to thank the Legislature and its leaders for finding innovative ways to move forward, protecting us instead of adding to the damage.

Dear Chair Donovan M. Dela Cruz, Vice Chair Senator Gilbert S.C. Keith-Agaran, and Members of the Committee on Ways and Means:

I am testifying in SUPPORT of HB1632, HB 2200, HD1 and HB2725, HD1

I am strongly supportive of the legislative package that provides the needed \$1 billion shortfall that will eliminate the need for any furloughs or salary reductions.

I appreciate the hard work and understanding of the legislative leaders in finding innovative ways to fill the budget gaps and ensuring the stability of the public employee workforce as we move forward together in these difficult times.

Sincerely,

Joe W. Ramos, PhD
Professor, Cancer Biology
UH Cancer Center &
B.H. and Alice C. Beams Endowed Professor in Cancer Research
John A. Burns School of Medicine
University of Hawaii at Manoa

RELATING TO THE STATE BUDGET

Donovan M. Dela Cruz, Chair

Committee on Ways and Means

May 11, 2020

Support for H.B No. 2200, H.D. 1, Relating to the State Budget

I am writing and submitting this testimony as a young woman, a student, and a future social worker in hopes that you will increase funding for the Family Planning Program to \$2.4 million and subsequently pass House Bill 2200.

Fully funding the \$2.4 million family planning program will allow everyone in Hawai'i to have access to the care they need, such as birth control, cancer screenings, STI testing and treatment, wellness exams and so much more. From the Trump-Pence gag rule, to the recent abortion ban in Texas, this is an extremely scary time regarding sexual and reproductive care/education for me as well as my colleagues and loved ones. This funding will ensure that thousands of people in Hawai'i aren't turned away from crucial health care services.

In the midst of the coronavirus outbreak, thousands of people in Hawai'i will lose employment and health insurance. This makes the coverage of these services even more time sensitive and necessary. Furthermore, I don't want to see a post-pandemic future in which people are denied access to health care.

I thank you for this opportunity to testify and humbly encourage the committee to pass H.B. No. 2200, H.D. 1 with the suggested amendments to help better serve Hawai'i's people.

Best,

Madeline Walsh

HB-2200-HD-1

Submitted on: 5/9/2020 12:16:48 PM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Unhee Lim | Individual | Support | No |

Comments:

I am testifying in support of HB1631, HB 2200 HD1 and HB2725 HD1.

I am supportive of the legislative package that provides the needed \$1 billion shortfall that will eliminate the need for any furloughs or salary reductions." It would also be beneficial to state "I appreciate the hard work and understanding of the legislative leaders in finding innovative ways to fill the budget gaps and ensuring the stability of the public employee workforce as we move forward together in these difficult times.

Unhee Lim

HB-2200-HD-1

Submitted on: 5/9/2020 12:45:11 PM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Lance Uyeda | Individual | Support | No |

Comments:

I am testifying in support of HB1632, HB 2200, HD1 and HB2725, HD1. Thank you, legislators, for these proposals.

I am supportive of the legislative package that provides the needed \$1 billion shortfall that will eliminate the need for any furloughs or salary reductions.

These bills will stimulate the local economy, and they give us the best chance we've seen so far of making a quick recovery rather than entering the downward spiral that would be caused by austerity measures.

I appreciate the hard work and understanding of the legislative leaders in finding innovative ways to fill the budget gaps and ensuring the stability of the public employee workforce as we move forward together in these difficult times.

HB-2200-HD-1

Submitted on: 5/9/2020 12:46:38 PM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Michelle Matter | Individual | Support | No |

Comments:

Chair Dela Cruz, Vice Chair Keith-Agaran, and Committee members:

I SUPPORT HB1632, HB2200, and HB2725.

I read about this in today's Honolulu Star-Advertiser and I am supportive of this group of bills to fill the \$1 billion shortfall and eliminate the need for any furloughs or salary reductions. I want to personally thank you all for the hard work you have done to find innovative ways to fill the budget gap and ensure the stability of the public employee workforce as we move forward together in these difficult times.

Michelle Matter, PhD
Hawaii Kai

HB-2200-HD-1

Submitted on: 5/9/2020 1:00:02 PM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Sarah Hadmack | Individual | Support | No |

Comments:

I am testifying in support of HB1632, HB 2200, HD1 and HB2725, HD1.

HB-2200-HD-1

Submitted on: 5/9/2020 1:09:52 PM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Kelli Y. Nakamura | Individual | Support | No |

Comments:

I am testifying in support of HB1632, HB 2200, HD1 and HB2725, HD1 and I am in favor of the legislative package that provides the needed \$1 billion shortfall that will eliminate the need for any furloughs or salary reductions. I appreciate the hard work and understanding of the legislative leaders in finding innovative ways to fill the budget gaps and ensuring the stability of the public employee workforce as we move forward together in these difficult times. The work of public employees especially at the University of Hawaii system is absolutely critical for the economic recovery of the State of Hawaii and any cuts would have a profound, negative effect.

HB-2200-HD-1

Submitted on: 5/9/2020 2:06:44 PM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Cynthia J. Goto | Individual | Support | No |

Comments:

Please support funding of \$2.4 million in the budget for family planning services for low-income and uninsured people.

HB-2200-HD-1

Submitted on: 5/9/2020 3:05:02 PM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Karla Hayashi | Individual | Support | No |

Comments:

I am testifying in support of HB 1631, HB 2200, HD1, and HB 2725, HD1. I am supporting this legislative package that provides for the \$1 billion shortfall and will eliminate the need for furloughs or salary reductions. I appreciate this difficult approach legislative leaders are proposing in order to fill the budget gaps while ensuring the stability of public employees who will be critical to any and all efforts to help restart the state's economy by working Hawai'i residents to re-establish their ability to earn wages and re-build their lives and livelihood. We need to work together in the face of this extraordinary situation if we are going to re-build and strengthen our state.

HB-2200-HD-1

Submitted on: 5/9/2020 3:08:45 PM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Julie Rancilio | Individual | Support | No |

Comments:

I am testifying in support of HB1632, HB 2200, HD1, and HB2725, HD1. I am supportive of the legislative package that provides the needed \$1 billion shortfall that will eliminate the need for any furloughs or salary reductions. I appreciate the hard work and understanding of the legislative leaders in finding innovative ways to fill the budget gaps and ensuring the stability of the public employee workforce as we move forward together in these difficult times.

HB-2200-HD-1

Submitted on: 5/9/2020 3:39:36 PM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Michael Press | Individual | Support | No |

Comments:

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020

10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Michael Press and I am a 7/8 Social Studies teacher at Ilima Intermediate School in Campbell/Kapolei complex on Oahu. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

I moved to Hawaii with the intent to work at Ilima and with my current Principal. I believe in the school's mission and message. After crunching the numbers we decided that it would be possible to move but it would be tight. So I moved myself and wife here in the summer of 2018. I left a position in the state of Michigan where I was a "Highly Effective" teacher on my last two yearly evaluations. I am good at my job and now as a department DH I can affect real change.

These pay cuts that you are proposing are game changer for me. Cuts to teacher salaries would devastate our already critical teaching shortage. More students would go without licensed teachers because pay cuts would drive senior teachers into early retirement. Students would be left with long-term subs and unqualified teachers if new and existing educators leave the profession, unable to afford Hawaii's high cost of living on a reduced salary.

For me, it would mean leaving a place that I call home. I would be forced out of a place close to my heart. I can not as my family to go without BASIC NEEDS to work a job, even if I love that job.

"A time of crisis is not just a time of anxiety and worry. It gives a chance, an opportunity, to choose well or to choose badly."

Choose well. Thank you for your time,

Michael Press

7/8 Grade Social Studies Teacher

SS Department Head

Ilima Intermediate School

HSTA member

Voter

HB-2200-HD-1

Submitted on: 5/9/2020 3:45:18 PM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Amanda Lacar | Individual | Support | No |

Comments:

Aloha,

My name is Amanda Lacar and I am a public school teacher in Central District at Aliamanu Middle School. I am a middle school special education teacher. My husband is also a public school teacher. We are begging you, to help ensure a 20% paycut does not happen to our salaries, that is a 40% pay reduction to my husband and I.

The threat of losing the SpEd Differential and a 20% pay cut for me may not allow me to continue in my CAREER. This isn't a job, this is my career that I spent over 4 years in college to obtain. Teaching is the ONLY profession that leads to a multigenerational effect. Teachers impact sports players, college professors, doctors, lawyers, Senators and House of Representatives. Why should we have to have to force to lose our pay AND continue working the same number of hours.

Hawai'i already has a teaching shortage should a pay cut happen, the shortage will be even greater and will cause the state to pay out even more.

I beg you, esnure the budget does not lead to a 20% pay cut for Public School Teachers. I am in support of HB2200 on the budget that our state employees and first responders do not have to be threaten with a paycut.

HB-2200-HD-1

Submitted on: 5/9/2020 3:54:07 PM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Aurene Padilla | Individual | Support | No |

Comments:

Dear Chair Donovan Dela Cruz,

I am a second generation educator who has committed 24 years to public education. I currently serve as the Program Coordinator for Induction and Mentoring in the Central District. My program serves 20 schools, 50 veteran teachers who serve as mentors, and approximately 300 beginning teachers in their first and second year of teaching. We have the second highest number of beginning teachers in the state of Hawaii. As you well know, teacher retention has been a growing problem for years. We have many classrooms being taught by substitute teachers, unlicensed teachers, and teachers in their first five years of teaching. Studies have shown that experience matters when it comes to education. Hawaii's keiki are at a disadvantage because we do not have qualified teachers in every classroom. When cost of living is factored in, our Hawaii teachers rank the lowest in salary in the nation. Teachers struggle to make ends meet as it is. They sacrifice their families by spending long hours (unpaid) after school and on weekends to do their work, and spend their own salaries for supplies for their classrooms and students. For years, teachers have made sacrifices for the good of Hawaii. I myself went on strike for 21 days in 2001, took Furlough Fridays in 2009, and now I am faced with the possibility of a 20% reduction in pay due to budget shortfalls in the wake of Covid 19.

Over the course of the last 5 weeks of school closure, I have worked tirelessly at home. I no longer have a set work day, and I am writing and answering emails, conducting conference calls, providing online professional development opportunities to beginning teachers and mentors at all hours of the day. I have observed teachers who haven't even taught a year engage their students on Webex Video Calls, and have watched entire school systems bring learning to their students' homes and communities. A search of #LMWHope on Instagram will give you a snapshot of the commitment that the educators in my complex area have to their communities. Time and time again, public school educators have shown that they will overcome any obstacle and make the most out of dire situations. Rather than continue to cut their salaries, they should be revered, celebrated, and compensated for rising above every challenge and giving their students their all!

I am a single mother of 2 children and I already work a part time job to pay our bills. My car is old, we live with my parents, we don't go on fancy trips, and we live pay check to

pay check. My children often ask me why I became a teacher if I am so poor. So many parents sway their children from becoming an educators because it is impossible to make a living on a teacher's salary in Hawaii. I am tired of living pay check to pay check, working a second job, and stressing over money. Although I love teaching, I need to start putting my family and myself first.

Should teachers be asked to give up their pay to balance the budget AGAIN, I will be leaving this profession, and I know many of my colleagues will follow suit. A mass exodus of experienced teachers will destroy public education. We already are unable to fill positions with qualified teachers. Another example of how Hawaii does not value public education will be the final nail on the coffin. I implore you to protect our keiki, protect public schools, protect the future of Hawaii. No salary cuts for teachers!!!

Mahalo for your time,

Aurene Padilla

Leliehua Mililani Waiialua Complex Area Induction and Mentoring Program Coordinator

Proud Public School Teacher

Proud Public School Parent

HB-2200-HD-1

Submitted on: 5/9/2020 4:16:19 PM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Maria Houar | Individual | Support | No |

Comments:

"I am testifying in support of HB1632, HB 2200, HD1 and HB2725, HD1. I am supportive of the legislative package that provides the needed \$1 billion shortfall that will eliminate the need for any furloughs or salary reductions. I appreciate the hard work and understanding of the legislative leaders in finding innovative ways to fill the budget gaps and ensuring the stability of the public employee workforce as we move forward together in these difficult times."

HB-2200-HD-1

Submitted on: 5/9/2020 4:29:27 PM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Susan Jaworowski | Individual | Support | No |

Comments:

I am testifying in support of HB 2200, HD 1, as well as related bills HB1631 and HB2725, HD1. I support the legislative package that provides the needed \$1 billion shortfall without the need for any furloughs or salary reductions. This will allow state employees to continue to do their jobs without furloughs and will help us pay our bills and keep contributing to the Hawaii economy, which will be so necessary until our economy builds back up.

I appreciate the hard work and understanding of the legislative leaders in finding innovative ways to fill the budget gaps and ensuring the stability of the public employee workforce as we move forward together in these difficult times.

Dr. Susan Jaworowski

HB-2200-HD-1

Submitted on: 5/9/2020 4:32:03 PM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Ashley Olson | Individual | Support | No |

Comments:

Aloha Honorable Chair Dela Cruz:

My name is Ashley Olson. I am a veteran teacher and I have spent virtually my entire career at Lahainaluna High School on Maui.

I want to first thank you all for your recent willingness to look at addressing the issues- specifically pay- that have created the current teacher shortage crisis in Hawai'i. That the next phase- addressing the inequity of pay steps for veteran teachers- seemed within reach caused MANY teachers at retirement age to reconsider leaving the DOE. I myself figured that I would stay long enough to at least achieve my "high three" at step 14B, rather than leaving the minute I was eligible.

We understand that it will be very difficult to address those pay disparities in the near future. Many of us who had expressed the thought that we could stay at least a few more years past retirement are once again ready to leave for retirement benefits and a second career that will not leave us exhausted and broken at the end of the day. Conservatively, you are looking at 2,000 + teachers who will retire over the next three to five years.

If we see cuts to teacher pay, that number will become even larger. If teacher pay is cut, we stand to lose thousands of teachers and it is not like there is a line at the door of qualified individuals wanting (let alone waiting) to take our places.

Teachers in the trenches know that we are already going to lose those who are at or near retirement if there is not a significant financial inducement to stay and with so many teachers coming to us with student debt, facing an extreme cost of living it is painful to see how we reward them in Hawaii: with a salary that forces them to work a second or even a third job for the 'privilege' of working in Hawaii Public Schools. Those second and third jobs are gone. That income is gone- but someone with a 'full time job' is not eligible for unemployment. Those teachers are barely hanging on as it is. If you allow teacher pay to be further reduced, we are going to lose thousands more teachers. Just the threat of a reduction in pay already has teachers packing up to leave Hawaii. They will be able to find a job that will allow them stronger earning potential virtually anywhere else in the United States.

In a worst case scenario? A reduction in pay- cuts, furloughs, DLWPs, whatever form it would take- will decimate the teaching force in Hawaii for years to come. We WILL lose thousands of teachers AND THERE IS NO ONE TO TAKE THEIR PLACE. If there were, early retirement incentives might be part of this discussion.

The state cannot continue to balance the books on teachers' backs and still hope to have a viable public education system. Hawaii already has thousands of classes without a qualified teacher. Please do not allow this problem to become exponentially worse, for years to come.

Thank you-

Ashley Olson

Lahaina, Maui

HB-2200-HD-1

Submitted on: 5/9/2020 4:41:35 PM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|--------------|--------------|--------------------|--------------------|
| Kristina | Individual | Oppose | No |

Comments:

My name is Kristina Mekdeci. I've been a teacher since 2010 in Hawaii and I started teaching in 1999 in Florida.

There is simply there's no reason to cut teachers paid. It is clear the state does have enough money in other funds, plus a 1 billion saved in rainy day funds to avoid such things. It is definitely raining, one might say it's flooding! I did not include the 15 other ways to budget the finances of Hawaii without a %20 pay cut for State Workers which I received information on.

For myself, I have barely received the 4 year contracted 12% raise for cost-of-living so the talk of a 20% pay cut would make it impossible for me to survive here. It would reduce my salary back to when I first started teaching in the Hawaii, six years ago. That includes all the hours and money I put into professional developments courses to be a better teacher for your keiki.

I will never be able to recover from the proposed 20% pay cut because that equals \$13,000 yearly from my salary. I did my budget last night and right now I am paycheck to paycheck with no money to save because of the very high cost of living here on the islands. A \$13,000 pay cut would force me to consider moving back home to live with my family and at 48 that is not good.

There are simple solutions to solve this problem. One is to increase the .25% sales property tax to 1%. No one will complain because anyone who can afford a half \$1 million home or condo on the island is not going to be upset with a 1% property sales tax.

The next thing is to raise the 4.5% sales tax to 5%. Again no one's going to complain about a half a percentage sales tax and with the amount of tourists that come to the island those funds from taxes will increase rapidly. These minor tax increases will make more than enough money to cover teachers raises now and for the future, plus take care of all other state workers. In less than 3 years the State of Hawaii will finally be able pay back any of the money the state needed to borrow to cover our poorly budgeted financial crisis and enough money to replenish the rainy day fund.

Ultimately it's your choice however you know if you cut 20% of teachers pay there will be an exodus of teachers leaving the island in droves. You will have overcrowded classes, lower test scores, and many teachers who will simply leave the teaching profession permanently. You'll have many teachers retiring early and dipping into their pension funds. The state will be considered the worst state to work in. This is really a bad thing considering the staggering numbers of teacher shortages in Hawaii.

Perhaps the political leaders of Hawaii don't see this or maybe they do, but this will create "trickle down" affect negatively impacting the tourism industry. If people who live and work here cannot put their kids in good education and there are not enough state workers such as teachers, nurses, firemen, police officers, park workers and more to take care of the island, the tourist will no longer find this a safe or desirable place to visit. Remember it is the teachers who are educating all the employees here, including those who work in the tourism industry.

So my question is this who do you care more about? The big business? The millionaires who buy vacation homes on the island? The corporations that come & bribe out other smaller businesses so they can develop million dollar homes Wailea? The corporations who own the land which could be producing food but only wild grass grows? The Chemical/Agriculture companies who poison the 'aina?' These are not the identities which make Hawaii a destination vacation location, rather these are what I call the 'wealthy parasites' using the islands of Hawaii for financial gain.

OR

Will you help the community of state workers who actually make Hawaii the vacation destination it is today? Think about it.â€‹....

Remember â€‹whenâ€‹ the time has come to leave this planetâ€‹ each of you will have to review your lifeâ€‹ â€‹choicesâ€‹ be them good or bad. â€‹

Now â€‹is â€‹the opportunity to make â€‹good choices for the peopleâ€‹, this community â€‹and I promise youâ€‹ these GOOD CHOICES will exponentially financially, spiritually and emotionallyâ€‹ reward each of you in ways you can hardly even imagineâ€‹. Making the right decision â€‹NOW during these time â€‹will â€‹absolutely â€‹make you look like the heroâ€‹!

â€‹

Use the rainy day fundâ€‹,â€‹ borrow the moneyâ€‹,â€‹ increase the taxes â€‹and all â€‹the problemsâ€‹ â€‹areâ€‹ solved in less than three years. â€‹Sure, â€‹I'm only a teacher but common sense tells me this is the easiest solution.â€‹ â€‹

Mâ€‹ahalo,

Kristina Mekdeciâ€‹

HB-2200-HD-1

Submitted on: 5/9/2020 4:53:42 PM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Karen Rapoza | Individual | Support | No |

Comments:

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB2200, HD1 RELATING TO THE STATE BUDGT

MONDAY, MAY 11,2020

10:30 a.m.

Chair dela Cruz and members of the Ways and Means Committee:

My name is Karen Rapoza. I am a teacher at Pearl Harbor Elementary School. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

I have lived on O'ahu all my life and have been a teacher in the DOE since 1995. I love teaching our keiki and have therefore not taken any other jobs that have been offered me (for more pay) by my friends in the private sector. I have lived through the strike and pay cuts before. I was anxiously awaiting the compression salary fix for the DOE teachers. This would have finally put me out of the catagory of living paycheck to paycheck. A 20% paycut or furloughs would severely impact my family which includes my 90 year old mother. If a paycut were mandated, I would be seriously contemplating leaving teaching. And I know many of my friends who have been teaching longer than I would retire. A hard look at the state government should be taken to see if there are jobs that could be cut that would not impact government services.

Mahalo nui loa,

Karen Rapoza, Honolulu, Oahu.

HB-2200-HD-1

Submitted on: 5/9/2020 5:01:25 PM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Mychal Ozoa | Individual | Support | No |

Comments:

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020

10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Mykie E. Menor Ozoa. I am a Junior Advisor in Title IX at the University of Hawai'i System. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

My fiancé and I are in our early 30s and we both grew up here. We have accepted the fact that we will probably never own a home here or be able to afford having children. We have loved ones who are teachers in the DOE who are also struggling to get by. My fiancé being a product of the public education system and a graduate student at UH Mānoa and I myself being a graduate of UHM and the William S. Richardson School of Law, we know firsthand how critical it is that teachers from our communities are able to teach Hawai'i's children and support themselves off of that one job. Currently, they cannot, and I fear for the state of our education system, our schools, and our keiki if you cut their salaries and make it even harder for our teachers to stay.

Thus, I am grateful you all are considering this bill to find alternatives to cutting state employee salaries and I write in full support.

Thank you,

Mykie E. Menor Ozoa, J.D.

HB-2200-HD-1

Submitted on: 5/9/2020 5:02:14 PM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Jocelyn Pajimula | Individual | Support | No |

Comments:

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Jocelyn Pajimula. I am a 6th and 7th grade teacher at Ewa Makai Middle School in Leeward District on Oahu. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

Pay cuts or furloughs would hurt myself and fellow teachers/librarians/counselors and our students by taking away our ability to focus on what really matters which is student learning. If I am so worried about my own personal financial health and livelihood, I will not be able to give my best efforts and energies to my students. Decreasing my pay will only damage my and other educator's motivation and desire to keep on teaching. This cannot happen.

Mahalo,

Jocelyn Pajimula, Leeward District, Oahu

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE
RE: HB 2200, HD1 RELATING TO THE STATE BUDGET
MONDAY, MAY 11, 2020
10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Aaron Kubo I am an eighth grade social studies teacher at Hilo Intermediate School in the Hilo-Waiakea Complex area on Hawai`i Island. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, “We don’t want to have an additional negative effect on the economy that might make matters worse.”

Teachers are besieged everyday by many systems (e.g. a burdensome evaluation system, mandated curriculum, SBA/WIDA/NWEA/NGSS-HSA, data collection/implementation, RTI, meetings and many other mandated things teachers are required to do on a daily basis that exist in the DOE/complex/school including now doing distance teaching/conferencing) and, in turn, receive the lowest pay in the nation adjusting for inflation and Hawaii’s high cost of living. Cutting one-fifth, almost 20%, of teachers’ salaries are going to devastate the already critical teaching shortage. If things do not change I, and others, may be forced to move to places where we can be adequately compensated for being a teacher. This can exacerbate the already shortage on teachers which in turn hurts the students by not receiving quality education that they all deserve.

Many teachers pay for school supplies out of their own pockets. I have spent over \$1000 in this school year alone. My school is 70% free and reduced, in other words in a low socio economic area, where the students cannot always afford the basic supplies. Do we ask police officers to purchase their own guns and bullets? Ask firefighters to purchase their own axes? Does the paramedic ask the rider if they brought their own saline solution? And on top of that cut their pay and ask them to do the same amount of work? The answer

is a resounding no, so why is it okay for teachers in Hawaii to buy their own supplies and work for one-fifth less pay for doing the same amount of work? For society to flourish the needs of the whole child must be addressed, teachers' and schools' need to be adequately funded and that is why cutting teachers' salaries are a catastrophic mistake.

Respectfully,

Aaron Kubo, Hilo-Waiakea Complex, Hawai`i Island

HB-2200-HD-1

Submitted on: 5/9/2020 5:18:00 PM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Logan Okita | Individual | Support | No |

Comments:

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020

10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Logan Okita. I am a first grade teacher at Nimitz Elementary School in Central District on Oahu. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

As we reach the end of my 14th school year, I am close to the halfway point of my career. Every year I feel like a brand-new teacher filled with the excitement of all of the possibilities that the year holds. Right now I feel like a new teacher who has to learn all new techniques and strategies to keep my first graders engaged and help them to continue to build on the foundational skills that will help them continue to second grade. This is definitely a school year to remember. When I reflect on this time in my career, I do not want it to be filled with memories of salary reductions or furloughs. I want it to be filled with memories of reading to my students on Webex, reading their

journal entries on Seesaw, and learning new skills that I did not imagine needing to use to teach first graders.

The 20% salary reduction that was proposed by Governor Ige and mentioned in Superintendent Kishimoto's BOE presentation would be detrimental to public education in Hawaii. Our teacher shortage will likely increase as those who are able to retire do and others leave the state or the profession. Being a teacher is a huge part of my identity, but if these paycuts were to happen, I would consider other ways to impact Hawaii's keiki without being employed with the HDOE. The mention of it has already hurt morale as we struggle to adjust to teaching from home during this pandemic. Please consider all of the other options before resorting to salary reductions.

Mahalo,

Logan Okita, MEd, NBCT

Nimitz Elementary School

Central District

Oahu

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020

10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is **Jesse Punahale Neumann** I am a **Elementary Teacher** at **Ke Kula ‘o Nāwahīokalani‘ōpu‘u in Kea‘au on Hawai‘i**. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, “We don’t want to have an additional negative effect on the economy that might make matters worse.”

Your decision will be one that will not only last the time of this pandemic but it will have a lasting effect for years to come. Teachers are a vital part to society just as police and fire are. If these entities are not supported, the whole system will fall apart.

Mahalo,

Jesse Punahale Neumann, Kea‘au, Hawai‘i

HB-2200-HD-1

Submitted on: 5/9/2020 5:19:30 PM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|----------------|--------------|--------------------|--------------------|
| Andrea Medrano | Individual | Comments | No |

Comments:

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020

10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is **Andrea Medrano**. I am an Art teacher at Kea'au Middle School in the Kea'au/Kau/Pahoa complex on Hawaii Island. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

I have worked at my school for almost 15 yeas and I love the students, and my co-workers. We all have come through furloughs in 2008-09 and we are just beginning to feel the relief of catching up on the pay that we had been reduced to from those cuts. I made more money before furloughs and now I am only catching up due to small raises and no step increases. I am one of the compressed salaried teachers. My 110 students love their elective class of art and there are many times we work on projects that as we begin them, we are missing enough of some item to finish.

I am not able to always get support from administration financially, I have tried donors chose and as a last resort, to not disappoint my students, I will purchase items myself. If there are pay cuts to teacher like myself, that is just coming back to balance financially, and I am sending my daughter to college (we do not qualify for aid), I will not be able to self fund my classes with supplies. Students need the arts to balance the core classes, we need our salaries to balance our lives.

Mahalo,

Andea Medrano, KKP, Hawaii Island

HB-2200-HD-1

Submitted on: 5/9/2020 5:26:35 PM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Phillippe Galicinao | Individual | Support | No |

Comments:

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020

10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is **Phillippe Fernandez Galicinao**. I am a **secondary mathematics and science teacher** at HÄ• lau KÄ« MÄ• na Public Charter School in **Honolulu** on **O‘ahu**. I am also a student in the PhD in Education: Curriculum and Instruction program at the University of Hawai‘i at MÄ• noa. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, “We don’t want to have an additional negative effect on the economy that might make matters worse.”

My name is Phillippe Galicinao and I am a secondary mathematics and science teacher at HÄ• lau KÄ« MÄ• na Public Charter School. I teach 8th grade math, 10th grade biology, Geometry, and a place-based project in traditional Hawaiian arts. I am also a PhD student in Education, Curriculum & Instruction at the University of Hawai‘i at MÄ• noa.

Do not reduce teachers’ salaries! Cuts would devastate our already critical teaching shortage. Reducing teacher pay will not only harm teachers and teacher families, there will be a direct impact to the students we serve as well. More students would go without licensed teachers because pay cuts would drive senior teachers into early retirement. Students would be left with long-term subs and unqualified teachers if new and existing educators leave the profession, unable to afford Hawaii’s high cost of living on a reduced salary.

Teachers have the lowest salary in the United States when you factor the cost of living differential in Hawai'i. Public servants do not get paid enough to survive in Hawai'i. State and County employees earning less than \$70,000 should not have salaries cut as this will be devastating for families in Hawai'i. I already have a 2nd teaching job that supplements my salary to make ends meet and needing a 3rd will force me to stop my PhD program, lower my quality of life, and most likely force me out of education and/or move away from Hawai'i where teacher pay and cost of living allow me to survive.

Any pay cut will cause veteran teachers to retire and have existing teachers quit or find supplementary work, which will take them away from lesson planning and giving back to their schools and community. In addition, potential students in teacher education programs may change majors as being a teacher does not provide livable wages. There are already so many vacant teaching positions and any pay cut will continue to increase vacant positions.

Mahalo,

Phillippe Fernandez Galicinao, Honolulu, O'ahu

HB-2200-HD-1

Submitted on: 5/9/2020 5:28:42 PM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Amanda Zerr | Individual | Support | No |

Comments:

I am testifying in support of HB1632, HB 2200, HD1 and HB2725, HD1. I am supportive of the legislative package that provides the needed \$1 billion shortfall that will eliminate the need for any furloughs or salary reductions. I appreciate the hard work and understanding of the legislative leaders in finding innovative ways to fill the budget gaps and ensuring the stability of the public employee workforce as we move forward together in these difficult times.

HB-2200-HD-1

Submitted on: 5/9/2020 5:36:11 PM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Nalani Downing | Individual | Support | No |

Comments:

Aloha,

My name is Nalani Downing. I teach math for grades 5, 6, and 7 and Anuenue school. Anuenue is a Hawaiian immersion school in Palolo, O'ahu.

I urge you to oppose the Governor's recent idea to cut salaries for our DOE educators. There is already a critical teacher shortage, especially in the Kaiapuni schools. Cutting salaries will result in worsening the teacher shortage by:

- teachers retiring early. Retirement pay is calculated on average annual pay. Teachers will retire early to avoid a lower salary to be calculated into their retirement pay
- remaining teachers will be incented to leave for higher paying jobs including in the private sector or private schools.
- future potential candidates will not be attracted to low paying teacher positions in the DOE

As residents in Hawaii we have an obligation to support the Hawaiian language and the teaching of it to our keiki and community.

Aloha,

Nalani Downing

Ke Kula Kaiapuni 'o Anuenue

Math Teacher, grades 5-7

HB-2200-HD-1

Submitted on: 5/9/2020 5:38:41 PM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|-----------------------|---------------------|---------------------------|---------------------------|
| Ethan ?Onipa?a POrter | Individual | Support | No |

Comments:

Please pass this resolution and pay our teachers!

HB-2200-HD-1

Submitted on: 5/9/2020 5:40:00 PM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Michael Kline | Individual | Support | No |

Comments:

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020

10:30 AM

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Michael Kline. I am a Special Education teacher at Kilauea School in the Kapa'a District on the island of Kaua'i. I am also a National Board Certified Teacher. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

I have been a Special Education teacher in the state for 21 years now. The job load is increasing every year. I work well beyond my contractual work hours to meet the needs of my students. I also have to have a second income to support my family, my mortgage, and car payments. I appreciated the Special Education differential this year; it convinced me not to retire, but to continue doing what I love. However, I know many Special Education teachers who have told me that they are thinking of retiring if we lose this differential and if we get a pay cut. I know of two other Special Education teachers at my school who have just begun teaching and probably would not be able to afford staying as Special Education teachers if their pay was cut. On top of this, if we don't have enough Special Education teachers, then we will be forced to hire long term subs which will definitely negatively impact our students.

Thank you again for your hard work in this difficult time. Thank you for voting in support of this bill.

Mahalo,

Michael Kline

Special Education Teacher

Kilauea School

Kapa'a District

Island of Kaua'i

HB-2200-HD-1

Submitted on: 5/9/2020 5:46:57 PM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------|--------------|--------------------|--------------------|
| David Negaard | Individual | Support | No |

Comments:

Chair Dela Cruz and members of the Ways and Means Committee:

I am David Negaard. I teach English Language Arts at Henry Perrine Baldwin High School in Maui District on Maui. I am submitting testimony in support of HB 2200, HD1.

I am grateful that the Legislature is committed to finding ways to revise the state budget and cover COVID-19 revenue losses without pay cuts for public and public charter school educators, as well as other state employees. Chair Dela Cruz hit the nail on the head this week, saying, "We don't want to have an additional negative effect on the economy that might make matters worse."

I know that state employees (including teachers) are direct contributors to our economy; it is consumer spending that makes the economy work, and we spend our money as fast as we get it (because we make so little that every penny we make is spent on our living). Teachers also contribute indirectly; it is our primary function to prepare students for lives that include spending their own money as they grow into the workforce and economy.

As a teacher, I have already heard colleagues who, at the mere hint that our pay may be cut, are planning to retire, to move, to leave public education altogether. They (we!) are already on the edge of financial disaster due to the shamefully poor pay we earn, and many of us cannot risk staying without confidence that we will not be dragged underwater by furloughs or pay cuts. Our longstanding teacher shortage *will* get worse, and unless the state can assure us that our compensation is protected, it will get *much* worse.

That means fewer teachers for our keiki, meaning they are denied the educational opportunities they deserve and need if they are to become contributors to our economy in their turn. That means fewer teachers having less to spend to shore up our economy. That means the economy recovers more slowly if at all. Give more money to the rich and they will save it; give us more money and we will spend it.

Will Rogers once said, "...money trickled up. Give it to the people at the bottom and the people at the top will have it before night, anyhow. But it will at least have passed through the poor fellows hands." Sadly, teachers and other state workers are at or near

the bottom. Protecting our pay is a way to pay the wealthy while first giving state workers the use of it.

Mahalo,

David Negaard, Maui District, Maui

From: [Tiffany Edwards Hunt](#)
To: [WAM Testimony](#)
Subject: HB 2200, HD1
Date: Saturday, May 9, 2020 3:33:39 PM

Please do not cut teacher pay. We earn so little as it stands. You were going to raise our pay at the onset of our session, because you knew how little we actually make for what we do. Please find another way to balance the budget.

Thank you.

Tiffany EDWARDS Hunt
Puna, Hawaii

\m/\m/
aloha

Pronouns: she, her, hers (See: mypronouns.org to learn more)

HB-2200-HD-1

Submitted on: 5/9/2020 10:51:02 PM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|--|---------------------------|---------------------------|
| Kevin Argueta | Testifying for DOE Public School Teacher/HSTA Member | Support | No |

Comments:

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Kevin Argueta. I am a 5th grade teacher and basketball coach at Kahakai Elementary from District 5 Kona on Hawai'i Island. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

I have been teaching in Hawai'i for eight years and this year's senior class was my first class I taught back in 5th grade for the school year 2012-2013. As an educator, I am so proud of my students' accomplishments. Yet, even with our current pay, I do not feel financially stable. I grew up in a working class family that was unable to help me pay for college which led to my debt from student loans. I rent with five roommates and am unsure if I will ever be able to afford a home here in Hawai'i. Recently, I was engaged and have started to think about having my own family. All this is to say, if we experience pay cuts, I am no longer in a situation where I could sacrifice financial stability. I already feel like I'm making a big sacrifice with my current pay and any more financial loss will impact my ability to raise a family in Hawai'i.

If pay cuts occur, the reality is I, along with my fiancée who is a public school teacher too, will have to leave the island and go seek better employment elsewhere. We both are young professionals with Masters degrees in education who put endless hours at our schools with coaching, mentoring, and tutoring after school. I do not want to negatively impact the students that I serve, and at the same time, I don't want to jeopardize my future with a family of my own. Therefore, it is imperative that you pass this bill so that our pay is not negatively affected by this pandemic.

Mahalo,

Kevin Argueta, District 5 Kona, Hawai'i Island

HB-2200-HD-1

Submitted on: 5/10/2020 7:57:43 AM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|------------------------------|---------------------------|---------------------------|
| evelyn gamez | Testifying for hawaii DOE | Support | No |

Comments:

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020

10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Evelyn Gamez. I am a Special education teacher for students with severe disabilities at Maui High School on Maui. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

As a special education teacher, I know that the workload for all sped teacher has increased dramatically. We are all still liable for adhering to laws for IDEA and doing it from home has created a number of obstacles that requires hours outside of those in our contract. Any pay cuts would negatively impact an already strained system trying their best to provide all students with equitable education.

For example, our classroom only recently received an AC system because we had to wait for budget appropriations. My classroom runs efficiently with a number of paraprofessionals present; with budget cuts, students would not have access to much needed paraprofessionals.

Some teachers at Maui High School already spend hundreds of hours outside of school hours to create lasting and inspirational educational experiences for all our students. By reducing their pay, you will be forcing them to spend those hours at a second or third

job in order to be able to care for their families. I know that it's hard to imagine what it's like to live paycheck to paycheck but many educators will be placed into a possible financial hardship from which they may not recover. Educators chose this profession with the hopes of molding our future, and at the same time, having a reliable income. Please show your support of educators and all those affected by this bill by taking the necessary actions to not cut pay. Show us the same support you show to the businesses and individuals who bring in the majority of our income through tourism.

Mahalo,

Evelyn Gamez, BKM Complex, Maui

HB-2200-HD-1

Submitted on: 5/9/2020 6:52:50 PM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|-----------------|---------------------|--------------------|--------------------|
| Jennifer Kramer | Testifying for HSTA | Support | No |

Comments:

Chair Dela Cruz and Members of the Ways and Means Committee:

My name is Jennifer Kramer. I am a teacher at Keone'ula Elementary School on Oahu.

I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

I believe pay cuts will harm teachers. Prior to this epidemic, an Oahu family of four bringing in \$93,300 or less was considered low income [according to the U.S. Housing and Urban Development](#) guidelines. While many people are suffering, [median home prices continue to be at \\$810,000. Median condominium prices are at \\$435,000.](#) While the federal government is infusing money into the system on a national level, our state government is considering cutting some of the lowest paid professionals' salaries. Fully certified teachers in Hawaii start at 63% of HUD's low income qualification and a 20-year teacher with the equivalent of a doctoral degree is still low income according to HUD guidelines. While many teachers have relied on second jobs to supplement their salaries, many have lost those jobs and rely solely on teaching to get by. The problem is many of us can't get by and are leaving Hawaii, resulting in the current teacher shortage crisis.

Pay cuts will also harm children. Already, many are not being taught by qualified teachers. What will happen when teachers leave because they simply can't afford to stay here—or retire, because this makes more sense financially than continuing to teach? (Some teachers may choose to supplement retirement with part-time jobs like substituting and actually make more than they would teaching.)

Pay cuts will also be harmful for the long-term future of Hawaii. Already, teacher pay was cut during the 2008 recession—and has never recovered. Now, to cut that pay again sends a clear message to anyone who would consider becoming a teacher in Hawaii. Please consider that people already don't want to teach here. I have taught K-2

for many years, and I remember when the majority of my students wanted to become teachers. Now, second graders tell me that they would never become teachers because teachers do not make enough money. What message are we giving to our children about respect for their own education, and for spending money on four years of college to become future teachers? Education is the foundation of society, and all of Hawaii will benefit from a well-educated community.

Mahalo for your time and consideration.

Sincerely,

Jennifer Kramer

Dear Sir or Madam:

As a single-mother and proud public school teacher, I urge you to not let the governor's 20% paycut materialize for teachers. Please help us to do the vital work of holding together the fragile education before our young people.

Students cannot suffer further.

As a single mother with two children, I am still coping with the consequences of the furlough from the Great Recession. I was beginning to pull out of it through my second job of private-tutoring and translation. But those sources of income - earning me over \$5,000 last year - are out of the question now given the pandemic. As I struggle again to pay bills, I can't imagine being furloughed again. Just rent alone eats up one paycheck and everything else is squeezed out of the other paycheck for the month.

I have about 10 years before retirement. But if I cannot meet my cashflow - by the way I am a renter, not homeowner - I would have to switch my employment. This means going into something lucrative using my bilingual Chinese skills and previous employment experience in the private sector; I love teaching in a public school setting but I cannot sacrifice my well-being because the HDOE is chronically underfunded.

I believe that Moanalua High - my high school - gives a fighting chance to our students, whether they are heading to a top college or to a vocation that they love. In my line of teaching expository writing and American Literature to juniors, I strive to help my students to meet the entry requirements of the University of Hawaii's freshman English, at minimum. I am proud of my record. In my other line of teaching Mandarin of 4 levels, I initiate students to the Chinese language and culture, nurture their mastery of increasing vocabulary and grammar, and facilitate their practice and use of Chinese. I absolutely want to continue doing this job. But not at the price of not making ends meet for myself and my two children.

So I ask you to help me to help the young people in our state.

Sincerely,

Helen W. Lau
Teacher
Moanalua High School

HB-2200-HD-1

Submitted on: 5/9/2020 5:58:49 PM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Juvir Martin | Individual | Support | No |

Comments:

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Juvir Martin and I'm a teacher at Iao Intermediate School on Maui. I'm writing in support of HB 2200, HD1.

I want to thank the Legislature for finding opportunities to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our public school educators, including our charter schools, or any other state employees.

Thank you,

Juvir Martin
Wailuku, Maui

HB-2200-HD-1

Submitted on: 5/9/2020 6:01:48 PM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Jennifer Lum | Individual | Support | No |

Comments:

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020

10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Jennifer Lum. I am a teacher at Pearl City High School in Leeward District on Oahu. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

The 19/20 school year was my 16th year teaching. I have spent my entire career in public schools located in the Leeward District. Both of my sons graduated from Pearl

City High School. I have already went through Furlough Fridays. Since then I have lost my husband to cancer. I am blessed h to have my two sons who are in their twenties to help me to be able to stay and teach here in Hawaii.

Cutting my pay would also make teaching Hawaii's students more difficult as I would have to worry even more about how to survive and my energy in the classroom would be diminished. I can handle a lot of stress being a veteran, but it is very stressful to try and take care of myself while also taking care of all of my students.

Thank you again for working so hard to make sure no one else has to struggle during this time.

Mahalo,

Jennifer Lum

Pearl City High School

Leeward District

Oahu

HB-2200-HD-1

Submitted on: 5/9/2020 6:27:57 PM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Lisa Johnstone | Individual | Support | No |

Comments:

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Lisa Johnstone I am a Student Services Coordinator at Radford High School in Central District on Oahu. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, “We don’t want to have an additional negative effect on the economy that might make matters worse.”

We know this is a challenging time for the State of Hawaii, our country, and the world we live in. There have been many changes and challenges for educators during this time and I believe we have risen to the challenge. I strongly believe teachers, Counselors, SSCs, and Administrators are working harder than ever before. We are trying to figure this whole new way of working and teaching out while managing our families and households. Hawaii already has a teacher shortage we already have to give incentives to try and get teachers into the classroom. If the pay for teachers is cut I can envision a mass exit of teachers able to retire, are just starting out as well as teachers who can no longer afford to stay in the profession they love. I have seen many teachers post that they would have to move to another state or take on additional jobs to continue to survive. That shouldn't be the concern right now. This means more classrooms filled by unqualified teachers or a revolving door of substitutes, How can this be good or acceptable for our future? Prior to the COVID pandemic, there were talks about adjusting the pay for teachers so that we could be receiving the pay we should be based on our years of service. That was exciting to hear that people were recognizing how some of us had been subject to no pay increases over certain years. I know that that isn't an option anymore and completely understand. But to give us a close 20% pay cut many of us will never be able to catch that back up with our remaining years of service. So why stay?? The other option is furloughs. This seems crazy to me when we just lost a quarter of instruction because our superintendent alone decided we couldn't move forward with learning. We need to get kids back in schools so parents can work! How can we tell the public we are now cutting school days? To me this seems irresponsible and looks as if education isn't valued by our State. But then I think that's the question here. Do we as a state value education? Value our educators? It doesn't appear that way at times. I know I am extremely fortunate to have a job during this time, and I believe families in our communities are as well because we are providing consistency in a time where there is so much confusion.

I hope that the elected officials can see the value in educators and see the value in having licensed, qualified teachers in every classroom. Please protect us by not agreeing to cut out pay. Don't give us our raise that's fine but please don't cut our pay.

Mahalo,

Lisa Johnstone

Radford High School

Honolulu, HI 96818

HB-2200-HD-1

Submitted on: 5/9/2020 6:28:32 PM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Scott Sinnett | Individual | Support | No |

Comments:

I am testifying in support of HB2200 HD1. I am supportive of the legislative package that provides the needed \$1 billion shortfall that will eliminate the need for any furloughs or salary reductions. I appreciate the hard work and understanding of the legislative leaders in finding innovative ways to fill the budget gaps and ensuring the stability of the public employee workforce as we move forward together in these difficult times. Furloughing and/or salary reductions would only lead to a weaker workforce that is unable to provide for their own needs, let alone contribute to the economic recovery.

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020

10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Christine Russo and I'm an inclusion science teacher at Campbell High School. I am submitting testimony I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

Hawaii already suffers from a severe teacher shortage. If teacher salaries are cut by 20%, the teacher shortage will become even more pronounced; our senior teachers close to retirement and those already able to retire will be driven out and our younger teachers who were already barely making will leave the profession and attempt to look for other work or possibly move back home with families on the mainland. The long-term ramifications of this type of pay reduction will be far reaching and will have a lasting impact on Hawaii's already struggling public school system. This generation and future generations of students will be less and less likely to have high-quality educators who provide outstanding educational opportunities to students. I am grateful that the legislature is looking to find other ways to manage budget shortfalls so that state employees do not face pay reductions which will further drive our economy into a recession.

Mahalo for your time,

Christine Russo

HB-2200-HD-1

Submitted on: 5/9/2020 6:32:57 PM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Vickie Parker Kam | Individual | Support | No |

Comments:

Chair Dela Cruz and members of the Ways and Means Committee:

Thank you for this opportunity to share with you today.

I am submitting testimony in support of HB 2200, HD1.

My name is Vickie Parker Kam. I am an Academic Growth Coach, Induction & Mentoring Site Lead and a Career Tech Educator in Financial Literacy at Ilima Intermediate School in Leeward District on Oahu.

As an employee of the Hawaii Department of Education since 1992, I have diligently dedicated my life to public education and the children of this State. I have seen strikes, lived through pay cuts, survived Furlough Fridays and still I honored my commitment to our keiki. I am one of the approximately 3500 teachers that is already suffering under wage suppression that has greatly impacted my ability to support my family through the years. Currently, I only work one part time job, but I have worked as much as 3 at a time in order to survive. I know there are many hurdles for you to overcome and issues to consider, but I ask you to PLEASE don't take it out on educators again.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

Mahalo,

Vickie LP Kam, District 42, Oahu

HB-2200-HD-1

Submitted on: 5/9/2020 6:46:10 PM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Steven A. Singer | Individual | Support | No |

Comments:

I am testifying in support of HB1631, HB 2200, HD1 and HB2725, HD1.

I am supportive of the legislative package that provides the needed \$1 billion shortfall that will eliminate the need for any furloughs or salary reductions. I also appreciate the hard work and understanding of the legislative leaders in finding innovative ways to fill the budget gaps and ensuring the stability of the public employee workforce as we move forward together in these difficult times.

HB-2200-HD-1

Submitted on: 5/9/2020 6:52:32 PM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|--------------|--------------|--------------------|--------------------|
| Eileen Carr | Individual | Support | No |

Comments:

Chair Dela Cruz and Honorable Members of the Ways and Means Committee,

My name is Eileen Carr, and I am a 4th grade teacher at Manoa Elementary School in Honolulu District on Oahu. At the end of this school year, I will be relocating to the island of Moloka'i where I will teach 4th grade at Kualapu'u School. This is my 4th year teaching with the HIDOE, and my 20th year teaching in total. I am passionate about our profession, and a firm supporter of public schools and public education. I am submitting testimony in support of HB 2200, HD1.

I am writing to ask for your support as we move forward in a very chaotic and uncertain time. Please do not reduce teachers' salaries! Cuts would devastate our already critical teaching shortage. Public school teachers in Hawai'i are already nationally acknowledged for their shamefully low pay. We consistently vie for last place when it comes to teacher pay adjusted for cost of living (see WalletHub's explanation [here](#) and further explanation [here](#)). Every member of this committee knows the value of a strong public education system, knows the importance of building and sustaining a strong and devoted teaching force, knows the immeasurable benefits of quality public schools for our keiki, and knows that our schools are only as strong as their individual components.

We need you to stand by our teachers, and we need you to urge the Legislature to find a better way to balance the state's budget than reducing teacher pay. We know that other ways of balancing the budget exist, and we need you to advocate fiercely for our state to continue paying teachers their current salaries. Once this has been ascertained, we need you to support previous efforts to improve our pay.

I am absolutely not in this profession for the money, but I will not be able to survive in the expensive state of Hawai'i if my pay is further reduced. I accepted a \$20,000 pay cut when I relocated to the HIDOE from the NYCDOE, but I don't know how much lower a 20-year veteran teacher consistently ranked as "highly effective" can go. Before coronavirus struck, I was already working above and beyond the call of duty to serve my students and their families the best quality education time and energy could afford. Now, in the time of Covid-19, I have worked tireless hours to transform my curriculum and pedagogy into something that can be relayed virtually, through a screen and keyboard. Just last week, my 4th graders published their first virtual newspaper-- and 100% of my students published an article (link [here](#)). This week, we've immediately

launched into our second edition, this time with a focus on statistics and statistical interpretation. I'm reaching out to every student and family, and making sure everyone has what they need to be a part of this.

In the time of Covid-19, I'm working so hard for my students. Harder than ever. I beseech you: please stand up for the incredibly hard working teachers in our state's public schools, and do not allow our pay to be reduced. There are other ways to balance our state's budget than to take more away from some of our state's hardest working public servants. Public school teachers have proven themselves to be incredibly valuable during this pandemic. Please show them that you value their efforts, you recognize their contributions to society, and you will advocate for improvements (not reductions) to their pay. Our keiki deserve the best teachers in the world, teachers who will fight to make sure that they are educated, included, acknowledged, and celebrated. One sure way to retain HODOE teachers is to maintain and improve their pay so that they can survive in the Aloha State, and continue building a stronger future for Hawai'i, one student at a time.

Thank you for your time.

Aloha,

Eileen Carr

Honolulu District, Oahu

HB-2200-HD-1

Submitted on: 5/9/2020 7:00:03 PM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| MJ Matsushita | Individual | Support | No |

Comments:

Chair Dela Cruz and members of the Ways and Means Committee:

My name is **MJ Matsushita** I am a **teacher** at **Kaimuki High School** in Honolulu. Oahu I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

To have a pay cut at this time would be devastating to my family. We have 5 people in our house hold, but only 3 of us are bringing in a pay check because of the Covid-19 virus. Of the 3 paychecks, only 2 are of full time amounts. to make ends meet during regular times, I and my husband have to work additional freelance gig jobs to make ends. Needless to say, all these gigs have suffered complete cancellation for the next several months. We are already suffering. A pay cut is just a slap in the face especially since we teachers are working even harder, and longer hours now than when school is in session. I have been in the DOE for over 16 years, and have a masters degree. If I am having hardships, I can only imagine what a first year teacher, who makes considerably much less money than I do, is making out at this time. I fear we will lose our brightest new teachers. Please find a way to balance the budget, without hurting teachers more.

Mahalo,

HB-2200-HD-1

Submitted on: 5/9/2020 7:54:56 PM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|-----------------------|--------------|--------------------|--------------------|
| Sarah Milianta-Laffin | Individual | Support | No |

Comments:

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020

10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Sarah Milianta-Laffin. I am a STEM Lab Teacher at Ilima Intermediate School in the Campbell-Kapolei Complex, Leeward District on O’ahu. I am submitting testimony in support of HB 2200, HD1.

It’s 8pm HST on Saturday 5/9/2020 and I’m typing this testimony at my kitchen counter. This is pretty normal for me. I do my grading and lesson planning at night and on weekends, when most people are sleeping or spending time with their families.

Teaching online during COVID19 has doubled my workload as a teacher. *The state asked teachers like me to transform how we teach in only 2 weeks of time. We didn’t blink, we just did it.*

This isn’t a rare thing; teachers like me confront challenges, do extra work and lose sleep all the time, worrying about other people’s children. It’s the nature of the job. But do you know what we teachers shouldn’t worry about? Being fairly compensated for our work.

I’m a 14 year public school educator who makes \$49,000. This is the lowest salary of my career. This is less money than I made during my 1st year teaching, 14 years ago, in Texas. My entire salary doesn’t even cover our rent, we have little savings, and even though I desperately want to start a family -- I’m scared that we can’t afford to have a baby.

Our family budget only works when my husband works a significant amount of overtime, and this puts pressure on our marriage. Right now due to COVID19 his hours are cut back so we already don't have the financial stability we count on to maintain our life here. I've been terrified about how we would continue to pay all our bills since the potential 20% paycuts were announced.

I'm one of 5 teachers who are Hawaii State Finalists for the National Presidential Award for Excellence in Math & Science Teaching. I'm the 2020 Recipient of the Hawaii State Teachers Association "Pono Award" for my work with social justice in education. At Ilima Inter, I'm the faculty sponsor of the Rainbow Royales, our Gay-Straight Alliance (GSA). Out of 8000 GSAs nationally, our club was just named GLSEN National 2020 GSA of the Year. I say this not because it should matter, but I love what I do, and I work hard. I'm already underpaid for the work I do, and I can't take another hit. **If my pay is cut, it's unlikely I could afford to stay teaching in Hawaii beyond the 2020-2021 school year, if we could even make the full year.**

Students deserve teachers who can focus all their energy on creating engaging lessons, especially in the time of digital learning, not worrying about how they can make ends meet. I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools.

Mahalo for reading, and for supporting the students of Hawai'i by caring for their teachers. Curious about my students? Follow us on Twitter/Instagram at @STEMwithMili to see what my classroom is all about.

Sarah Milianta-Laffin, Teacher

Ilima Intermediate School

Leeward District

HB-2200-HD-1

Submitted on: 5/9/2020 8:00:28 PM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Joy Shackles | Individual | Support | No |

Comments:

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020

10:30AM

Chair Dela Cruz and Members of the Ways and Means Committee,

My name is Joy Shackles and I am a Special Education at Helemano Elementary School in Wahiawa. I have been teaching for 13 years and I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover Covid-19 revenue losses without including suggestions for pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

This pay cut would have a major impact on myself as well as many of my co-workers. I know of many teachers, librarians, and other state employees who have a difficult time making ends meet and some may have to leave the education field. I know that finding qualified teachers in the state of Hawaii is difficult already due to the high cost of living. If pay is cut for teachers, it will be even harder to fill the already hundreds of empty positions. Students will be the first to suffer with unqualified adults and larger class sizes. With Covid-19, students of Hawaii already lost 1 quarter of instruction and this would add an additional hardship.

Sincerely,

Joy Shackles, Central District, Oahu

HB-2200-HD-1

Submitted on: 5/9/2020 8:03:56 PM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Jennifer Sarpi | Individual | Support | No |

Comments:

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020

10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Jennifer Sarpi. I am a SSC at Pearl Ridge Elementary School in Central District on Oahu. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

Teachers are big hearted people. They work hard and don't look for glory. Teachers are also members of families. Families that they need to provide for. A teacher who is working 2-3 jobs just to pay the basic bills for their family is not a teacher who is able to give their best to their classrooms. Ultimately, students suffer when teachers are not giving the compensation that they deserve.

Mahalo,

Jen Sarpi

Central District

Oahu

HB-2200-HD-1

Submitted on: 5/9/2020 8:07:50 PM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Debra | Individual | Support | No |

Comments:

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020

10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Debra Borges. I am a teacher at Pahoia Elementary School in the Puna District on the Big Island of Hawaii. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, “We don’t want to have an additional negative effect on the economy that might make matters worse.”

At present, we have two Special Education teacher positions that have not been filled for the last two years and it looks like they will not be filled again for SY 20-21. By not having certified teachers in these positions makes it difficult for the students and teachers. Students are not getting the consistency in their lessons. Relationships between day to day substitute teachers and students are not established which makes learning even more difficult. Teachers within the grade level need to step in and support those classrooms without a certified teacher. On top of the lesson planning and delivery of instruction within their own classrooms, they need to do everything from writing plans, collecting data, analyzing student work to plan for interventions and attend IEP meetings for these classrooms with substitutes. By cutting our pay and/or having furloughs will not help to fill these positions.

We also have several teachers that can retire. I’m afraid that with pay cuts, they will retire. This would leave even more vacancies at our school. We cannot afford to lose any more teachers. At this point, it is of importance to keep stability and expertise within schools to move forward especially after COVID-19.

I urge you to please look at other options besides paycuts and furloughs.

Mahalo,

Debra Borges, Puna District, Big Island

HB-2200-HD-1

Submitted on: 5/9/2020 8:22:48 PM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Antoinette Martin | Individual | Support | No |

Comments:

I am testifying in support of HB 2200, HD1. I am supportive of the legislative package that provides the needed \$1 billion shortfall that will eliminate the need for any furloughs or salary reductions. I appreciate the hard work and understanding of the legislative leaders in finding innovative ways to fill the budget gaps and ensuring the stability of the public employee workforce as we move forward together in these difficult times.

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020

10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Topher Erickson. I am a social studies teacher at Kalani High school in Honolulu District on Oah'u and a Senior Lecturer of Anthropology at Hawaii Pacific University. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

I have lived paycheck to paycheck since I moved to Hawaii in 2006. My family moved into an apartment 2009 when the last economic blow struck. Without any family of origin here, we paid \$2100 in rent – we now pay \$2600 per month. My take-home salary with the Hawaii Dept of Education is \$3000. Obviously, this is unsustainable. As a scholar turned teacher, I must work two jobs to provide for my family of three. As you know, Hawaii's teachers have long shouldered dismal compensation for their craft.

That said, everyone knows teachers don't sign up for the money. We do it for altruistic motives. Beyond delivering academic content, teachers play an indispensable role in the socialization; guiding keiki in cultural and emotional development. They provide a balance and context for family and social life. Teachers fit themselves to be of maximum service to the community in countless ways. The least we can do is safeguard their already unsustainable compensation. HB 2200 helps to protect this vital human resource on the islands.

Mahalo,

Topher Erickson, PhD

Honolulu District, Oah'u

HB-2200-HD-1

Submitted on: 5/9/2020 9:12:51 PM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| matt snowden | Individual | Support | No |

Comments:

Teaching in Hawaii is an economically risky endeavor. As a 15 year veteran teacher in the HIDOE, I find it necessary to supplement my income with a second job on weekends. Working 7 days a week is necessary to maintain ends meet in this economy. Both my wife and I are teachers and two teaching incomes is barely enough to support a family of 4 in Hawaii today. In my opinion, cutting teacher salaries is a dangerous proposition, as it will further exacerbate the current teacher shortage and weaken an already fragile economy as consumer spending will be further curtailed. In the end, it is a question of social responsibility to the ideal of public education. What we as a state invest in will be our future. I strongly encourage a yes vote on HB 2200 HD1.

Mahalo for your time,

Matt Snowden

Waimea, Kauai

HB-2200-HD-1

Submitted on: 5/9/2020 9:19:58 PM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|-----------------------|--------------|--------------------|--------------------|
| Jemeil D Deliz Alicea | Individual | Support | No |

Comments:

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

[MONDAY, MAY 11, 2020](#)

[10:30 a.m.](#)

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Mr. **Jemeil David Deliz Alicea**. I am a **CTE Health Services Teacher**, at **NÄ• nÄ• kuli High & Intermediate School in Leeward District - NÄ• nÄ• kuli Waianae Complex on Oahu**. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, “We don’t want to have an additional negative effect on the economy that might make matters worse.”

The pay cuts or furloughs will drastically affect our Faculty, Staff, Students, Community not having their Teachers present. Our school data reflects improvement when Teachers are uninterrupted and present for duty. Data showed a decrease in the students academic performance due to Teachers not there for them due to moves, long term subs. Imagine the data how drastically can fall when Teachers are not present or have salaries cut, we cannot afford to support our students or even ourselves. Teachers pay cut will mean mass resignations, relocation to mainland or other career opportunities. You will have a public school full of non-qualified professionals dealing with our Hawaii Keiki and future workforce. Is that what we want for our youth, educators, Hawaii Residents and Fellow US Citizens/countrymen?

Mahalo,

Jemeil David Deliz Alicea

CTE Health Services Teacher

NÄ• nÄ• kuli High & Intermediate School

Leeward District, NW Complex, Oahu

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020

10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Dawn Christensen-Easton. I am a 6th grade teacher at Konawaena Middle School in West Hawaii District on Hawaii Island. This year marks my 22nd year as an educator in the state of Hawaii. This year also marks a decade spent teaching in the Hawaii public school system. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

I decided to become a teacher when I was in 4th grade. I was extremely fortunate to have had many wonderful teachers breathe life into my soul as I grew up in a small town that most people have never heard of and being raised by very loving parents who lacked any sort of formal education. I should have ended up a statistic. I should still be in that same small town, working a dead end, unfulfilling job. I'm not and it is largely due to the

teachers who saw more in me than I ever saw in myself. I have spent my adult life giving my students the same encouragement I was given as a child. Regardless of pay I will continue to teach. If our pay is cut it will be a financial hardship for my family but it will not stop me from starting my 23rd year of teaching in the fall. It might, however, stop many other teachers. Teachers just starting out who will not be able to make ends (see each other) let alone meet. Teachers who have family on the mainland that they will not be able to afford to see. Teachers who are married to teachers may leave the profession. The Department of Education in this state is lacking teachers currently. Can you imagine what will happen to the turn over rates if there are cuts? I can. Our school has a turnover of between five and eight teachers every single year! That number is roughly a third of our teaching staff. Students currently do not always end up in the classroom of a dedicated, passionate and qualified teacher. Pay cuts will translate to further weakening the teaching force and will directly affect the quality of education that our children receive.

Respectfully,

Dawn Christensen-Easton

Konawaena Middle School

West Hawaii District

Hawaii Island

HB-2200-HD-1

Submitted on: 5/9/2020 9:28:39 PM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Shelby Loo | Individual | Support | No |

Comments:

May 9, 2020

Senate Committee on Ways & Means

Hearing Date: May 11, 2020

Hearing Time: 10:30 AM

Hearing Location:

State Capitol, Conference Room, Auditorium

415 South Beretania Street

Honolulu, HI 96913

RE: HB2200, HD1, Relating to State Budget

Chair Donovan Dela Cruz and Committee members:

My name is Shelby Loo and I am a National Board Certified Mathematics teacher at Waimea Middle School who resides with my husband, a Hawai'i County Police Officer, and our two children in the Hamakua district on the Big Island. I have been a teacher at Waimea Middle School for the past 15 years, serving as the sixth-grade level chairperson and a member of our School's Leadership Team for the past 12 years. I am submitting testimony in support of HB2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our public charter schools, or any other state employees. As chair Dela Cruz said this week, “We don’t want to have an additional negative effect on the economy that might make matters worse.”

It is essential that we make education a priority in our State. If we do not compensate teachers fairly it will make it impossible to recruit and retain highly qualified teachers that are dedicated to caring for and educating our keiki. Prior to the pandemic we were advocating to fix the salary compression issue, doing the complete opposite by cutting teachers pay would be catastrophic for our State.

I am passionate about my job and find value in the day to day work that I do with my 90 6th grade students. It is my hope to inspire them to become lifelong learners who dream big, work hard, and are always humble, kind and community contributors. The job is demanding and requires that I serve some of our most neediest students who require extra compassion, care, and encouragement. It is a 12+ hour a day job that often requires that I put time in over the weekend or after tucking my children in at night in order to be effective for my students. It is only fair that I am compensated for the time and effort that I put into my job in order to be the best I can be for my students, who are our future.

We need your help to preserve teacher pay and continue to ensure that we can attract highly qualified teachers for our keiki. Mahalo.

Shelby Loo

66-1803 Alaneo Street

Kamuela, HI 96743

(808)989-8125

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020. 10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Helen Kong. I am a teacher at James Campbell High School in Leeward District on Oahu. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

I have been teaching for the DOE over ten years. Along the way of my teaching career, I have been working so hard to keep myself updated in my career field in order to provide students the best educational experiences that I can give them. I spent my own spare time on offering tutoring after school and designing multi-curricular activities, as well as learning and practicing new instructional strategies to improve my teaching to better serve all my students. Thus, I don't have extra time to work a second job to earn enough to afford living in Hawaii, which is one of the most expensive places in the nation. Education is a long-term project, students are the future of our country. I beg your attention, please consider our children's education as the most important thing. In order to do that, please treat educators fairly and nicely for them to focus on their job and do their best to educate our children. For our children, please don't put educators' life in jeopardy, please don't devalue educators' jobs.

Thank you for your consideration,

Mahalo,

Helen Kong, Leeward District, Oahu

HB-2200-HD-1

Submitted on: 5/9/2020 10:26:03 PM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Earl Hishinuma | Individual | Support | No |

Comments:

I am testifying in support of HB1631, HB 2200, HD1 and HB2725, HD1. I am supportive of the legislative package that provides the needed \$1 billion shortfall that will eliminate the need for any furloughs or salary reductions. I appreciate the hard work and understanding of the legislative leaders in finding innovative ways to fill the budget gaps and ensuring the stability of the public employee workforce as we move forward together in these difficult times.

HB-2200-HD-1

Submitted on: 5/9/2020 10:29:19 PM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Dana Singer | Individual | Support | No |

Comments:

I am testifying in support of HB1631, HB 2200, HD1 and HB2725, HD1.

I am supportive of the legislative package that provides the needed \$1 billion shortfall that will eliminate the need for any furloughs or salary reductions. I also appreciate the hard work and understanding of the legislative leaders in finding innovative ways to fill the budget gaps and ensuring the stability of the public employee workforce as we move forward together in these difficult times.

HB-2200-HD-1

Submitted on: 5/9/2020 10:33:50 PM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Todd Hayashi | Individual | Support | No |

Comments:

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Todd Koji Hayash and I am a 5th grade teacher at Nanakuli Elementary in the Leeward district on Oahu. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

Working on the Leeward coast for the last 6 years, I have witnessed and heard about all of the constant teacher turnover that occurs at our schools. If teachers face a pay cut, this will surely be a widespread problem across the state. I can speak from experience and share that when there is constant turnover, the students suffer tremendously. For many of them, their teachers are a trustworthy and stable figure in their life. When that person leaves because the pay isn't enough or the work is too stressful, the students lose someone of great importance. They lose their motivation to succeed and most importantly, they lose someone who believes in them.

The lasting impact that educators have on students does not show in standardized test scores or school ratings. It sometimes isn't shown until many years later when the teacher has retired. If we as a state truly value public education and the importance it has on preparing our future generations, we have make the investment now and avoid pay cuts as much as possible. We need to keep quality teachers in the profession instead of pushing them out. If we do not retain these teachers, we will see a rise in absenteeism, suspensions, retention, dropouts, and eventually crime. Students and education should always be a priority, especially in times like these.

Mahalo,

Todd Koji Hayashi, Leeward, Oahu

HB-2200-HD-1

Submitted on: 5/9/2020 10:42:51 PM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Laura Sue | Individual | Support | No |

Comments:

I am testifying in support of HB1632, HB 2200, HD1 and HB2725, HD1. I am supportive of the legislative package that provides the needed \$1 billion shortfall that will eliminate the need for any furloughs or salary reductions. I appreciate the hard work and understanding of the legislative leaders in finding innovative ways to fill the budget gaps and ensuring the stability of the public employee workforce as we move forward together in these difficult times.

HB-2200-HD-1

Submitted on: 5/9/2020 10:45:39 PM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Lori Hull | Individual | Support | No |

Comments:

Chair Dela Cruz and members of the Ways and Means Committee:

My name is **Lori Hull** am a **Kindergarten Teacher** at Waialua Elementary School in Central District on **Oahu**. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, “We don’t want to have an additional negative effect on the economy that might make matters worse.”

A pay cut would be very harmful to my family as I am trying to make ends meet and my long term care premium is going up as is tuition for my son's college education. It is already hard to make a living teaching in Hawaii. More cuts to my pay mean less spending I can do. Thanks for listening to me.

Lori Hull, Central District, Oahu

HB-2200-HD-1

Submitted on: 5/9/2020 11:55:34 PM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---|---------------------------|---------------------------|
| Robert Harrison | Testifying for Kapi'olani Community College | Support | No |

Comments:

I am testifying in support of HB1631, HB 2200, HD1 and HB2725, HD1. I am supportive of the legislative package that provides the needed \$1 billion shortfall that will eliminate the need for any furloughs or salary reductions. I appreciate the hard work and understanding of the legislative leaders in finding innovative ways to fill the budget gaps and ensuring the stability of the public employee workforce as we move forward together in these difficult times.

HB-2200-HD-1

Submitted on: 5/10/2020 6:37:32 AM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|----------------|--|--------------------|--------------------|
| Anna Leychenko | Testifying for Kapiolani Community College | Support | No |

Comments:

I am testifying in support of HB1631, HB 2200, HD1 and HB2725, HD1." In the testimony speak to the language provided in the newspaper article, that "I am supportive of the legislative package that provides the needed \$1 billion shortfall that will eliminate the need for any furloughs or salary reductions." It would also be beneficial to state "I appreciate the hard work and understanding of the legislative leaders in finding innovative ways to fill the budget gaps and ensuring the stability of the public employee workforce as we move forward together in these difficult times

HB-2200-HD-1

Submitted on: 5/9/2020 10:52:14 PM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Matthew Tuthill | Individual | Support | No |

Comments:

I am testifying in support of HB1631, HB 2200, HD1 and HB2725, HD1. I am supportive of the legislative package that provides the needed \$1 billion shortfall that will eliminate the need for any furloughs or salary reductions. I appreciate the hard work and understanding of the legislative leaders in finding innovative ways to fill the budget gaps and ensuring the stability of the public employee workforce as we move forward together in these difficult times.

HB-2200-HD-1

Submitted on: 5/9/2020 11:18:57 PM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Michelle Shin | Individual | Support | No |

Comments:

I am testifying in support of HB1632, HB 2200, HD1 and HB2725, HD1. I am supportive of the legislative package that provides the needed \$1 billion shortfall that will eliminate the need for any furloughs or salary reductions.

I am a professor in the UHCC system and have been working full time as an essential worker during the COVID-19 shutdown. I spent my entire spring break putting all my courses online by creating online content, videos, online posts and forums, and by attending many, many help sessions on how to navigate all this new technology. I have been working MORE than ever to give my students a rewarding and learning experience online. I have continued to meet with many colleagues and tech support to ensure that I am fully utilizing the online tools and my disposal. I have received unsolicited feedback from many students that they appreciated and noticed my efforts and that class was still a positive and fruitful experience for them. I have already started preparing for Fall since I plan to prepare for a face-to-face class, but also a fully online class. This is not a simple matter of copying everything and putting it online. The pedagogical means are very different and require a different design and this means spending twice as much time preparing for one course. This means, unlike many employees who could not work from home, but who also could not go to work and therefore sat idle, I have been putting in an immense amount of extra hours to ensure I am doing my job well. UHCC and UH employees are still able to fully do their jobs, by putting in extra time and effort, and should not be penalized financially when they are working harder than ever to provide a meaningful educational experience to those who choose higher education.

I appreciate the hard work and understanding of the legislative leaders in finding innovative ways to fill the budget gaps and ensuring the stability of the public employee workforce as we move forward together in these difficult times.

HB-2200-HD-1

Submitted on: 5/9/2020 11:22:56 PM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Tina Marie Myers | Individual | Support | No |

Comments:

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020

10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Tina Marie Myers. I am a special education teacher at Manana Elementary School in Leeward District on Oahu. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

Teachers are absolutely critical in providing support to our students, especially during this time of great need. Cutting pay for teachers will have tremendous negative consequences. Many teachers, myself included, have contemplated leaving the profession if pay cuts happen. There will be an increase in the teacher shortage as veteran teachers leave as well as those teachers who will need to leave in order to earn a livable wage. Students' education would be greatly impacted as many would be forced to have a series of unqualified substitutes covering classes.

During this unprecedented time, most teachers are working harder than ever to meet the various needs of their students. A pay cut would be a huge slap in the face to the people who are tasked with caring for, teaching, guiding, and mentoring this rising generation.

If pay cuts happen now, teachers will have money taken away for work that has already been completed during the school year. It will be a long term struggle to return to

current pay rates. Any increase in pay after a cut will be viewed as a raise, when in fact, it simply would be steps to restoring pay.

Please find alternative ways to revise the budget.

Mahalo,

Tina Marie Myers, Leeward District, Oahu

HB-2200-HD-1

Submitted on: 5/9/2020 11:24:31 PM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Jon Fia | Individual | Support | No |

Comments:

Dear Ways and Means Committee,

I am writing **IN SUPPORT of HB 2200**. Please preserve our pay for state workers. During the last economic crisis, the state balanced the budget of the backs of the state workers with furloughs. I am a teacher at Waipahu High School and it took me years to recover from that. Being a senior teacher with 25 years of service, I also have suffered through the "compression" of steps. It was demeaning to know that teacher with less experience than I essentially were making the same salary as me. To put in furloughs/pay cuts would just be another insult to us.

Those pay cuts will create an exodus of teachers into retirement and exacerbate the crisis with teacher shortages that we already have. It is also been proposed by state economists that pay cuts to state workers would negatively impact our GDP by billions of dollars. I implore you to help us avert this situation so that we can continue to use our salaries by supporting local businesses and help revive our economy.

I understand there is no easy solution but we can do what is right and together come out of this crisis stronger than ever.

Thank you for your consideration.

Kindest Regards,

Jon Fia

HB-2200-HD-1

Submitted on: 5/9/2020 11:31:28 PM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Manu Naeole | Individual | Support | No |

Comments:

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Arthur M Naeole Jr. I am an Algebra 1 teacher at Nankuli High and Intermediate School in the Leeward district on O'ahu. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

I am a high school math teacher. I love my job. I love working on the coast. I have not been here long, but being on the coast has made me aware of the need for qualified and certified teachers to be in our classrooms. There is a large disparity between the access to resources for students on the coast. The shortage of teachers only increases the gap. This past year the state recognized the need for certified teachers in hard to staff areas with a special differential pay given to teachers who work in these areas. The proposed cuts will have two direct impacts on students and schools.

1. Schools that are already hard to staff will be even harder to staff with less of a financial package to offer to candidates.
2. Schools with qualified staff who see a cut in pay may end up looking elsewhere for a career, or choose to move out of state, or even simply retire from the profession early.

In the end the cut in pay hurts the most vulnerable people, our students. We are decreasing our chances to find qualified and certified teachers to fill our vacant positions in hard to staff areas. We are increasing the chances of current highly qualified and certified teachers being willing to stay in their current position.

Mahalo,

Arthur M Naeole, Leeward District, Oahu

HB-2200-HD-1

Submitted on: 5/9/2020 11:51:43 PM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|------------------------|---------------------|---------------------------|---------------------------|
| Idanelis Ferrera Gomez | Individual | Support | No |

Comments:

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Idanelis Ferrera. I am a 5th grade teacher at Ka`u High and Pahala in Ka`u Keaau Paho Complex on the island of Hawai'i. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

I have been working at Ka`u High and Pahala Elementary for three years. This school is where I began my teaching career and where I had planned to continue it for years to come. I have a passion for the keiki of this island and I am saddened at the thought of not being able to work with them next school year. Because, unfortunately, the truth is that if a twenty percent pay cut were implemented I would need to move back to the mainland. Hawai'i has one of the highest cost of livings in the nation and it was a sacrifice to move here as an emergency hire first year teacher with a salary that made it incredibly difficult to buy nutritious food, let alone the extra supplies my classroom and students were in need of. Through the course of the three years I have obtained my certification and been able to move up the salary steps that the Department of Education offers. Just this year I was able to finally feel some financial security to continue teaching in this beautiful state. A 20% salary cut would put me right back to square one, meaning I would be getting paid as if I were an emergency hire teacher again, which I cannot afford. This is a hard decision and one that should not be taken lightly and as much as I love our keiki I must also consider the livelihood of myself and my family and the detrimental effect this would have if I chose to stay and endure a 20% pay cut. The teacher shortage that the nation suffers is especially grave in our state of Hawai'i. A 20% salary cut will exacerbate this shortage further and the most affected will be the keiki of our state furthering the educational gap that will result from the initial COVID-19 impact of cancelling in-person school for these last months of school. I thank you from a practical sense but mostly from a teacher that cares very much about the future of her students for considering other options carefully so that school employees are not lost.

Mahalo,

Idanelis Ferrera, Ka`u Keaau Paho Complex, Hawai'i

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE
RE: HB 2200, HD1 RELATING TO THE STATE BUDGET
MONDAY, MAY 11, 2020 10:30 a.m.

Aloha Chair Dela Cruz and members of the Ways and Means Committee:

My name is Rebecca Kapolei Kiili. I am a Teacher at King Kekaulike High School in Baldwin-Kekaulike-Maui Complex on the island of Maui. I am a proud product of public school and have been teaching for 16 years in the Hawaiian Language Immersion program. I am submitting testimony in **support** of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, “We don’t want to have an additional negative effect on the economy that might make matters worse.”

Thank you for recognizing that education is a vital part of our state’s infrastructure and integral to the overall health of our communities. Teachers are like second parents to Hawai‘i’s keiki and provide so much more than teaching content to our students. We provide stability, security, and nurturing environments that help our keiki develop and thrive. For some of our more vulnerable populations, schools provide a system of checks and balances to ensure that all of our keiki are accounted for. Even during this pandemic, I know in my heart that our teachers are going beyond the call of duty for our students. We are the “boots in the ground” and deserve to maintain our dignity in this profession. Our keiki deserve a qualified teaching workforce.

I feel like growing up here has taught me that if I work hard and I do my due diligence, then I can be rewarded for my efforts and sacrifice. I have done just this in all of my years as a public school teacher. I have invested a lot of time and additional expenses to earn my way up the salary schedule as designed through our teacher contracts through Professional Development and returning to the University to further my education with a graduate degree. It is disheartening to think that all of my hard work all these years can be disregarded and discredited without thoughtful and compassionate decision making by our Governor.

Please continue to find creative solutions to addressing the need to balance the state budget. Please do not make teachers, our keiki, and education the ones to bear the burden of the state yet again. We have done more than our fair share of sacrificing over the years. And, we

deserve to be valued for our contributions to our communities. Hawai'i's teachers sacrifice enough and we deserve to keep our salaries.

In gratitude and aloha,
Rebecca Kapolei Kiili
King Kekaulike High School, Maui

HB-2200-HD-1

Submitted on: 5/10/2020 12:02:43 AM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Andrew Pak | Individual | Support | No |

Comments:

I am testifying in support of HB 2200, HD1. I am supportive of the legislative package that provides the needed \$1 billion shortfall that will eliminate the need for any furloughs or salary reductions. I appreciate the hard work and understanding of the legislative leaders in finding innovative ways to fill the budget gaps and ensuring the stability of the public employee workforce as we move forward together in these difficult times.

Andrew Pak

Professor, Kapiolani Community College

HB-2200-HD-1

Submitted on: 5/10/2020 12:21:25 AM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Joseph DeMarco | Individual | Support | No |

Comments:

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Joseph DeMarco. I am a **teacher** at **Waianae Intermediate** in Leeward **district** on **Oahu**. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

The truth is I cannot even afford my own apartment, I recently had to move in with a friend. I was hoping with the new pay raise to be able to eventually get my own place. I feel ashamed to tell people that I am forty year who lives in my friend's guestroom. I would try to convey to you that it is not really a fruitful existence.

Mahalo,

Joseph DeMarco, Leward District, Oahu

HB-2200-HD-1

Submitted on: 5/10/2020 2:37:17 AM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Ross Egloria | Individual | Support | No |

Comments:

I am testifying in support of HB1632, HB 2200, HD1 and HB2725, HD1.

I am supportive of the legislative package that provides the needed \$1 billion shortfall that will eliminate the need for any furloughs or salary reductions.

I appreciate the hard work and understanding of the legislative leaders in finding innovative ways to fill the budget gaps and ensuring the stability of the public employee workforce as we move forward together in these difficult times.

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020

10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Ezra Witsman. I am a social studies teacher at Kealakehe High School in West Hawaii on Hawaii Island. I have been teaching in Hawaii for 17 years. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, “We don’t want to have an additional negative effect on the economy that might make matters worse.”

Although students have not been able to physically attend school, I have been helping students raise their grades so that they can receive credit for the class, providing students with enrichment activities, attending meetings (IEPs, SSPs, department, and faculty), and planning for students next year (including plans if students are not able to return to campus).

I am also worried about many veteran teachers retiring. With the uncertainty as to how we will be teaching students next school year and with a possible pay cut, I am afraid that many of these veteran teachers will decide to retire. This is a time when we desperately need our veteran teachers. Also, with a pay cut, how many of our new teachers will be able to afford to stay in Hawaii and teach? We cannot afford to lose these new teachers. Kealakehe High School is a hard to staff school, so we rely heavily on these new teachers.

Of course, with the high cost of living in Hawaii it is difficult to manage one’s budget and pay for all of the expenses required to live in Hawaii. Add a pay cut and this just increases the difficulty in living in Hawaii. I love teaching my students. I want to continue to help my students with their education.

Mahalo,

Ezra Witsman, West Hawaii, Hawaii Island

HB-2200-HD-1

Submitted on: 5/10/2020 5:37:17 AM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Harry Davis | Individual | Support | No |

Comments:

After reading several news articles, I ask you to vote in favor of this bill

HB-2200-HD-1

Submitted on: 5/10/2020 5:41:12 AM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Erron Yoshioka | Individual | Support | No |

Comments:

Dear Chair Dela Cruz and members of the Ways and Means Committee,

My name Erron Yoshioka, and I am a science teacher at Moanalua High School. It saddens me that our Governor has proposed a 20% pay cut for state employees, especially teachers as right before all of this there was so much support for the need to increase teacher pay to attract and retain more teachers in the midst of a severe teacher shortage in Hawaii. It has taken me 30 years of dedicated service to get "down towards the bottom" of our pay scale, and any cut would be both devastating and demoralizing for me! I feel myself, along with many other teachers in my position, will just retire and leave the profession. I love my students and want to continue teaching, but this blow would force me out as it "just wouldn't be worth it anymore!"

Sincerely, with much hope and Aloha,

Erron Yoshioka

HB-2200-HD-1

Submitted on: 5/10/2020 6:07:50 AM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Debbie Anderson | Individual | Support | No |

Comments:

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020

10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

I am submitting testimony in support of HB 2200, HD1. My name is Debbie Anderson. I am the Librarian at Waiakea Intermediate School in Hilo-Waiakea District on Hawaii Island. I have served also in Windward and Hamakua Districts. With over 30 years of teaching, I am eligible to submit for retirement. I am a 14B, so I no longer have anywhere to move on the salary scale. To further deprofessionalize us, our PhD 6% disappeared without notice after two decades of working toward it. I would like to remain in service to our keiki if I can afford to do so. This is much more than about me.

I was recruited in the 1980s because of impending teacher shortages due to the retirement of veteran teachers from the WWII-era GI Bill. My mother was recruited as a nurse because of nursing shortages, and moved here a year before I graduated. In the entire 3-decade span of my career in Hawaii, our Department of Education has been struggling to fill positions, particularly for Special Education positions. Many new teachers leave within the first 5 years. I run into community members who say, "I used to be a teacher, but I couldn't afford it." Similar stories are shared about police recruitment. Puna has only one officer currently, which simply isn't safe.

Public servants are a stabilizing force in our communities. The longer we serve, the deeper the ties to our families, and the more we can meet their needs. As we are committed to equity truly, we need to ensure that our public institutions continue to provide quality opportunities for learners even in the most remote areas.

We have shouldered furloughs and payroll lags before, and have not yet been restored to that level of compensation. The repercussions have been devastating. We have tried to advocate for changes in the unique-to-Hawaii property tax structure, etc., only to be rebuffed. Only recently have proposals addressed recruitment shortages, and now these are on the chopping block also.

There are alternatives to the shortsighted singling out of state employees for cuts again. We appreciate your deep consideration of how our state's needs can be met equitably.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, “We don’t want to have an additional negative effect on the economy that might make matters worse.”

Mahalo,

Debbie Anderson, Hilo-Waiakea District, Big Island of Hawai'i

HB-2200-HD-1

Submitted on: 5/10/2020 6:56:00 AM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Cristy Athan | Individual | Support | No |

Comments:

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Cristy Athan. I am a science teacher at Kohala Middle School in West Hawaii on Hawaii Island. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

I have been a teacher for over 30 years, 17 of which have been here in Hawaii. I chose this profession for my love and passion for helping the children of this world to be inspired and intelligent contributors to the betterment of the world. With the onset of Covid-19, teachers around the world have sprung into action with extraordinary dedication providing an entirely new curriculum via online learning to their students. Teachers are innovators, creative forces and inspiring motivators for change in the world. This pandemic has taught us to think differently to solve problems. I am asking you to please draw on your creative powers to look at this problem of the budget with long term vision. The proposed cut in teacher pay would devastate my ability to provide for my household and put my retirement in jeopardy. It would also put a strain on the already fragile school system. Besides having to look for another job to supplement my income it would force others to make the difficult decision to leave the teaching profession or leave Hawaii.

Our students are going to be the ones who will be hit the hardest by the massive brain drain that will occur by dedicated teachers forced to leave this wonderful profession to provide for their families. Hawaii already is facing a massive shortage of qualified teachers and the decisions you, our trusted leaders, will make will be long felt for

generations and generations to come. I urge you to consider the long term ramifications of your decisions and to consider innovative solutions that will propel us forward and not set our children back.

Mahalo,

Cristy Athan, West Hawaii, Hawaii Island

HB-2200-HD-1

Submitted on: 5/10/2020 7:06:11 AM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Anjanette Naganuma | Individual | Support | No |

Comments:

Esteemed Chair Dela Cruz and members of the Ways and Means Committee:

My name is Anjanette Naganuma. I am a teacher at Lahainaluna High School on Maui. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

Thank you for the opportunity to share how reducing teacher pay will not only harm myself and my family but the students I serve as well.

Lahaina is beautiful but very expensive. It is hard to find housing. Nearly half of all rentals on the West-side are short-term vacation rentals. Affordable housing opportunities are few & far between. My husband's father qualified for a Hawaiian Homes lease. My husband is the successor of the lease and now we live, 3 generations in a 3-bedroom home. Still, we are grateful, otherwise, we would not be able to afford to live in the community where I teach. Many teachers at my school commute from other areas of the island, spending upwards of three or more hours in traffic, M-F. It is even harder for new teachers with no existing base of support to find housing. A room in someone else's home might work for a temporary transition, but it cannot be permanent if we wish to keep quality teachers in Hawaii. If the States reduces teacher pay, we will all suffer.

I am a graduate of Hawaii public schools. I teach on Maui, at Lahainaluna, my alma mater. When I started my own career, about one-third of the teaching staff at my school had been at the school for less than 5 years. I was a few years into my own teaching career when "Furlough Fridays" rolled out across the state. Since then, that number fluctuates between one-third and one-half of the teaching staff.

I have witnessed students struggle firsthand when there is a revolving door of teachers and substitutes. Students mourn when good teachers leave. Students shut down when

substitutes rotate in and out day-after-day. They are aware of the lack of consistency: in academic expectations, in discipline, in care.

Thank you for looking to avoid contributing to the neglect of Hawaii's teachers & students.

Mahalo for your time,

Anjanette Naganuma

Lahainaluna High School, Maui

HB-2200-HD-1

Submitted on: 5/10/2020 7:06:18 AM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Lisa J Miller | Individual | Support | No |

Comments:

I am testifying in support of HB1632, HB 2200, HD1 and HB2725, HD1. I am supportive of the legislative package that provides the needed \$1 billion shortfall that will eliminate the need for any furloughs or salary reductions, especially to essential workers who have continued to perform their work under extremely challenging circumstances. I appreciate the hard work and understanding of the legislative leaders in finding innovative ways to fill the budget gaps and ensuring the stability of the public employee workforce as we move forward together in these difficult times.

HB-2200-HD-1

Submitted on: 5/10/2020 7:09:35 AM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Paul De Lauretis | Individual | Support | No |

Comments:

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE
RE: HB 2200, HD1 RELATING TO THE STATE BUDGET
MONDAY, MAY 11, 2020
10:30

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Paul De Lauretis. I am a teacher at H. P. Baldwin High School in Wailuku on the island of Maui. I am submitting testimony in support of HB 2200, HD1.

Do not reduce teachers' salaries! I'm a licensed mathematics and computer science teacher at H. P. Baldwin HS. I have a BS in Computer Science (CS) from UH Hilo and am currently focused on providing students with the skills they will need to join the effort to make Hawaii energy independent. If you begin to cut teacher pay, you will lose many of the highly qualified instructors that you have worked so hard to recruit. And what will be the quality of the educator that you replace them with?

I've seen the effect that employing unlicensed teachers has on our community. This year I had a freshman in one of my Geometry classes that told me that I was the first math teacher she had ever had! This was due to all the long-term substitutes and unqualified instructors that were assigned to teach her math in middle school. I was astounded! To make it all the way to 9th grade without ever receiving instruction from a teacher licensed in math is a travesty. After hearing that I realized that the main reason why our high school students are so far behind in mathematics is the lack of consistent access to qualified instruction. I'm certain that this dearth of qualified instructors also exists in the state's efforts to implement CS instruction as well.

If you cut teachers' salaries you will begin to lose all the recent gains you've made. You'll show that the profession of teaching in the state of Hawaii has a high degree of economic risk, that it's unstable and can't be depended on to provide a living. And this fact will only be exacerbated by Hawaii's inherently high cost of living.

I don't see how this state can spend billions on a high speed rail system that will most likely be obsolete by the time it is completed, yet fails to fund its teachers and in so doing fails its students.

Aloha,

Paul De Lauretis
Mathematics and Computer Science Teacher
Grades 9 - 12
H. P. Baldwin High School
Wailuku, HI 96732

HB-2200-HD-1

Submitted on: 5/10/2020 7:12:03 AM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Kevin Takayama | Individual | Support | No |

Comments:

I am supportive of the legislative package that provides the needed \$1 billion shortfall that will eliminate the need for any furloughs or salary reductions. I appreciate the hard work and understanding of the legislative leaders in finding innovative ways to fill the budget gaps and ensuring the stability of the public employee workforce as we move forward together in these difficult times.

HB-2200-HD-1

Submitted on: 5/10/2020 8:00:05 AM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Maria Guardino | Individual | Support | No |

Comments:

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020

10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Maria Guardino. I am a Teacher at Kawananako Middle School in Honolulu on Oahu. I have been a proud public-school teacher in Hawaii for 16 years.

I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

The DOE's focus this year has been to increase the retention of qualified teachers who serve students who have the rights to special education services and/or Hawaiian language classes. We know that we must fund these typically under-served populations to avoid lawsuits similar to Felix Decree. According to Star Advertiser's Dec. 15, 2010 article, that lawsuit cost Hawaii one billion dollars of special education reforms. WE must continue to focus on retaining qualified teachers. Frankly, when considering our students' rights to a qualified teacher, and the outcomes of when we don't, retention of teachers is cost effective.

Eduweek's, May 5th, 2020 article shares that although many states are freezing pay proposals, there are still nine states providing teachers pay increases.

<https://www.edweek.org/ew/articles/2020/03/26/how-coronavirus-is-jeopardizing-pay-raises-for.html?cmp=eml-contshr-shr>

As a Nationally Certified teacher of English Language Learners, I know my value AND the cost of living in other states. My cousin, a teacher in California, with fewer qualifications earns nearly twice as much as I do.

I am a highly qualified teacher who planned to remain in Hawaii, but honestly, if there is a pay cut, I will have to consider leaving to another state where I feel valued as the professional that I am and provided the financial security I have respectfully earned.

Leaving Hawaii is a thought I believed I'd never had to make. I love teacher in Hawaii.

Please help me and the many other passionate educators similar to me, remain in Hawaii.

Thank you,

Maria Guardino, MSW, NBCT, Teacher Leader

HB-2200-HD-1

Submitted on: 5/10/2020 8:00:10 AM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Lisa L Espiritu | Individual | Support | No |

Comments:

My name is Lisa Espiritu and I am a 5th grade teacher at Nimitz Elementary School. I have taught in the Hawaii DOE for nine years. I am submitting testimony in support of HB 2200, HD1. I would like to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our teachers, or any other state employees.

My family and I have struggled financially by living in Hawaii with a teacher's salary. My family of five lives in a small two bedroom apartment, where all three of our children share one room. My husband and I have worked hard over the years, doing all we can to increase our pay and be able to provide a better quality of life for our children. We have contemplated leaving Hawaii for years because we know we can live a more comfortable life elsewhere. However, Hawaii is our home and we do not want to leave. If paycuts do go through, we will be forced to leave. I know many other teachers are in the same situation. If teacher pay is cut, we will lose more qualified teachers, increasing our current teacher shortage. If good teachers are driven out of the profession our keiki will suffer. Classrooms will have substitutes and emergency hires, instead of veteran teachers. The children of Hawaii deserve better. Cuts may help the state budget in the short term, but please consider what it will do to thousands of families in Hawaii and what it will do to Hawaii's economy in the longterm. Please pass bill HB2200, HD1 to protect the education system in Hawaii.

Mahalo,

Lisa Espiritu, NBCT

Central District, Oahu

HB-2200-HD-1

Submitted on: 5/10/2020 8:14:21 AM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Amy Nishimura | Individual | Support | No |

Comments:

I appreciate the hard work and understanding of the legislative leaders in finding innovative ways to fill the budget gaps and ensuring the stability of the public employee workforce as we move forward together in these difficult times.

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020 10:30a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Dessy Scoville. I am an autism consultant teacher for the Roosevelt Complex in the Honolulu District Office on Oahu. I am submitting testimony in support of HB 2200, HD 1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

I started my teaching career in the classroom sixteen years ago. At the time I had just graduated with dual certification in general education and special education. It was six grueling years of college as a single parent. Even after starting my teaching career I still could not afford a place of my own and had to live under the roof of my parents. A year after starting my career, I got married. As a young couple with a child, working as a 10-month teacher and my husband's decent income, we rented for about a year living pay "check to pay check". Due to unforeseen circumstances we had to move in with a family member to take care of him. When it was time to move back out on our own the furloughs started and from there my family and I could not afford to even rent. We were forced to move in with my in-laws. Three years ago, I decided to make the transition to the district level hoping the pay increase would help my family. After the transition, it still took two years to finally be able to afford a small apartment for my family. Till this day we are still living "paycheck to paycheck" and living as frugal as we can to make ends meet.

Like many others I absolutely did not choose to be a teacher to be wealthy. Being able to make a difference in the lives of children is a gift, but it does come with a cost. With pay cuts that "cost" will increase. I along with many other teachers will not be able to afford to live in Hawaii. I may need to consider either relocating to another state or starting another career.

Mahalo,

Dessy Scoville, Honolulu, Oahu

HB-2200-HD-1

Submitted on: 5/10/2020 8:20:03 AM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Mindy Case | Individual | Support | No |

Comments:

I am testifying in support of HB1631, HB 2200, HD1 and HB2725, HD1. I am supportive of the legislative package that provides the needed \$1 billion shortfall that will eliminate the need for any furloughs or salary reductions. I appreciate the hard work and understanding of the legislative leaders in finding innovative ways to fill the budget gaps and ensuring the stability of the public employee workforce as we move forward together in these difficult times.

HB-2200-HD-1

Submitted on: 5/10/2020 8:23:57 AM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Brigitte Bieheller | Individual | Comments | No |

Comments:

Please don't cut the teachers salaries.
It will exacerbate the teacher shortage.

HB-2200-HD-1

Submitted on: 5/10/2020 8:26:58 AM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Jacob Tyler | Individual | Support | No |

Comments:

I am testifying in support of HB1631, HB 2200, HD1 and HB2725, HD1. I am supportive of the legislative package that provides the needed \$1 billion shortfall that will eliminate the need for any furloughs or salary reductions. I appreciate the hard work and understanding of the legislative leaders in finding innovative ways to fill the budget gaps and ensuring the stability of the public employee workforce as we move forward together in these difficult times.

HB-2200-HD-1

Submitted on: 5/10/2020 8:27:36 AM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Caroline Freudig | Individual | Support | No |

Comments:

Chair Dela Cruz and members of the Ways & Means Committee,

As a first grade teacher from Kaua'i, I greatly support House Bill 2200, HD1. I am grateful to our Legislature for finding a way to revise the state budget and cover COVID-19 costs without impacting our teachers' and state workers' salaries. Mahalo Chair Dela Cruz for stating that "We don't want to have an additional negative effect on the economy that might make matters worse."

This bill shows that we have the funds and by restructuring them we can prevent the damage to our students that would occur if teachers' salaries were to be cut. We are in the process of repairing the Teacher Shortage Crisis and working towards elevating the profession and retaining the amazing teachers that we have. This bill supports that process.

Mahalo,

Caroline Freudig

1st Grade Teacher, Kalaheo Elementary, Kaua'i

HSTA Kaua'i Chapter President 2019-2022

HB-2200-HD-1

Submitted on: 5/10/2020 8:41:07 AM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| chris pascual | Individual | Comments | No |

Comments:

I am commenting on the need to fund public education.

Aloha, my name is Chris Pascual and I am a teacher at Konawaena High School.

A pay cut on educators is a cut on education. A cut on education is an attack on the right for our students to have access to education.

We need to ensure public education is constantly improving and we can not let this pay cut reverse and set back our school systems which will be negatively impacted by a massive exodus of vacating teachers.

It is time to act on new means to provide for additional revenue streams to fund public education in the form of a property tax surcharge that would start to address the social economic gap in Hawai'i. Only in Hawai'i do we see multi million dollar properties adjacent to extremely underfunded public schools.

My question to you is what does the pay cut achieve in advancing public education? We must push back and demand that any decision making moving forward needs to address the needs of the students and families of our schools and aim to explore opportunities to manifest justice in this time of crises.

Thank you,

Chris Pascual

HB-2200-HD-1

Submitted on: 5/10/2020 8:41:46 AM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Erica Balbag-Gerard | Individual | Support | No |

Comments:

I am testifying in support of HB163, HB 2200, HD1 and HB2725, HD1. I am supportive of the legislative package that provides the needed \$1 billion shortfall that will eliminate the need for any furloughs or salary reductions. I appreciate the hard work and understanding of the legislative leaders in finding innovative ways to fill the budget gaps and ensuring the stability of the public employee workforce as we move forward together in these difficult times.

HB-2200-HD-1

Submitted on: 5/10/2020 8:51:45 AM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Melissa Neuvel | Individual | Support | No |

Comments:

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

[MONDAY, MAY 11, 2020](#)

[10:30 a.m.](#)

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Melissa Neuvel. I am a Social Studies teacher at Waimea High School in Kauai county. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, “We don’t want to have an additional negative effect on the economy that might make matters worse.”

I have been teaching in our high schools for close to 20 years now. In that time I often double the supplies the school provides for my class with my own funds. I also have been around long enough to remember furlough Friday's. My house had just been completed and I had started making full mortgage payments. The house is built on family land left to me by my grandparents and I refused to be the first in the family to lose any piece of the land. So I continued to pay the mortgage but often had to buy groceries on credit. I'm still living with the effects that had on my credit.

During this world crisis I was aware of the effects on business that depend on tourism to survive. To help counteract the negative effect on those businesses I have been buying local products and take out dinners from restaurants like my cousin Gina's. My dog and I started buying her food and treats from a locally owned natural pet store. Not to mention the jump I got on Christmas shopping from our local online crafters. If there are pay cuts, I've just made my credit situation worse.

If you keep the pay the same I know all of the teachers will be shopping local and supplying our classrooms next year. We have already been told there will be little to no funds to buy supplies, so the teachers will need to make it up so our students aren't deprived a proper learning experience. Please do not make that next to impossible for me to do but cutting my pay again!

Mahalo,

Melissa Neuvel, Kauai district, Waimea High School, Kauai

HB-2200-HD-1

Submitted on: 5/10/2020 8:54:50 AM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Nikki Morishige | Individual | Support | No |

Comments:

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Nikki Morishige. I am an academic coach at Waiahole Elementary in Windward District on Oahu. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, “We don’t want to have an additional negative effect on the economy that might make matters worse.”

Pay cuts for teachers, who are already the lowest paid in the nation when cost of living is factored in, would greatly hurt our profession. We make a huge difference in the lives of keiki, as well as in the future of our communities. Teachers not only support and grow our keiki's minds academically, but we are there to support their social-emotional and physical well-being and growth, as well as help grow their 21st century skills, which will help them become well-rounded and well-adjusted, contributing members of the community. Having qualified, experienced, knowledgeable and effective teachers is key to this. We are already experiencing classrooms filled with long term subs and emergency hires, and I have heard from both parents and keiki who have had their child in such a class or have been in such a class about the year of learning that was essentially lost as a result. I worry that a further pay cut could increase that number.

Mahalo,

Nikki Morishige, Windward District, Oahu

HB-2200-HD-1

Submitted on: 5/10/2020 8:56:35 AM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Prateek Kunwar | Individual | Support | No |

Comments:

I am testifying in support of HB 2200, HD1. I am supportive of the legislative package that provides the needed \$1 billion shortfall that will eliminate the need for any furloughs or salary reductions. I appreciate the hard work and understanding of the legislative leaders in finding innovative ways to fill the budget gaps and ensuring the stability of the public employee workforce as we move forward together in these difficult times.

HB-2200-HD-1

Submitted on: 5/10/2020 8:58:15 AM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Susan St John | Individual | Support | No |

Comments:

I am testifying in support of HB1631, HB 2200, HD1 and HB2725, HD1. I support the legislative package that provides the needed \$1 billion shortfall that will eliminate the need for any furloughs or salary reductions. I appreciate the hard work and understanding of the legislative leaders in finding innovative ways to fill the budget gaps and ensuring the stability of the public employee workforce as we move forward together in these difficult times.

HB-2200-HD-1

Submitted on: 5/10/2020 9:02:58 AM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Vicky Irion | Individual | Support | No |

Comments:

As a member of a kamaaina family who has taught in the University of Hawaii system since 1953, I am testifying in support of HB1631. I support the legislative package that provides the needed \$1 billion shortfall that will eliminate the need for any furloughs or salary reductions. As the Hawaii economy recovers, the opportunity for human capital improvement (education) increases, and must be supported. An investment in education is an investment in the future. Unfortunately the pay-back is many years down the road, but please do not lose sight of the long-term goal of healthy economy!

I appreciate the hard work and understanding of the legislative leaders in finding innovative ways to fill the budget gaps and ensuring the stability of the public employee workforce as we move forward together in these difficult times.

HB-2200-HD-1

Submitted on: 5/10/2020 9:04:48 AM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|-------------------------|---------------------|---------------------------|---------------------------|
| Jennifer Maureen Kearns | Individual | Support | No |

Comments:

Aloha,

I am testifying in support of HB1631, HB 2200, HD1 and HB2725, HD1. I am supportive of the legislative package that provides the needed \$1 billion shortfall that will eliminate the need for any furloughs or salary reductions. I appreciate the hard work and understanding of the legislative leaders in finding innovative ways to fill the budget gaps and ensuring the stability of the public employee workforce as we move forward together in these difficult times.

MalamÄ• ,
J. Maureen Kearns

HB-2200-HD-1

Submitted on: 5/10/2020 9:07:09 AM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Drake Zintgraff | Individual | Support | No |

Comments:

I am testifying in support of HB1632, HB 2200, HD1 and HB2725, HD1.

I am supportive of the legislative package that provides the needed \$1 billion shortfall that will eliminate the need for any furloughs or salary reductions. We work hard to provide services to our fellow state residents, this will allow us to continue to put forth our best efforts in helping our community members and state preserver through this difficult time.

I appreciate the hard work and understanding of the legislative leaders in finding innovative ways to fill the budget gaps and ensuring the stability of the public employee workforce as we move forward together in these difficult times.

HB-2200-HD-1

Submitted on: 5/10/2020 9:09:22 AM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Patricia Buttrey | Individual | Support | No |

Comments:

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Patricia Buttrey. I am a teacher at Kealakehe Elementary School in West Hawai'i District on the Big Island . I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

This is my 8th year teaching, my 4th year teaching in Hawai'i. Out of my four years teaching here there has been only 1 year that every classroom in my grade level had a consistent teacher. This year, there were multiple classrooms on campus that never had a certified teacher due to the shortage of teachers. Some of these classrooms never even had a consistent substitute due to the sub shortage. This has an expansive negative affect on our keiki. This school year I went to help a substitute with a student in the classroom that did not have a teacher. When I asked the keiki why she would not go to lunch her response was that she was tired. She was tired of not having a teacher. She was tired of the other keiki not listening. She was tired of coming to school, to chaos. How sad is that? Keiki want to learn but are not able to without clear expectations, structure, consistency and a trained professional to guide their learning. This was happening while teachers were negotiating pay increases and/or step movements. If teachers are to take a decrease in pay the amount of teachers that we have will decrease dramatically and those problems will be exacerbated. As you know, Hawai'i is an expensive place to live. Many of my colleagues have moved here from the mainland and have told me that if they were to receive a decrease in pay they will be forced to move back to the mainland. I'm frightened for our keiki. I've seen keiki suffer when they don't have a consistent, qualified teacher. We will not just have 1 class of keiki suffering on every campus, we will have many. Is that fair to our keiki? Is that what we want for our keiki? Is that how we make our keiki successful? Is that how we set them up for their future? Is that how we want to show them how much they mean to us?

Not me. A cut in teacher pay would be devastating and it would take Hawai'i a very long time to find its way back to a keiki centered education. We need to do better for them. If there is any way to cover the loss in revenue without our keiki suffering, I support it.

Mahalo, Patricia Buttrey, West Hawai'i District, Island of Hawai'i

HB-2200-HD-1

Submitted on: 5/10/2020 9:10:55 AM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Michael Cooney | Individual | Support | No |

Comments:

I am testifying in support of HB1631, HB 2200, HD1 and HB2725, HD1 as a package. I am supportive of the legislative package that provides the needed \$1 billion shortfall that will eliminate the need for any furloughs or salary reductions. I appreciate the hard work and understanding of the legislative leaders in finding innovative ways to fill the budget gaps and ensuring the stability of the public employee workforce as we move forward together in these difficult times.

HB-2200-HD-1

Submitted on: 5/10/2020 9:16:11 AM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|------------------|--------------|--------------------|--------------------|
| John Fitzpatrick | Individual | Support | No |

Comments:

Aloha Honorable State Senators,

My name is John Fitzpatrick and I am a 7th grade life science teacher at Maui Waena Intermediate School. I am writing with great concern over the potential draconian pay cuts of 10% for frontline medical workers and 20% for other state personnel like teachers in order to balance the state budgets. **It is long past time that we stop balancing the state budget on our teachers' backs.** I support the efforts made in the House and the Senate, HB 2200 HD 1, in order to find ways to balance the budget without draconian pay cuts to teachers, first responders, and nurses during this Covid 19 crisis.

On average 60-70% of teachers have 2-3 jobs on top of their additional salaries to stay afloat and I am one of those statistics. I have already lost my second job which means I have lost \$10,000 of income, somewhere around 20%. If the governors pay cuts go into effect many teachers will lose an additional 20% of their meager income which equates to an effective pay cut of 40%. In addition, [according to the economic policy institute teachers on average earn 17% less than those in other fields who hold similar levels of education.](#) What this means is that if these cuts go through many **teachers in Hawaii will be making over 60% less than what we should be earning with the degree of education that we have.**

We are amid the Covid 19 crisis which does not mean the Hawaii Teacher shortage crisis has miraculously gone away. [We currently rank the highest in the nation in teacher turnover. This is not a #1 we should be proud of. The percentage of uncertified & inexperienced teachers is 4.9%, almost twice the national average.](#) We currently have 1100 classroom unfilled with a qualified teacher. What this means is that 60,000 students show up to school and either do not know who their teacher will be that day or do not have great teachers educating them. It is proven that students with highly effective and qualified teachers close the testing achievement gap faster. At my school (Maui Waena Intermediate) I walk past some substitutes during my prep period that just sit at their desks on cell phones as long as the kids are quiet and behaving. This is not all substitute teachers, but if we have an exponentially larger teacher shortage crisis next year this is likely what our students will get. I strongly believe that this is not what our keiki deserve on a consistent basis. I am afraid that a 20% pay cut will mean more long term subs that aren't trained to teach our students and our scores will erode further

than they already have and our students will not get the support and guidance they need.

Historically, teachers have taken it on the chin during previous economic collapse which meant furloughs and pay cuts that were never reinstated or made up for in times of prosperity. Many of our teachers have not recovered which has left many teachers with 20+ years of experience never reaching the highest pay step. We call this compression, which can lead to depression and apathy because it shows teachers that we are not valued by society when we constantly are asked to make enormous sacrifices teaching in hot, overcrowded classes, filled with cockroaches and termites while the rich and famous aren't asked to make equal sacrifices. If we again balance the budget on the backs of our teacher I believe there will be a mass exodus of teachers choosing to retire rather than stay in their classrooms next year, further exacerbating the teacher shortage crisis.

Veteran teachers at my school help me daily and give me much needed support and guidance. It is wrong that teachers working 23+ years are not at the top of the salary schedule and just earn a few thousand dollars more than me. [Learn about this issue by watching a short video our Vice President and secretary explain their situation.](#) I have heard stories from fellow teachers who told us that over half their school could retire next year if they chose to retire. Again, these 20% pay cut proposed by the governor would have grave consequences to our already underfunded public school system.

Because of all of these reasons I support HB 2200 HD 1 and all of the hard work our state senators and house of representatives are doing in order to find a way to balance the budget without draconian pay cuts to secretaries, teachers, nurses, fire fighters, and other front line workers. **If we balance the budget on teachers' backs once again I'm afraid there will be few teachers in classrooms for students to return to when this crisis is over.**

Mahalo,

Fitz

HB-2200-HD-1

Submitted on: 5/10/2020 9:16:21 AM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| PATRICIA ROLLAND | Individual | Support | No |

Comments:

I am testifying in support of HB1631, HB 2200, HD1 and HB2725, HD1. I am supportive of the legislative package that provides the needed \$1 billion shortfall that will eliminate the need for any furloughs or salary . I appreciate the hard work and understanding of the legislative leaders in finding innovative ways to fill the budget gaps and ensuring the stability of the public employee workforce as we move forward together in these difficult times.

Testimony Before the Senate Ways and Means Committee

RE: HB 2200, HD1 Relating to the State Budget

Monday, May 11, 2020 @ 10:30

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Kim Virtudazo. I am a teacher at James Campbell High School in Ewa Beach. Equally important, I am a mother of two public school kids, Logan (second grade) and Lily (pre-K) who attend Ewa Elementary. I am submitting testimony in **support of HB 2200, HD1.**

It's common knowledge that in Hawaii, teachers are the lowest paid in the nation (due to the cost of living) and that we have a huge teacher shortage (that is correlated). If our pay were cut to balance the budget, this would be detrimental to our educational system in Hawaii, losing even more teachers to the mainland or other professions. Currently, I have way too many friends and former colleagues who have left teaching because their *need to provide for their family, outweighs their love for teaching*. This shouldn't be a choice; teachers shouldn't have to choose between their family's well-being and their profession... Hawaii's future. Please consider this for my students and all 180,000 students of Hawaii.

As a mother, I write to you requesting that pay cuts and furloughs don't occur. Logan and Lily deserve quality teachers and not "emergency hires" and long-term substitutes in their classroom. Logan and Lily deserve to have a quality education from a teacher who can focus on teaching, and not have to split their energies between two or three jobs. Please help teachers, the state, and the future of Hawaii by finding other means to balance the budget and to NOT through pay cuts and furloughs.

Mahalo,

Kim Virtudazo - Ewa Beach

James Campbell High School (Teacher)

Ewa Elementary (Mother of two)

HB-2200-HD-1

Submitted on: 5/10/2020 9:29:29 AM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Stefanie Sasaki | Individual | Support | No |

Comments:

I am testifying in support of HB1631, HB 2200, HD1 and HB2725, HD1.

I am supportive of the legislative package that provides the needed \$1 billion shortfall that will eliminate the need for any furloughs or salary reductions.

I appreciate the hard work and understanding of the legislative leaders in finding innovative ways to fill the budget gaps and ensuring the stability of the public employee workforce as we move forward together in these difficult times.

Thank you, Stefanie Sasaki - Associate Professor/Librarian

HB-2200-HD-1

Submitted on: 5/10/2020 9:29:54 AM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Ryan Koo | Individual | Support | No |

Comments:

I am testifying in support of HB1632, HB 2200, HD1 and HB2725, HD1. I am supportive of the legislative package that provides the needed \$1 billion shortfall that will eliminate the need for any furloughs or salary reductions. I appreciate the hard work and understanding of the legislative leaders in finding innovative ways to fill the budget gaps and ensuring the stability of the public employee workforce as we move forward together in these difficult times.

HB-2200-HD-1

Submitted on: 5/10/2020 9:31:01 AM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Adrian Franke | Individual | Support | No |

Comments:

I am testifying in support of HB1632, HB 2200, HD1 and HB2725, HD1.

I am supportive of the legislative package that provides the needed \$1 billion shortfall that will eliminate the need for any furloughs or salary reductions.

I appreciate the hard work and understanding of the legislative leaders in finding innovative ways to fill the budget gaps and ensuring the stability of the public employee workforce as we move forward together in these difficult times.

Thank you very much,

Adrian Franke, PhD

University of Hawaii Cancer Center

HB-2200-HD-1

Submitted on: 5/10/2020 9:37:38 AM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|----------------------|---------------------|---------------------------|---------------------------|
| Peter Kalawaia Moore | Individual | Support | No |

Comments:

I am testifying in support of HB1632, HB 2200, HD1 and HB2725, HD1. I am supportive of the legislative package that provides the needed \$1 billion shortfall that will eliminate the need for any furloughs or salary reductions. I appreciate the hard work and understanding of the legislative leaders in finding innovative ways to fill the budget gaps and ensuring the stability of the public employee workforce as we move forward together in these difficult times.

HB-2200-HD-1

Submitted on: 5/10/2020 9:39:03 AM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Shioko Yonezawa | Individual | Support | No |

Comments:

I am testifying in support of HB 2200, HD1.

I am supportive of the legislative package that provides the needed \$1 billion shortfall that will eliminate the need for any furloughs or salary reductions.

I appreciate the hard work and understanding of the legislative leaders in finding innovative ways to fill the budget gaps and ensuring the stability of the public employee workforce as we move forward together in these difficult times.

Mahalo!

Shioko Yonezawa

HB-2200-HD-1

Submitted on: 5/10/2020 9:47:29 AM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|-----------------------|---------------------|---------------------------|---------------------------|
| Lisette Marie Flanary | Individual | Support | No |

Comments:

I am testifying in support of HB1631, HB2200, HD1, and HB2725, HD1. I am supportive of the legislative package that provides the needed \$1 billion shortfall that will eliminate the need for any furloughs or salary reductions. I sincerely appreciate the hard work and understanding of the legislative leaders in finding innovative ways to fill the budget gaps and ensuring the stability of the public employee workforce as we move forward together in these difficult times. Thank you.

HB-2200-HD-1

Submitted on: 5/10/2020 9:50:35 AM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Franklin Perkins | Individual | Support | No |

Comments:

I am testifying in support of HB1632, HB 2200, HD1 and HB2725, HD1. I strongly support the legislative package that provides the needed \$1 billion shortfall that will eliminate the need for any furloughs or salary reductions. Given the high cost of living in Hawaii, public employees generally already live at the edge of their means and cannot sustain a loss in income. Moreover, money paid to public employees is generally immediately spent, thus circulating through the economy.

I appreciate the hard work and understanding of the legislative leaders in finding innovative ways to fill the budget gaps and ensuring the stability of the public employee workforce as we move forward together in these difficult times.

HB-2200-HD-1

Submitted on: 5/10/2020 9:52:23 AM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|------------------------|--------------|--------------------|--------------------|
| Leilani Johnson-Hagmoc | Individual | Support | No |

Comments:

Dear Chair Dela Cruz and members of the Ways and Means Committee:

My name is **Leilani Johnson-Hagmoc**. I am a **General Education Teacher** at **Highlands Intermediate School** in **Leeward District** on **'Oahu, Hawaii**. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, “We don’t want to have an additional negative effect on the economy that might make matters worse.”

I fully understand the 1B shortfall that the COVID pandemic has brought to our economy. Although our islands are in a difficult place financially, I know that education is an important pillar to our society. Teachers are responsible for raising the next generation of leaders, and we evoke change in our communities by shaping our student's thinking. I love being a teacher and guiding the next generation of leaders. The pay cut that you are proposing will financially hurt me and my family. I provide housing, food, and financial support to my family of 6. The cost of living in Hawaii is high and will continue to climb, and making any type of cut to my pay will force me to find a second job, again.

The mental health of teachers are important. If you cut our pay, teachers mental health will be affected as they will worry about how to financially support their families. This will affect their performance as a teacher in the classroom. Students suffer in this end. Teachers that are thinking about survival only cannot also effectively focus on their student's learning.

With the purposed budget cuts, teachers who are on the brink of retirement will decide to retire earlier than normal. These students will lose a veteran teacher who has the experience that can facilitate effective instrucion.

Mahalo Nui Loa,

Leilani Johnson-Hagmoc, Leeward District, 'Oahu

HB-2200-HD-1

Submitted on: 5/10/2020 9:53:53 AM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Rachel Adams | Individual | Support | No |

Comments:

I am testifying in support of HB2200 HD1. I'm supportive of the legislative package that finds way to meet the shortfall without any salary cuts or furloughs for the public sector work force, particularly the education sector. In this time of crisis, cuts to public employees would further stifle the economy and also cause damage to our infrastructure, which would cause future problems as we try to rebuild the economy. The education sector is currently underfunded and only the dedication of educators keeps it going. Salary cuts or furloughs would further drive people out of education, impacting our children, young people, and the future.

However, any salary increases to the government and legislators would be completely inappropriate at this time.

HB-2200-HD-1

Submitted on: 5/10/2020 9:56:47 AM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Audrey Mendoza | Individual | Support | No |

Comments:

I am testifying in support of HB1632, HB 2200, HD1 and HB2725, HD1. I am supportive of the legislative package that provides the needed \$1 billion shortfall that will eliminate the need for any furloughs or salary reductions. I appreciate the hard work and understanding of the legislative leaders in finding innovative ways to fill the budget gaps and ensuring the stability of the public employee workforce as we move forward together in these difficult times.

HB-2200-HD-1

Submitted on: 5/10/2020 9:57:14 AM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Kaiulani Murphy | Individual | Support | No |

Comments:

I strongly support HB1631, HB 2200, HD1 and HB2725, HD1. I support the legislative package that provides the needed \$1 billion shortfall that will eliminate the need for any furloughs or salary reductions. I am grateful that our legislative leaders are working hard to find innovative ways to fill the budget gaps and ensure the stability of the public employee workforce as we move forward together in these difficult times. Mahalo for your service to our communities.

HB-2200-HD-1

Submitted on: 5/10/2020 9:59:57 AM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Brenda Coston | Individual | Support | No |

Comments:

"I am testifying in support of HB1631, HB 2200, HD1 and HB2725, HD1." In the testimony speak to the language provided in the newspaper article, that "I am supportive of the legislative package that provides the needed \$1 billion shortfall that will eliminate the need for any furloughs or salary reductions." It would also be beneficial to state "I appreciate the hard work and understanding of the legislative leaders in finding innovative ways to fill the budget gaps and ensuring the stability of the public employee workforce as we move forward together in these difficult times."

HB-2200-HD-1

Submitted on: 5/10/2020 10:02:48 AM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Kevin | Individual | Comments | No |

Comments:

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020

10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Kevin Huggins. I am a teacher at S.W. King Intermediate School in Windward District on Oahu. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, “We don’t want to have an additional negative effect on the economy that might make matters worse.”

I urge you to not reduce teacher salaries due to budget shortfalls. We need to keep our teachers, not push them into leaving the profession. Already too many of our students are being taught by long-term subs and other unlicensed people. Since David Ige’s announcement on cutting 20% of teacher’s salary, I’ve heard of three senior teachers deciding to retire. If this comes to fruition the loss of teachers will be unprecedented. If we lose any more teachers we are not only letting down our community but our future generations.

Mahalo,

Kevin Huggins, Windward District, Oahu

HB-2200-HD-1

Submitted on: 5/10/2020 10:03:43 AM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Malia Lau Kong | Individual | Support | No |

Comments:

I am testifying in support of HB1632, HB 2200, HD1 and HB2725, HD1 and am highly supportive of the legislative package that provides the needed \$1 billion shortfall that will eliminate the need for any furloughs or salary reductions. Furthermore, I appreciate the hard work and understanding of the legislative leaders in finding innovative ways to fill the budget gaps and ensuring the stability of the public employee workforce as we move forward together in these difficult times.

HB-2200-HD-1

Submitted on: 5/10/2020 10:09:50 AM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Melinda Odoardi | Individual | Support | No |

Comments:

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Melinda Odoardi. I am a Special Education Teacher at Ilima Intermediate School in Campbell-Kapolei District on Oahu. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, “We don’t want to have an additional negative effect on the economy that might make matters worse.”

Personally, I am going through a divorce and my full-time teaching position at Ilima Intermediate School is my only means of income. I do not have any other forms of income as of yet and this pandemic is making it very difficult to find an additional job.

As a teacher in Hawaii, we are already facing the financial difficulties of low wages and are constantly fighting for more pay. Yet, those of us that stay as teachers always keep in mind the keiki; the students are our main focus and also drive our passion to continue this chosen career path.

With Covid-19 hitting everyone, it was truly difficult to envision how we were going to continue supporting our student’s through distance learning. How were we going to effectively continue the learning for our keiki from home? What issues were they also facing within their home lives? Are their parents still working and providing? Do they have adequate food, lodging, and emotional support at home? How are the parents doing?

As teachers, we persevere and move forward, even during these uncertain times. As teachers, we collaborated and adapted our lessons to fit all venues: online and hard copy. As teachers, we continue to do our job and then some.

For the State of Hawaii to consider a 20% pay cut is unfathomable. It’s a punch in the gut. It really broke my heart.

Please consider other ways of adjusting the State financial plan so that all State workers, along with teachers, can continue staying in the Hawaii Department of Education. At the end of the day, we too must eat, sleep, and continue our daily lives. If you cut our salaries, there will be an

increase of teacher shortages because we cannot survive on our teacher salary alone. You already know that. You knew that before the pandemic, so I'm not sure why you are considering the salary cuts now.

Today is Mother's Day, and I am taking the time to write yet another testimony to fight for my wages and my job. I love what I do and I love all the families in my community.

At the end of a virtual conference with my kiddos, I asked the student's what else I could do for them during this difficult time besides academics. One of my quiet kiddos spoke up silently, but focused. He said, "Mrs. O, could you please continue these virtual meetings every week? I miss my friends and I miss school. But most of all, I miss you. You bring a sense of routine and that makes me feel secure and calms my nervous body." I had tears in my eyes and I could see the other students shuffle in the cameras and turn their faces away. This is why I am a teacher. What am I going to tell them if I cannot afford staying in Hawaii or if I must quit my teaching job? I hope you have the answers, because then you can tell them for me.

Mahalo,

Melinda Odoardi

Campbell/Kapolei District

Oahu

HB-2200-HD-1

Submitted on: 5/10/2020 10:11:16 AM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Anna Koo | Individual | Support | No |

Comments:

I am testifying in support of HB1632, HB 2200, HD1 and HB2725, HD1. I am supportive of the legislative package that provides the needed \$1 billion shortfall that will eliminate the need for any furloughs or salary reductions. I appreciate the hard work and understanding of the legislative leaders in finding innovative ways to fill the budget gaps and ensuring the stability of the public employee workforce as we move forward together in these difficult times.

HB-2200-HD-1

Submitted on: 5/10/2020 10:12:38 AM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Irene Morrow | Individual | Support | No |

Comments:

I am testifying in support of HB1632, HB 2200, HD1 and HB2725, HD1.

I am supportive of the legislative package that provides the needed \$1 billion shortfall that will eliminate the need for any furloughs or salary reductions. We work hard to provide services to our fellow state residents, this will allow us to continue to put forth our best efforts in helping our community members and state preserver through this difficult time.

I appreciate the hard work and understanding of the legislative leaders in finding innovative ways to fill the budget gaps and ensuring the stability of the public employee workforce as we move forward together in these difficult times.

HB-2200-HD-1

Submitted on: 5/10/2020 10:22:51 AM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Ryan Link | Individual | Support | No |

Comments:

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Ryan Link I am a 6th grade teacher at Kualapu'u Elementary in Maui District on Molokai. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

I am a 17 year veteran teacher, all in Hawaii, all on Molokai. I moved to Hawaii in 2003 fresh out of college not knowing what I was getting myself into. I came in with a "three year plan." To live in Hawaii, have fun, teach a few years, and then go back to Washington where I was from. Well, 17 years later I have a wife, an eight-year-old son, and 17 amazing years of teaching on Molokai under my belt. The three-year plan turned into life. I do love living and teaching here.

As being from the mainland, we often travel back to Washington to visit family and friends during the summer and winter breaks. We have often talked about "moving home." The main reason being it is so much cheaper to live and goals and aspirations could be made much easier ie....house, boat, concerts, sporting events, fun things.

As it is now, I make \$65,851 a year. Not the worst, but not enough to do some of the things in life I'd like to do. My wife is also a teacher here and looking to purchase a house that is affordable is ridiculous. Unless I want to live pretty much in a shack. I've been fairly okay with my living situation and I deal with the food and gas prices like anybody that lives here does.

But when there is talk of cuts or furloughs, I get infuriated. I find that one of the most expensive places to live in the United States wants to cut our already "low" pay, boggles my mind. The compression bill that was looking like it was going to pass was going to make up for years of neglect to veteran teachers. Now there could be cuts?!

For example, I researched a fellow classmate of mine in Washington. He has taught the same amount of years as I have. Same education. Yet he makes \$114,605. In an area with a lower cost of living. How is that competitive? How is the state going to attract and retain teachers when there are places like this all over the mainland? Sure, living in Hawaii might get teachers to move here but if they can't make much money and don't see a future for attainable goals, living and teaching in Hawaii could be a few years memory for most.

I know when talks of cuts and furloughs came up, my wife and I instantly said, "Well, I guess this is the sign it's time for us to go back to Washington." We know we could easily get jobs and instantly be each make \$30,000 more a year than we are now.

I love my kids and school I teach at. Every two years I lead a field trip to the East Coast of the United States. I know I'm a successful teacher. But I'm ready to say aloha if cuts happen. My family can't afford to stay here.

People that come and go are constantly teaching our students. Quite often because of the salary. They don't get veteran teachers as often as they should. I'm not the only veteran teacher from the mainland that is looking to leave if cuts should happen. It is not fair to the children of Hawai'i to constantly get a subpar education from emergency hires and people that are here for a year that don't build lasting relationships.

Thank you for taking the time to read this. I hope cuts don't happen. If they do, I know the island of Molokai will lose two more veteran teachers that love their students and families.

Mahalo,

Ryan Link

6th Grade

Kualapu'u Elementary

Molokai

HB-2200-HD-1

Submitted on: 5/10/2020 10:26:48 AM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Jeannie Camacho | Individual | Support | No |

Comments:

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Jeannie Camacho. I am a Visual Impairment (VI) Itinerant teacher. I teach students with visual impairments at schools across Honolulu District on Oahu. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

I have been a licensed and highly qualified teacher of students with special needs for nearly 22 years. I am licensed in multiple teaching fields: Special Education – Blind/Visually Impaired, Special Education – Orientation and Mobility, Special Education – Mild/Moderate, and Elementary Education.

If there are cuts to the pay of licensed teachers, many teachers will either leave the teaching profession or move to the mainland. This would be devastating to all Hawaii students. We already have a teaching shortage, and students would suffer as they would be taught by unqualified teachers or substitutes.

For our most vulnerable students, those with blindness and visual disabilities, nationwide there is an extreme shortage of special educators in blindness and visual impairments. In Honolulu District, we were unable to fill a VI teacher position for 3 years – only two teachers qualified in visual impairments even applied. In Hawaii, there are zero universities with programs in education of the visually impaired; only a few dozen university programs exist in our country. It is difficult to recruit and retain VI teachers in Hawaii.

As a special educator with over 21 years teaching in Hawaii's public schools, even with my current salary it is a struggle to make ends meet. I am anxious that I will no longer be able to afford the high cost of living here on a reduced salary. Over the years I have been exploring teaching opportunities on the mainland. The reality is that if I cannot provide for the basic needs of my own family, I will need to move to the mainland. My

hope is to stay in Hawaii, to continue to teach and make a difference in the lives of our students with special needs.

Please explore other options, so that Hawaii's keiki can continue to be taught by qualified Hawaii teachers who are committed to their education. Thank you for your support.

Much Mahalo,

Jeannie Camacho

Honolulu District, Oahu

HB-2200-HD-1

Submitted on: 5/10/2020 10:29:57 AM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Gail Quilantang | Individual | Support | No |

Comments:

I am testifying in support of HB1631, HB 2200, HD1, and HB2725, HD1. I am supportive of the legislative package that provides the needed \$1 billion shortfall that will eliminate the need for any furloughs or salary reductions. I appreciate the hard work and understanding of the legislative leaders in finding innovative ways to fill the budget gaps and ensuring the stability of the public employee workforce as we move forward together in these difficult times.

HB-2200-HD-1

Submitted on: 5/10/2020 10:28:53 AM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Kerry Magorien | Individual | Support | No |

Comments:

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020

10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Kerry Magorien. I have been a 6th grade teacher at Kualapu'u Public School on Moloka'i for the last three years, since 2017. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

Hawai'i is already struggling with a teacher shortage that severely impacts our students. When accounting for cost of living, our current salaries hardly encourage prospective teachers to come to the islands, let alone stay, nor are they tempting to local students who may want to pursue education. According to USA Today, "About 1,200 teachers in Hawaii resign every year, leaving the education department scrambling to fill positions in the statewide school district."

I am 27 year old with no prospects of buying a house in the near future - I simply cannot afford it. I am fortunate to have an apartment in a good area, but it costs over 50% of my monthly paycheck. This does not account for additional necessary expenditures, such as groceries and gasoline. A pay cut would severely impact my housing abilities, and potentially my ability to live and work on this island.

We simply cannot afford to lose teachers in this state. We have classrooms that are upwards of 30 students that do not have a qualified teacher. What message does this send our children about the value of education? What valuable academic and life skills are they missing out on? In many areas, particularly remote rural areas, where many children experience adverse home life experiences, school is their safe place. They should feel as though they are part of a family, not another body in an overcrowded room. The more teachers we lose due to inadequate pay, the more our children lose - academically, socially, and emotionally.

I urge you to consider finding ways to revise the budget without impacting teachers or any school staff. We want to do what is best for the children of this state, but we need to be able to live and afford to do so.

Mahalo,

Kerry Magorien

Kualapu'u Public Conversion Charter School

Moloka'i, Hawai'i

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE
RE: HB 2200, HD1 RELATING TO THE STATE BUDGET
MONDAY, MAY 11, 2020
10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is **Janice Uemori** I am a **Student Activities Coordinator** at **Wai'anae High School** in the **Leeward District** on **O'ahu**. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

Teachers would be devastated by a 20% pay reduction because teacher salaries are already lower than the national average in a state where the cost of living is high. From new teachers at starting pay to veteran teachers with increases by contract and by continuously taking classes, we all suffer at every stage because as your pay may increase slightly so does your financial responsibilities of raising a family, taking care of elderly parents. Some married couples are teachers, some are single parents, some have children in college, and many have second jobs to make ends meet. The pay reduction would also mean less money going into the economy. Having to struggle with paying rent or mortgage, paying bills, putting food on the table, there won't be money left to spend on anything else.

At Wai'anae High School, we have a constant teacher turnover rate of 25-30% because we can't keep teachers in the profession and in a rural area like ours the challenges are greater. With a possibility of teachers retiring or leaving the profession, we will need to hire more long-term substitutes. Asking a long-term substitute to teach from a distance is both unfair to them and to the students.

Distance learning has not made our jobs easier, but more difficult. The lines of communication is blurred, confusing and takes much longer to ask questions and have them answered. Trying to made education equitable for students with access to technology and for students without access has been difficult. We miss our students, our colleagues, our classrooms, our one-to-one interactions that distance learning has taken away. It may continue and our students deserve training, committed teachers and counselors to provide for the best education we can, whether in-person or through distance.

Mahalo,
Janice Uemori, Leeward District, O'ahu

WAMtestimony@capitol.hawaii.gov

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE
RE: HB 2200, HD1 RELATING TO THE STATE BUDGET
MONDAY, MAY 11, 2020
10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Jocelyn Fiesta. I am a teacher at Makakilo Elementary in the Leeward District on Oahu. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

Believe it or not, I am a returning teacher after being out of the classroom for 17 years. I was working for a corporation and had a really stable job that I thrived at. Two years ago it was in my heart to return as a part time art teacher into the public school. I truly loved it, so much that I decided that I would like to teach full time again. I started as a full time teacher in February 2020. I knew returning to the DOE would not make me rich monetarily, however, I was already taking a pay cut leaving my other job and now news of the further pay cuts or furloughs could be detrimental not only for myself but for all people in the DOE.

At our school, last year, we had two brand new teachers from the mainland. One of them returned to the mainland and the other is still at our school. This scenario is true at any public school. We don't have enough qualified local people to teach and having pay cuts or furloughs would deter even young kids who want to teach to go into the profession. Additionally, I feel our school community and our students especially, would be negatively impacted due to the changes and instability of teacher turnaround.

I entered the school year in February 2020 because two of our fifth grade classrooms were being taught by long term substitutes. These substitutes had extensive classroom experience, however, it was not the same as having a "permanent" teacher. I felt a sigh of relief on my first day of class when I apologized to the students for having three teachers this year, but emphasized that I will be their permanent teacher and be with them until the end of the year. Paycuts and furloughs would not allow the long term substitutes to continue teaching our fifth graders in their critical time of transition to Middle School, especially in this time of distant learning.

If I have to, I would live with the pay cut and furlough, I would not like it and life would be a struggle. Some teachers would definitely leave the profession, but the teachers I know, will stay as teachers, not because they can't do anything else, but because they genuinely love teaching and our kids.

Honestly, I love teaching too, I love the aha's in class, I love the connections with my students, and a pay cut or furlough is like a punch in the stomach.

Mahalo,
Jocelyn Fiesta
Leeward District, Oahu

From: [John Noah Hoomanawanui](#)
To: [WAM Testimony](#)
Cc: [John Noah Hoomanawanui](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Sunday, May 10, 2020 10:23:31 AM

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020

10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

Welina mai Kakou, `o wau o John Noah Ho`omanawanui `o ia ho`i o Kumu Ioane. He Kumu Kula Kaiapuni wau no ke Kula Ki`eki`e o Lahainaluna ma ka `apana o Maui ma ka mokupuni o Maui. A ke kakau nei wau no ke kako`o `ana me ka Pila Lala 2200, HD1 (HB 2200, HD1 no keia wa 2019-2020.

Mahalo ia `oukou, na kenekoa a me na lala o ko Hawai`i Kapikala no ka `imipono me ka ho`oponopono `ana i ka `Aha Kala (Budget) ma muli o ka piholo kala `ana mai ka ma`i Korona-19. A `a`ole `oukou e ho`emi `oihana kala ana e ho`emi hana no na Kumu, na Kumu kokua me na Kula Kaiaulu (mai Na Lei Na`auao a oi) mai ko Hawai`i Oihana Na`auao a me na mea `oihana i keia Aupuni nei. Wahi a ke po`o o Dela Cruz i keia pule “A`ole makou e ho`onui ka pilikia me ko kakou Ho`okele waiwai a ho`okaumaha ia.”

Ua helu wau i ia Lala Pila 2200, HD1 a e ho`omaka koke ana wau i kekahi

`apana ha`awina no ka`u mau gh h mai ke Kula Kaiapuni o Lahainaluna. Ke a`o nei wau i na haumana mai ka papa `eiwa a i ka papa alaka`i (9th-12th grades). No ke aha? He mahalo no ko `oukou Hana nui me ia `Aha Kala. Akahi no au e `ike i keia mea mai ka laina #32

32. AGS203 - STATE RISK MANAGEMENT AND INSURANCE ADMINISTRATION

Hoihoi wau me keia. He mea hou no`u. A laila mai ku`u na`au kumu, heluhelu a hele kama`aina koke me ia wahi `oihana. A mai keia hoihoi `ana, ke haku kurikulum nei wau no ke a`o hoihoi no ka`u mau haumana mai ka Makau Mo`aukala Hawai`i (Modern Hawaiian Democracy) a me ka Makau Ho`okele Waiwai Hawaii

`i (Hawai`i's Economy). Ke ho`omaopopo ia lakou no ia mau mea a hiki lakou ke ho`ihi i ka `oukou mau hana a me ko `oukou mau Kuleana. A e ho`omalalama i ko kakou wa ma hope. `A`ohe ho`okaumaha `ana a `a`ohe ho`onui ka pilikia. E ho`omau, ke oluolu, i ko `oukou kako`o `ana e like me ko `oukou hoa Oihana Kapikala, Na Lala me ka Pila Lala 2200, HD1.

Mahalo,

John Noah Ho`omanawanui, Maui District, Maui Island

From: [Victoria Zupancic](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Sunday, May 10, 2020 10:19:38 AM

Aloha,

My name is Victoria Zupancic, and I am a Mathematics Teacher at Lahainaluna High School on Maui. I would like to begin by stating I love my job, and I want to stay in my position for many years to come. This is a luxury.

Each year the school year ends, I take count of how many teachers we lose, and I begin to guess how many empty positions we will begin the new year with. One year, there were fourteen open teaching positions. This year, there was no tenth grader who had a licensed and highly qualified English teacher. At least one of the subs that filled this position will not be coming back. Year to year, students walk into a class with no teacher. And what is becoming apparent is that they do not even complain about it. It is like it is expected. I cannot imagine private school students or a well funded district telling parents the school year is beginning with empty classrooms. I cannot imagine my own experience as a student with that reality. It is a clear message continually sent to students about the value of education.

The pattern of teachers leaving varies. It is not simply first year teachers who realize the profession is not for them. It is veteran teachers who took a position in Hawaii and refuse to work at a rate less than they're worth. It is home-grown educators leaving the State because they cannot afford to raise their children here, and they must uproot the family ties and connections in order for their family to survive. It includes highly qualified and passionate educators who love their students but are forced into a decision about their own livelihood.

What is it really like? What do teachers actually go through?

I began my teaching career in Maui taking home \$450 a week. I lucked out touching down on Maui, finding a room to rent for \$400. This was eight years ago. As I began to look for a place to live on my own, I realized this was never an option. A one-bedroom apartment would have consumed my entire monthly salary. I consented that as a degree-holding and competent professional, I may have roommates my entire life. Today, the \$400 rooms are gone. Rent has not only increased in that time, but the increase of short-term vacation rentals has made applying for a place to rent a competition in Lahaina.

I've lived in a converted garage with three other roommates, a two-bedroom condo with three other young women, and a string of month-to-month places until finding something long-term. Each move someone makes costs money, and it was only with the intervention

of financial support from my family that got me through my first years. The gains in our pay and contract made the next few years livable. Fast forward a few more years, and our most recent contract, along with pay differentials, put me in a position of breathing comfortably each month. Last school year was the first I did not consider moving off-island. I saw a future. My family once again invested in me, and I secured a placement into a workforce housing program with the help of their downpayment. My projections of contract raises, along with my investment into my own education, would raise my pay to be able to afford a home in the community I teach in. With a roommate.

The announcement that a 20% reduction in salary is being considered sent a shockwave to the long-term viability of my effort and work to stay in Lahaina. And I'm only still here because of the financial support of my family. It is demoralizing as a professional, but it is absolutely absurd and unfair to the students in Lahaina and Hawaii that educators who want to be a part of their life cannot because they cannot afford it. Personally, a 20% reduction in salary could ruin my financial future.

I implore you to consider alternative options to reducing pay. I ask that you think of the scenario as it appeared in the beginning of this year, when all parties finally started to understand that this is a real problem. We are hemorrhaging teachers from Hawaii, increasing the rate of attrition yearly, and a massive reduction in pay will exacerbate the issue. Aside from the personal lives of teachers that will be impacted, every family in Hawaii will feel this cut.

Sincerely,

Victoria Zupancic

Sent from my iPhone

From: [Lorie Solis](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Sunday, May 10, 2020 10:17:04 AM
Attachments: [TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE.docx](#)

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020

10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Lorie Solis. I am a 5th grade teacher at Nimitz Elementary School in the Central District, Redford Complex on Oahu. I am submitting testimony as a parent, teacher, and a military spouse in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, “We don’t want to have an additional negative effect on the economy that might make matters worse.”

As a military spouse, I know that pay cuts and possible directed leave without pay will have a huge negative impact not only as me as a teacher, but on our military community. The fact that a proper education in Hawai’i is in jeopardy is a sad reality that military families should not have to bare on top of all the stressors that we already face. I would like the legislature to consider how this not only hugely impacts teachers, but also military families. Military families should not be forced to scrape together money to pay for private school. We should not be forced to pay for a proper education in America, the very country our loved ones protect! I have 2 children in 2nd grade and the first “word of caution” we received before moving to Hawai’i was that the public-school-system here is awful and we should seek scholarships and/or pay for private school.

I am glad that I took a chance to become a teacher in HIDOE. The teachers

have been amazing, knowledgeable, and hard-working! I have made a point to let other military families know that the rumors are not true! The education that students receive here is fabulous! The negative rumors stem from teachers not being respected in the past. I was proud to come in the DOE while to teacher respect and support was at an all time high. However, talks of pay-cuts have conjured up old wounds of the past and I have heard about Furlough Fridays and pay cuts. Furlough Fridays would cause a huge burden on our students and families. I see now that all the negativity was not teacher motivation, rather teacher support. Please keep the positive momentum going! Please keep fighting for teachers who work so hard our children! Do not give-up, we can still continue to transform the HIDOE and make #publicschoolproud ring true!
Thank you!

Mahalo,

Lorie Solis, 5th grade Teacher, Nimitz Elementary

From: kaynaq@juno.com
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Mon day, May 11, at 10:30 a.m.
Date: Sunday, May 10, 2020 10:10:48 AM

Dear Chair Deal Cruz and members of the Ways and Means Committee:

My name is Kay Naquin. I am a teacher at Pearl City High School in Leeward District on Oahu. I work with Deaf and Hard of Hearing students. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget to cover COVID-19 revenue losses without including any suggestions of pay cut or furloughs for our teachers, including our charter schools or any other state employees.

I know that adjusting the budget is a difficult process but I believe encouraging teachers to stay and work right now is extremely important to the students. COVID-19 is causing radical changes in our lifestyle and we need experienced teachers to navigate the changes. Effective education is extremely important. A pay cut would have encouraged teachers to quit or retire. The DOE would lose hundreds of years of experience at a time when experience is important. The subsequent teacher shortage would hurt the future of public education for years to come.

For my student population, the barriers are huge. Face masks hinder communication for deaf and hard of hearing students--nothing to lipread. That is easy-to-explain challenge. There are many others. On-line communication that does not allow the students to see the speaker's face will impact their ability to learn in a virtual format. I know that my experience and knowledge would be helpful in these circumstances. I must admit that I have been seriously considering retiring because the challenges are daunting. A pay cut would have definitely made the decision to retire easy.

Thank you for your support,

Kay Naquin

From: [Lisa Saito](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee of Ways and Means, Monday, May 11th at 10:30am
Date: Sunday, May 10, 2020 10:09:07 AM

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Lisa Saito. I am a school counselor at McKinley High School in the Honolulu District on Oahu. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

I have been with the DOE for fifteen years now and to be quite honest I have thought of leaving the profession many times. While I absolutely love what I do, my family of three live modestly as we try to survive from pay check to pay check. Somehow we managed to make it through furlough Friday's way back when, but not without make sacrifices that put a strain on the family.

Many of us become teachers and counselors because we love working with kids but when it comes to making ends meet, it's sad that we have to give up our jobs and what we love doing to either move to another state or make a career change. Right now, where I am at we have quite a few long term substitutes and I really feel that the kids are losing out without a highly qualified teacher. I worry that pay cuts will only make this a bigger problem. Our students deserve better, they deserve a quality education.

Mahalo,

Lisa Saito, Honolulu District. Oahu

10 May 2020

Senator Donovan Dela Cruz, Chair
Ways and Means Committee
Hawaii State Legislature

RE: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday,
May 11, at 10:30 am

Dear Chairman Dela Cruz and Members of the Ways and Means Committee:

My name is Naomi McCall. I am an English Language Arts Teacher at Maui High School in the Baldwin-Kekaulike-Maui District. I am submitting testimony in support of HB 2200, HD1.

I applaud the Legislature for finding ways to revise the state budget and cover COVID-19 related revenue losses without including any suggestions of pay cuts or furloughs for teachers, public schools (including charter schools), or any other state employees.

My husband and I are both public school teachers and a 20% pay reduction for both of us would present an extreme family hardship. Both of us spend our personal funds to provide for our students and classroom so our students have the supplies and equipment needed. A 20% pay cut would mean that we would need to either find other jobs (we already both work second jobs) and that would leave less time for our students - in preparation and planning, in advising clubs and activities outside the school day, etc. For me, this would probably mean not being a class advisor. For my husband, this would mean stopping the elementary school agriculture program.

We hope you will continue your efforts to prevent pay reductions for our students and teachers for the benefit of the public schools.

Thank you for your consideration.

Sincerely,
Naomi McCall, NBCT
Maui High School

From: [Mary Lynn Shields](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, may 11, at 10:30am
Date: Sunday, May 10, 2020 10:07:39 AM

Chair Dela Cruz and members of the Ways and Means Committee:

My name is MaryLynn Shields. I am a special education teacher at Kamaile Academy in Leeward District on Oahu. I am submitting testimony in support of HB 2200, HD1.

I have a Masters Degree and thirty-eight years of experience teaching students with special needs with an an emphasis on behavior intervention. Most of my teaching years were in Southern and Central California. I am an expert in my field. I began teaching on the West side of Oahu in 2013. In 2016, my salary in Hawaii was the same as my salary on the mainland 18 years ago. I cannot continue to teach in this state with the low salaries. Hawaii is the lowest paid state in the nation and not to mention the highest welfare state. If teachers' salaries were to be cut 20 percent along with the 10,000 incentive, many teachers from mainland would have no choice but to leave and move to where they are appreciated.

Our keiki deserve excellent experienced educators in order to succeed rather than substitutes with high school diplomas. Substitute teachers in every other state expect Hawaii must have at least a bachelor's degree in order to teach in the classroom. Please give them that chance.

Thank you,
MaryLynn Shields

From: [Cathy Lott](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Sunday, May 10, 2020 10:06:50 AM

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Catherine Lott. I am an Academic Coach at Mountain View Elementary School in KKP; Kau-Keaau-Pahoa School District on Hawai`i Island. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

Personally, this pay cut would significantly affect my life. I have been a teacher in Hawai`i in KKP for the past 11 years. I worked here during furlough Friday times too, and am fully aware of how the pay cut affected my life. I had to live with friends during this time due to not making enough money to cover my bills and afford a place to live. Currently, if this were to happen again, I am not sure how I will make my mortgage payment. I have 2 children in college and am a single mom. I do not have the support of others to share my rent or mortgage, let alone any of my other bills.

This possible pay cut also could affect our students. We currently do not have enough teachers as it is, and we cannot recruit more teachers as it is from the mainland due to the low pay here in Hawai`i for teachers. If we lose more teachers, who would have to move to live somewhere where they can afford to live, we would have even more of a shortage of teachers in our schools. I am also a former special education teacher and have seen for the past 10 years a shortage in this field. At my school, many of our special education lines have been filled with long-term subs. This greatly affects our students in this most special population. When someone is just a "body" filling a position, we know that their education and learning is not as good as it could be. When this person filling the line does not have the college degree or the know-how to accommodate and differentiate to the unique needs of the students, the students are affected and are not learning to their potential.

Cutting even more money from teacher's pay would tremendously affect our classrooms and our schools. Hawai`i is ranked one of the lowest in educational rankings in the country, without appropriate pay to recruit or keep teachers here, we will fall even further behind. Please reconsider and look into other ways to work on

this budget. Please do not cut teacher's incomes.

Mahalo,

Catherine Lott, Mountain View Elementary School; KKP District; Hawai'i Island

From: noel-amy@hawaii.rr.com
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Sunday, May 10, 2020 10:06:42 AM

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Amy Kennett. I am a Resource Teacher in Maui District. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, and also other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

I have been teaching in Hawaii for 25 years in various classroom and resource positions. I have volunteered countless of hours at my school and been part of the leadership teams and served as a curriculum coach as well as a mentor for 7 years. I have seen many excellent teachers leave the state during my 25 years, due to our low salaries compared to the cost of living in Hawaii. Most of the teachers I know, work more than one job to cover their housing and other costs of living, and many are unable to save enough money for a down payment on a home. I notice that these teachers are stressed working their two jobs and cannot focus fully on being the best teacher they can be due to lack of time. Teachers put in many hours beyond their required time to do their best for the students. When they must rush off to go to their other job(s) right away after school they are unable to give teaching their full attention. Pay cuts at this stressful point in time will certainly force more teachers to leave the profession or leave Hawaii. Even with the salaries as they currently are, we are losing teachers, imagine the impact if their pay is cut! Imagine the detrimental effect that loss will have on our students. We will probably have to accept unqualified personnel in the classrooms providing a subpar education to our students.

For myself, I have struggled over the 25 years with the low salary and have been through a strike and still do not see my salary keep up with inflation over the years. No matter what governor after governor has promised, each one of them up until now has disrespected the educators of Hawaii through pay cuts, not negotiating fairly or imposing furloughs. I am praying for an administration that respects educators and the future of our students. I finally feel like I have worked long enough to get close to the top of the pay scale, (14 levels and after 25 years still not at the top) and have

more college credits than the pay scale supports. If our pay is cut, it will throw me back to the struggling days and I refuse to accept that. I will retire before I work for less compensation, I have more than earned to be where I am on the pay scale.

It will be so demoralizing to dedicated educators to get knocked down after all that we do. If educators suffer pay cuts, I would say that the state will lose many teachers, and those remaining will be too beat up to do their best, and in the end the students will suffer.

For the sake of the students and their future, please fund HB 2200, HD1.

Mahalo,

Amy Kennett

From: [Leah Rampolla](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Sunday, May 10, 2020 10:03:09 AM

Dear Sir or Madame:

My name is Leah Rampolla. I am a licensed English teacher at Castle High School in Kaneohe, HI; I have more than a decade of experience as an educator. I am urging you to find an alternative solution for state salary reductions. These reductions will have a detrimental impact on the entire community.

There is already an extreme shortage of teachers in the state of Hawaii, and this drastic reduction in salary will exacerbate this already critical issue. Many, many licensed teachers, including myself, would be unable to remain a resident in the state due to the high cost of living and would seek employment back on the mainland in areas where the cost of living is more affordable. Other teachers would retire early, leaving even more vacancies.

Additionally, fewer licensed teachers will result in less than optimal instruction for all students. The quality of education would be severely impacted, and this is a huge disservice to students and the community as a whole. I encourage the BOE to consider alternatives to reducing state salaries, as the effects of this decision will have significant, negative impacts on teachers, students, and the entire community.

Sincerely,
Leah Rampolla, M.A.

From: [Liz Benson](#)
To: [WAM Testimony](#)
Subject: Teacher Testimony
Date: Sunday, May 10, 2020 10:01:34 AM

Dahlia



TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020

10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Elizabeth Benson. I am a Social Studies teacher at Hilo High School in Hilo on Hawai'i island. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

Before the pandemic, Hawai'i was already experiencing serious qualified teacher shortages. If these salary cuts and furloughs occur, those potential future teachers will rethink their futures and seek out more viable options. If teachers are so vulnerable as to be on the frontline of furloughs and pay cuts, it's going to be even more difficult to recruit our young people or professionals who are thinking of transitioning in to Education.

Since the pandemic, teachers have been hard at work to adapt to providing distance learning opportunities to our students. We learned how to Zoom and help our colleagues transition to learning platforms like Google Classroom and Khan Academy. Even though some teachers were uncomfortable utilizing technology, they did it and are preparing to take on what comes next moving forward in the interest of our young people. We will continue to work hard through the summer to secure online curriculum and innovative ways to continue to provide our young people with the tools they'll need to be successful in an ever-changing world. Fortunately, technology CAN provide alternative learning platforms that I know, teachers will embrace. We are preparing to open the new school year with distance learning strategies if that is what is required. We have always adapted to do what's best for our youth.

Pressure should be applied at the federal level, not on our keiki's futures. Aid is coming to state and county governments. There is money available.

Finally, it is a well-known fact that compared to the rest of the country and because of the high cost of living in the islands, Hawaii's educators are already the lowest paid in the nation. When did our teachers and keiki get put on the back burner of politics and how could we, as the drivers of our local society, allow it? Put the politics away and please do what is right by our young people and send a message to the next generation that we will do whatever it takes to secure their future.

Mahalo,

Elizabeth M. Benson

Island of Hawai'i

*E.M. Benson
444-B Mauna Iho Place
Hilo, Hawai'i 96720
Mobile: 808.238.4885*

***"In a world where you can be anything,
be kind."***



Dahlias



Yahoo Mail Stationery

From: [Neil Tamabayashi](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Sunday, May 10, 2020 10:00:10 AM

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Neil Tamabayashi, an eighth grade Social Studies teacher at George Washington Middle School in the Honolulu District on Oahu and I have been teaching for the past 23+ years. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

I understand the burden that this outbreak has put on both our country and state, and am empathetic to the financial plight that all of us are facing. However, I also know the financial hardships that teachers have faced throughout my tenure as an educator. When I started teaching in 1993, beginning teacher salaries were averaging \$24,000 per year. Since 1993, teachers went over 10 years with no renegotiated contract and no raise in salary. Only within the past 10 years have the teachers begun to see a moderate increase in our salaries to help us survive the high cost of living in Hawaii. I don't know of many professions that are NOT compensated for the work they do beyond the normal hours of operation. Teachers give of themselves constantly both financially in purchasing supplies with our own money and our time beyond the school day to help our students to not only be successful academically, but also provide emotional support for our students that they may not get outside of school as well. Our caring for our students does not stop when the school bell rings to end the school day.

I hope that you will choose to find other ways to avoid what amounts to almost a 20% reduction in pay for teachers. When this pandemic forced us into drastic measures, teachers continued to reach out to educate and provide support for our students in ways that are outside the box. What other professions have done the same with the limited resources and time to prepare to help their clientele with the success that teachers have during this unprecedented time? Teachers have always had to "bite the bullet" and take whatever was minimally offered because we always said, we are in it for our students and not the money. How much more will teachers be asked to personally sacrifice? I am asking you to help show appreciation for the sacrifice we

have made throughout the years and find new and creative ways to make up for the budget shortfall without having to reduce teacher pay much like how teachers have done to continue to educate and support our students.

Thank you for taking the time to read my thoughts on this matter. I hope you choose to show your support for the teachers of Hawaii and avoid these pay cuts. I wish you & your families the best during these troubled times.

Mahalo,
Neil Tamabayashi
Honolulu District , Oahu

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From: [Jennie Hancock](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Sunday, May 10, 2020 9:58:01 AM

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020

10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Jennie Hancock. I am a 5th grade teacher at Waikoloa Elementary and Middle School in the Honokaa-Kealahou-Konawaena-Kohala Complex on Hawaii Island. I am submitting testimony in support of HB 2200, HD1.

It's been clear over the course of the past few weeks that many of you stand in solidarity with the working class people of Hawaii, especially the state employees facing the threat of pay cuts. While we appreciate your support, now is the time for you to act in the best interest of Hawaii--the place and the people. Fund our salaries through whatever means necessary, because our backs cannot bear the burden of the state budget.

It's no secret that many of us already barely make ends meet. I've testified time and again about how if we suffer pay cuts my family and I will leave Hawaii after working as a public school teacher (me) and a police officer (my husband) for nearly 10 years. I won't be able to stay to get vested in the pension plan that brought me to Hawaii from Alaska, but more importantly I will have to take my son away from this home of ours and leave behind the community that has brought us so much joy and support.

It will break my own heart as well as the hearts of many, many Hawaii families, as I've dedicated myself to teaching the children of Hawaii and establishing

positive relationships with some of the most disadvantaged and traumatized children in our schools. It kills me to think of what the students will think if they hear I am not coming back to school--sometimes their only safe place, which they're already missing--to teach them. To love them.

I know I am one of many living in a state of flux: waiting for word on whether or not we can stay and continue dedicating ourselves to Hawaii's children or tuck tail and evacuate our homes or profession for another place or job that will pay us a living wage.

Cutting our pay and losing teachers during a teacher shortage and a global crisis is no good solution for us or the children of Hawaii. If we are forced to leave, who will be there to pick up the pieces and help repair the harm already being done to our children? We are not ready to give up. Please don't give up on us, and please don't sacrifice us.

Respectfully,

Jennie Hancock

68-3840 Lua Kula St Apt F203

Waikoloa, HI 96738

From: [Kate Furumoto](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Sunday, May 10, 2020 9:54:16 AM

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020

10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Kate Furumoto. I am a 5th grade teacher at Fern Elementary School in Honolulu, Hawaii. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

For the past six years I have taught in Kalihi, teaching some of the most vulnerable children, majority of whom live in public housing and have had more traumatic life experiences in their short 10-year lifetime compared to my 30 years. Every year is a struggle. Students come to school with nothing; no backpack, no supplies, but they always have a smile on their face. They are my "why." Every year I purchase enough school supplies to sustain a class of 25 students and keep a bin of snacks and cup noodles in case anyone comes to school hungry from not having dinner the night before. I continue to do this knowing that I'm just scraping by to keep up with my basic living expenses. My husband works in the travel industry and the outlook for his job is just as bad as mine. He has already taken a pay cut and is only guaranteed a job for another month or so. For years my husband and I have been trying to save enough money to start a family, which has been put on hold due to the uncertainty of if we will be able to still just barely get by during the current pandemic.

Any pay cut or furlough, let alone a threat of a 20% pay cut, would force me to

reconsider my job. With a heavy heart, I know we definitely won't be able to start a family. When I heard of the possible 20% pay cut, it felt like a slap in the face to all teachers in the state. The announcement came as I was in the middle of calling my students and their parents to make sure they are okay. I had to hold back tears when a parent actually asked if **I'm okay**. The thought of a possible pay cut makes all of us not okay. I am more stressed than ever, keeping up with daily and added school responsibilities all while still making it my top priority to call and talk to every single one of my students. Are they okay? Do they have enough to eat? What are their worries and fears? Is their living situation safe? These are the questions that keep me up at night. And I'm not the only one. If any pay cut or furlough passes, there will be many teachers, including me, forced reconsider their job. The longterm effects are too devastating. There is already a shortage of teachers in the state, and you don't want to lose more teachers. Great teachers. Highly qualified teachers. Committed teachers. Teachers so committed to their profession that for years they have put their own personal needs and desires to the side. A pay cut would be the breaking point for so many of us who are already tired of being treated this way.

Please consider all of our testimonies in your decision making.

Mahalo,

Kate Furumoto

Honolulu District, Oahu

From: [Mahina Komeiji](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Sunday, May 10, 2020 9:47:53 AM

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020

10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Mahina Komeiji I am a Teacher at **Radford High School** in **Central District** on Oahu. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, “We don’t want to have an additional negative effect on the economy that might make matters worse.”

I'm recently divorced, so I'm not having as much income as previously used to, paying for insurance, and other miscellaneous expenses. I don't think that I would be able to be a teacher if not for family help at the moment. I pay rent for a family owned apartment-without this help I surely would not be able to make ends meet. There are many people not in my position. They have kids, they don't have family here, they pay the exorbitant amount of rent Hawaii has that will no longer be able to afford to be a teacher. Being a teacher has been amazing, but teachers earn little respect and the smallest paycheck in Hawaii when adjusted for cost of living. Cutting the paycheck of Hawaii's educators will not help to change either of these things. It will drive many away from the profession, it will force many people not to become teachers in the future, leaving Hawaii uneducated.

Mahalo,

Mahina Komeiji

Central District, Oahu

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From: [sheila.yuasa](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Sunday, May 10, 2020 9:46:34 AM

Chair Dela Cruz and members of the Ways and Means Committee:

My name is **Sheila Yuasa**. I am a teacher at Mililani High School, Central District, on Oahu. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, “We don’t want to have an additional negative effect on the economy that might make matters worse.”

During my 20 years in the DOE, I have endured a strike and Furlough Fridays, both of which were very discouraging for teachers and ultimately for students. As you already know, Hawaii suffers from a shortage of over 1,000 qualified teachers. Pay cuts would only make this dire situation worse. Most importantly, without qualified teachers, Hawaii’s students will suffer even more than they already have during this extremely challenging time.

Please make every effort to prevent pay cuts and furloughs for teachers.

Mahalo,

Sheila Yuasa, Central District Oahu

From: [Danyel Erickson](#)
To: [WAM Testimony](#)
Subject: Support HB 2200, HD1 Relating to the State Budget
Date: Sunday, May 10, 2020 9:40:07 AM

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Danyel Erickson. I am a teacher at Lanai High & Elementary School in Maui District on the Island of Lanai. I am submitting testimony in support of HB 2200, HD1.

Thank your for reading my email. I know you are very busy right now. I have been employed for 2 1/2 years here. It has not been an easy road to get where I am. Our school is very old and has limited resources already. Students play on a dilapidated structure that is unsafe. We have numerous pests (roaches, termites and rats) in our school. Our cafeteria was closed for a long stretch due to unsafe food handling areas, plumbing and rat infestations. The classroom resources are old and dated. We have no a/c and only small fans.

Please take into consideration what a 20% paycut would look like for our tiny island home. Our community is small and very expensive. Gas ranges above \$5/gallon and organic milk is around \$10/gallon. Our produce is only sent by barge 1 time per week and it is rarely fresh. Basic necessities are not always easy to come by here with 2 grocery stores and 1 gas station. We could not afford basic needs if my salary is reduced. I already work a second job to help provide for my family.

Our small community will not survive if teacher's have a drastic cut in pay. Nor will they return to work at the school. Many will find other sources of employment to support their families.

Please consider other alternatives to balance budget and put Hawaii keiki first. They deserve a bright future with quality education.

Mahalo,

Danyel Erickson, Maui District, Island of Lanai

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From: igemn@hawaii.edu
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Sunday, May 10, 2020 9:39:53 AM

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020

10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Michelle Ige. I am an 8th grade English teacher at Ilima Intermediate School in Leeward District on Oahu. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

Cutting teacher pay is definitely not the solution to balance the budget. Doing so will impact schools and students. When we start the new school year in the fall, all schools, teachers, and students will already be at a disadvantage. Not only have we lost valuable face-to-face instruction with our kids, but we will have to implement new guidelines and protocols brought about by COVID-19. We will have to account for any gaps in learning resulting from school closures while staying on track for the school year and ensuring the health and well being of all students. There will be more than enough stress on teachers without having to worry about our paychecks. Please allow teachers peace of mind so that we can put all of our efforts into supporting those who need us the most -our students- as they transition back to the classroom and we try to reestablish some sense of normalcy for them.

Mahalo,

Michelle Ige

From: [Mike D'Amico](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30am
Date: Sunday, May 10, 2020 9:26:01 AM

Aloha Chair Dela Cruz and members of the Ways and Means Committee,
First off, thank you so much for hearing this bill, and for finding ways to support budget shortages without reducing state employees salaries!

My name is Michael D'Amico, and am a High School Science teacher at West Hawaii Explorations Academy in the Kealahou district on the Big Island.

I am submitting testimony in support of HB 2200, HD1. Currently, my family and I feel I am finally making an amount reasonable for me to stay in the teaching profession (this is my 11th year teaching).

I have wrestled with quitting for quite some time, but it's my students who keep me in this profession. I love helping them, and it's been amazing seeing them grow and mature over time. I have struggled recently with staying in the teaching profession, mostly because of the pay not being comparable, but when differentials were voted on, I've been more comfortable wanting to stay. It would be hard to give up teaching because of my students, and the relationships and trust we've built over the years, but I always told my family that our well-being (physically mentally, emotionally, and *financially*) would come before my profession.

Prior to the introduction of this bill, I, as well as several other teachers would have to find a new profession if our teacher salaries were cut. This would have a devastating impact on our students, and they would lose those years of trust and relationships built with the teachers who would now have to leave. Thank you for supporting our keiki through this bill, by helping us as teachers stay, so we can continue to give them the trust and support they need! With this bill implemented, and salaries *not* cut, we will be able to afford to stay teaching, and wouldn't have to sacrifice working with, and helping our students!

Mahalo nui loa for your time and consideration reading mine, as well as all of the other emails,
Mike D'Amico

--

Mike D'Amico
West Hawaii Explorations Academy Educator
(808) 327-4751

"The teacher who attempts to teach without inspiring hammers on cold iron."

From: [Megan Ginley](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1 Committee on Ways and Means, Monday, May 11th at 10:30am
Date: Sunday, May 10, 2020 9:20:14 AM

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

[MONDAY, MAY 11, 2020](#)

[10:30 a.m.](#)

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Megan Ginley. I am a Special Education Teacher at Highlands Intermediate in Leeward District on Oahu. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, “We don’t want to have an additional negative effect on the economy that might make matters worse.”

I moved from the mainland to Hawaii 3 years ago. Being a teacher for 6 years, I know its one of the lowest paying occupations and can make it hard to support not only myself but others. I never really felt the struggle until moving here. We are getting by but if there is a pay cut, I do not think I could continue teaching in Hawaii. I’m a highly qualified teacher who’s two classes away from my Masters. If pay is cut then I cannot finish my masters program. I will have to moved back to the Mainland. I just couldn’t afford to stay here.

All educators are important but special educators with proper credentials are already at a shortage in Hawaii. I would hate to leave my position and sacrifice the special education of my students. The students would suffer greatly if highly qualified teachers left or retired due to reducing educators pay. As teachers, purchasing supplies basically comes with the job. We supply material to enhance their learning experiences. If pay is reduced, I would not be able to

provide hands on life skills lessons that are greatly needed for my students.

I love teaching and would love to stay in Hawaii to teach. It's been a wonderful experience. Please continue to look into revising the budget so teachers don't have to get a pay cut or furlough.

Mahalo,

Megan Ginley, Leeward District, Oahu

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

Re: HB 2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020

10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Cassie Armstrong. I am a Pre-Kindergarten Teacher at Kohala Elementary School in Kohala District on the Hawai'i Island. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

I came from the mainland to teach here where there was a need. I didn't get relocation packet for moving here and obvious I won't. I was going to stay for a year and go back as my professor told me that is how teachers got jobs in my state with experience. But, my past principle told me we were going to be in a different pre-kindergarten program and took me to some of the meetings for this new program. I liked the program and agreed to stay here in Hawaii. Unfortunately, with pay cuts or furloughs I have been considering moving back to the mainland where the pay to cost of living is a lot more reasonable. Living here in North Kohala district is not easy. The cost of a place to live if one can find a place is quite expensive and more like a shack or garage that has walls. My place is a garage that is not very pleasant place to call home. Also, this location I live in is rural it doesn't have a good size stores that have a decent choice of food or supplies for the home, so we have to travel at least 45 minutes away to go to a decent grocery store and an hour and fifteen minutes to get most of our shopping done for our home.

Our students will be affected by the pay cuts or furloughs by teachers leaving and not having enough substitute teachers there will be classes without any teachers, since teachers are hard to find as it is here. What would happen if a class or several classes had no teacher or substitute teacher? Especially, here our keiki needs us teachers and school. This is a poor community and our keiki comes not just to learn, but to have food, emotional support, and stability.

Mahalo,

Cassandra Armstrong

North Kohala

Hawai'i Island

From: [Marybeth Baldwin](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Sunday, May 10, 2020 9:15:28 AM

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020

10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Marybeth Baldwin. I am a high school teacher at Hawaii Technology Academy in the Leeward District on Oahu. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees.

With the onset of COVID-19, my husband was laid off. While he is currently able to collect unemployment, we don't know when he'll be able to get back to work. I am the sole provider for our household of 4. If pay cuts were enacted on teachers, my family would need to consider leaving the island as I don't know how long we could last on my reduced income or how long his unemployment benefits will last.

The stress that comes with not feeling confident in our future is definitely taking a toll on our mental and physical health, and I know the same is happening for my colleagues. This makes it difficult to do my job well and I worry about the effects our uncertainty and distraction has on our students. In addition, I worry that many other educators will need to leave the islands, leaving our students with uncertified classroom teachers.

Mahalo,

Marybeth Baldwin, Leeward District, Oahu

From: dwoshiro@aol.com
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Sunday, May 10, 2020 9:06:38 AM

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Wynn Oshiro. I am an English teacher at Waipahu Intermediate School in the Leeward District on Oahu. I have been teaching at the middle school level for 23 years. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

I am the sole support for my family. I have a daughter who is back from New York City, but completing her first year of college through tele-communications. I have an elderly mother-in-law whom I grocery shop for during COVID-19. I have a wife who has started chemotherapy. Through the Hawaii Department of Education, I keep in touch through tele-communication with my students and provide enrichment activities. Everyone I know at my public school is doing what they have to do to function as a public servant, as a family member, as part of the community. I know you understand the severity of these times, and I am confident you will validate my trust in you to avoid pay cuts and furloughs which cannot help but hurt us all, community, teachers and students.

Mahalo and good health to you all,

Wynn Oshiro
Leeward District teacher
Oahu

From: [Kathleen Foster](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Sunday, May 10, 2020 9:04:54 AM

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Kathleen Foster. I am a teacher-librarian at Kamalani Academy, a Public Charter School on Oahu. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

If teachers suffer a pay cut this year or next, both my students and I will be negatively affected. While I am fortunate to be part of a two-income household, I am also a parent of a young child. In order for me to keep my job, I need to be able to pay for childcare. As I am sure you are aware, that cost is not insignificant.

My school is young, in every sense. Next year will be our fourth year in operation. I am one of only a handful of staff members who has worked at the school for longer than a year. In addition, I am one of the most senior teachers with 15 years experience; 80% of the homeroom teachers in our K-8 building have taught three years or fewer. Many of those teachers work a second job or live paycheck to paycheck. They may not be able to continue on if salaries are cut. Our school needs to retain its teachers so we can utilize our experience and knowledge and provide our students with the best education possible.

Finally, please consider the dedication we teachers have demonstrated over the last two months. With little to no training, we have built a distance education program in which students are engaged and active participants in their own learning. I am proud of the staff I work with and their tireless efforts to provide the best for their students.

I hope you are too.

Mahalo,

Kathleen Foster

Public Charter School Teacher, Oahu

From: [ryan monico](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Sunday, May 10, 2020 8:53:38 AM

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020

10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Ryan Monico I am a teacher at Maui High School on Maui I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, “We don’t want to have an additional negative effect on the economy that might make matters worse.”

Pay cuts would hurt both me and my students' lives. Growing up in Hawaii, it has always been hard making ends meet. I often think about leaving the islands with my current pay because it's so expensive here. Pay cuts would force me to leave.

I am not alone. I fear that pay cuts would force many teachers to leave, thus leaving our students without highly qualified teachers in the classroom.

Thank you again for thinking of ways to pass the budget without pay cuts. Thank you for putting kamaaina and Keiki first.

Mahalo,

Ryan Monico, Maui-BKM, Maui

From: [Loralee Mauri](#)
To: [WAM Testimony](#)
Date: Sunday, May 10, 2020 8:52:35 AM

Chair Dela Cruz and members of the Ways and Means Committee:

My name is **Loralee Mauri**. I am a **a first grade teacher** at **[Haiku Elementary]** in **King Kekaulike District]** on **[Maui**. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

However, I want you to consider that we are a sector that does not even get paid what they are worth. I have a Masters in Education and I educate tomorrow's future and I use my own money to further my education, I travel to the Mainland to grow my pedagogy, so my students can be well equipped to compete with peers on the mainland. I work at a school that receives extra funding, I purchase so many things for my students because their family's cannot afford it.

I got a virtual classroom together with 30 lessons in 3 days. If we truly care about our haumana and their future, we need to afford the teachers to better themselves and feed the students socially, emotionally, cognitively, and with tools that the school and their families cannot purchase for them.

Thank you for taking the time to here my manao.

Loralee Mauri

From: [Tammy Criscuolo Gamble](#)
To: [WAM Testimony](#)
Subject: TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE RE: HB 2200, HD1 RELATING TO THE STATE BUDGET MONDAY, MAY 11, 2020 10:30 a.m.
Date: Sunday, May 10, 2020 8:50:29 AM

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Tammy Gamble, I am a Special Education Teacher at Baldwin High on Maui, Hawaii. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

I have been visiting Maui for the summers for 30 years and dreamt of teaching here. I finally made the dream come true 2019. If pay cuts or furloughs occur I and many of my teacher friends would have to leave the island and teach elsewhere so that we could afford to pay our rent and eat.

I am very proud to say that I have been in the teaching career for 29 years and I am considered a highly qualified teacher, which is just what our students need and deserve. Many students are already so far behind their mainland peers academically and that is a direct result of not having enough highly qualified teacher. Please give our children the same opportunity as students elsewhere. If you cut the Paula, our students will pay the price.

Mahalo,

Tammy Gamble,

Baldwin High School

Maui, Hawaii

Tammy Criscuolo Gamble, Ed.S. H.P. Baldwin High School

Chair Dela Cruz and members of the Ways and Means Committee:

My name is **Sheri Preston**. I am a **teacher** at **Kohala Middle School** in **North Kohala** on **Hawaii Island**. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

In our rural community, teachers are retiring or considering moving away due to the potential pay cuts. One teacher definitely retiring is a 30 year veteran Science teacher, well respected, who has taught my son. Her retirement is a loss to the students she was supposed to teach next school year. A wonderful educator and colleague of mine is a 32 year teacher veteran and the thought of retiring has crossed her mind. An excellent younger teacher is moving due to potential pay cuts along with lack of affordable housing here.

Our students deserve to have highly qualified teachers who receive fair compensation for their skilled and challenging work. We teach Hawaii's future leaders and our keiki deserve the best. Please support HB2201, HD1 to help our Hawaii public school students.

Mahalo,

Sheri Preston, North Kohala, Hawaii Island

From: [Deborah Yasuda](#)
To: [WAM Testimony](#)
Subject: Fwd: Loyalty to My Teaching Career and Students
Date: Sunday, May 10, 2020 8:46:18 AM

Sent from my iPhone

Begin forwarded message:

From: Deborah Yasuda <yasudadebby@gmail.com>
Date: May 4, 2020 at 5:02:08 PM HST
To: testimony.boe@boe.hawaii.gov
Cc: Chelsea Yasuda <yasudachelsea@gmail.com>
Subject: Loyalty to My Teaching Career and Students

Dear Board of Education and Political Leaders,
Most of my adult life has been given to teaching. I can remember only bringing home \$500 a month in 1980, but I wanted to be a teacher since the 2nd grade and would not give up my dream. On the day of my UH College graduation, a news reporter interviewed me and asked me why I would want a degree in education even if there were so few job openings that year. My reply was positive and clear, "I want to educate students and make a difference in their lives."
Before getting married, I worked 3 other jobs besides being a part time teacher and I went to UH Manoa after work and during the summers to further my education.
It took me over 25 years of teaching to make \$50,000 annually. How sad! I was the strike leader for our school in 2001, because I wanted to support future teachers like my daughters, my friends, and my colleagues. I am happy to say that my younger daughter received her Professional Degree in Education and continues to teach until this day. Even my oldest grand daughter whose 7 said that she wants to be a teacher, as well. They are my legacy.
My late husband and I made many sacrifices and worked multiple jobs to keep our home and raise our children.
I worked another part time job after the normal school day until I lost my husband in 2015. I broke my Achilles' tendon at work in 2014, watched my husband's deterioration, and I still returned to my job after his passing.
Of course, I now regret staying at school until 6pm or later every day but it was part of my job and I knew I needed to always do the best for my students. After my husband was gone, my neighbors told me that my husband would be working in the yard until I returned home every night. I remember how proud he was of me when I was Windward District Teacher of the Year in 2011. It was such a great honor, but I now regret all the extra hours I could've spent with him and my children.
Please, please don't take away teachers' pay.
I, personally, have never had much of a raise for years since I have my Master's Degree and am high on the pay scale. If my pay is reduced by 20%, I will most likely retire and will no longer make a difference.

With sincere aloha,
Deborah Yasuda Pang
Sent from my iPhone

From: [TK Mur](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, 5/11/20
Date: Sunday, May 10, 2020 8:44:19 AM

Aloha,

My name is Tracie Muraki. I am a registered voter. I am a teacher at Waialua High & Intermediate School as a Hawaiian Language and a Polynesian Music Teacher. I work in the Central District on Oahu. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

The pay cuts or furloughs that are being proposed would hurt me and my fellow teachers. I have fellow teachers that have 2-3 jobs on the side to make money to make ends meet.

I myself would be impacted because I am a single mom raising two children. Already, the money I make is stretched in order to supply for our needs, and a pay cut would make it that much more difficult. I do not hold a part time job because I take care of our school's lo'i (taro patch) and I do that on my own time and don't get paid for it. I also teach Hawaiian lessons and do that on a voluntary basis as well.

Thanks for reading my testimony and hope that you will support me and my fellow teachers.

Mahalo,

Tracie Muraki, Central District, O'ahu

From: [John Van Ornum](#)
To: [WAM Testimony](#)
Subject: Support House Bill 2200, HD1 State Budget Committee on Ways and Means, May 11th at 10:30 am
Date: Sunday, May 10, 2020 8:41:52 AM

I support this bill enabling our teachers to continue the education of Hawaii's youth.

John W. Van Ornum EdD
P.O. Box 168
Kualapuu, HI 96757
johnster57@gmail.com

From: [Paulina Felcher](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Sunday, May 10, 2020 8:35:39 AM

Dear Chair Donovan Dela Cruz,

Dear Senator Kouchi,

I am a first grade teacher at Kapa'a Elementary school on Kaua'i and have been teaching for 5 years. I was shocked, saddened, and quite upset to hear of Mr. Ige's proposal to cut teachers pay by 20% and first responders by 10%. This is completely unacceptable. Our state already pays its teachers pennies compared to other states with the same or lower cost of living. The teacher retention rate it's terrible, and many teachers are moving to more affordable areas that pay their teachers well. I'm confident in saying I am a great teacher and I love what I do, but I will not and can not live in squalor to continue in this profession. I sincerely hope that you do not go forward with this proposition, you do everything in your power to fight it, and instead you do the opposite and pay our teachers what they are worth so that our public education can get better in the state of Hawaii. If our pay is reduced, I will be forced to leave the profession as I am barely able to make it as is.

Sincerely,
Paulina Felcher

Sent from my iPhone

From: [Surina Shankar](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Sunday, May 10, 2020 8:30:48 AM

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020

10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Surina Shankar. I am a Teacher at Maui High School in Maui, Hawaii. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, “We don’t want to have an additional negative effect on the economy that might make matters worse.”

As an educator, I already struggle to afford the high cost of living in Hawaii. I have taught at Maui High School as a Special Educator and English Teacher for five years and I am still working just to be able to afford to buy a home. I, like so many educators, would struggle to survive a pay cut. Faced with the prospect of significant salary cuts, I was already considering leaving the state and my profession because the cost of living is too high and I would not be able to make ends meet. Many educators I know would be in the same boat.

Hawaii already faces a dire teaching shortage. Classrooms still go, too often and too long, without qualified teachers. We are failing the students and their families by making Hawaii one of the lowest-paid places in the nation to teach while having one of the highest costs of living.

I strongly urge you to pass HB 2200 without salary cuts to teacher pay or suggestions of furlough.

Mahalo,

Surina Shankar
10th Grade English Language Arts Teacher
Maui High School
Maui, Hawaii

--

Mahalo,

Surina Shankar
English Teacher
Surina.shankar@mauihigh.org
(808) 727-4044
B-108

Maui High School Does not discriminate on the basis of race, color, national origin, sex, disability, or age in its programs and activities and provides equal access to the Boy Scouts and other designated youth groups. The following person has been designated to handle inquiries regarding the nondiscrimination policies: Jaime Yap, Maui High School Principal. 660 South Lono Ave. Kahului, Hawaii 96732.
jamie_yap/mauihs/hidoe@notes.k12.hi.us ph# [808-727-4000](tel:808-727-4000)

From: leef007@hawaii.rr.com
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means,
Date: Sunday, May 10, 2020 8:28:44 AM
Attachments: [Testimony.odt](#)

Aloha,

Please consider my testimony in support of HB 2200. Thank you!!!

Moani Lee

From: [Kiani McBean](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1
Date: Sunday, May 10, 2020 8:08:21 AM

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE
RE: HB 2200, HD1 RELATING TO THE STATE BUDGET
MONDAY, MAY 11, 2020
10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Kiani Mcbean. I am a 1st grade teacher at 'Aikahi Elementary School in the Windward district on O'ahu. I am submitting testimony in support of HB 2200, HD1. I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

Hawai'i is already the lowest paying state for educators in regards to cost of living. A 20% pay cut would force many educators, including myself, out of the profession, and potentially out of the state. Our keiki deserve quality educators, but that can't happen unless quality educators can afford to live here. As a Hawaiian, it's disappointing that our state puts education last, and therefore perpetuates the degradation of the education system. Quality educators are needed to break this cycle and allow Hawai'i to prosper the way our ancestors intended us to. Please, do the right thing.

Mahalo,
Kiani Mcbean, Windward District, O'ahu

This email is the property of the Hawaii Department of Education

From: [Jo Ann Mastin](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means
Date: Sunday, May 10, 2020 7:47:17 AM

Aloha.

My name is Jo Ann Mastin. I am a teacher at James Campbell High School and a proud product of the public school system. I've been teaching since 1996 in various subjects like English, newswriting, yearbook, and photography.

This is the third testimony I am writing during our quarantine stay-at-home order regarding teacher pay.

HB 2200 would provide the funding to spare cuts in teacher pay. Any cut in teacher pay would devastate an already fragile system.

When my daughter, Jillian, was in kindergarten five years ago, her teacher decided to leave the DOE in the middle of the school year in pursuit of a career that would enable her to pay her bills and spend quality time with her young family. At the time, I panicked at the idea that my child would not receive the foundational skills that an experienced teacher would provide. Luckily, her school was able to hire a brand new teacher from UH Manoa to take on the class. The new teacher stayed and is now a veteran teacher at Palisades Elementary with 5 years under her belt. This happened in a time when our economy wasn't suffering the way it is today.

At my school, we have a number of positions we cannot fill with full-time teachers and have had to recruit teachers from the mainland, or fill them from a list of long term subs. Students notice. One student went so far as to organize a rally to support teachers. They know how vital it is to have teachers who are qualified to teach the content and to make connections with students.

On Twitter, there's a community of Hawaii educators who've provided professional development for fellow teachers. Twenty-three (23) of them provided sessions that 628 educators attended virtually to help us become better at our craft during this time. They didn't seek payment. The spirit of teaching has and always will be that we will do what we can to help the world be a better place without asking for much.

But, just because we don't ask for much, doesn't mean that we don't deserve what we are worth. We are worth the teacher who helped my daughter gain confidence in math. We are worth the teacher who recommended that my son get speech therapy. We are worth the teachers who spent countless hours putting together a virtual graduation for the Class of 2020 without a true blueprint of what it should look like. We are worth the teacher who saved my life by reminding me how valuable it is to write and to have confidence in my voice.

You are funding teachers who make a difference so that they can go home and spend quality time with their families instead of getting a second job. You're funding teachers who are willing to take a hit for the greater good but shouldn't.

You are creative people. You've already drafted a bill that will help spare pay cuts. It's time to

push it forward with a firm belief in what you are funding.

Sincerely,
Jo Ann Mastin

From: [Valerie Harmon](#)
To: [WAM Testimony](#)
Subject: End the proposal to cut Hawaii teacher pay cuts
Date: Sunday, May 10, 2020 7:38:01 AM

Dear Sir/Ms, Governor Ice,

Please take a cue from Governor Cuomo. "Now you're gonna fire police, and fire and hospitals and schools?" Governor Cuomo, 5/10/20

In Governor Cuomo's coronavirus briefing this morning, he made the point that Washington has funded corporate America, including a bailout for corporate America in the COVID-19 response. He stated that he/State and Local government fund Police, Firefighters, Nurses, School Teachers and Food Banks.

Now is NOT the time to cut salaries of school teachers. You will only worsen Hawaii's economy by causing more people to go into debt and not afford to pay their rent, mortgages or even support local businesses and charities as they have been put in a low income status making survival here in Hawaii even more difficult. Use the rainy day fund and other resources, and stop throwing our tax dollars into the useless RAIL system. Do your best to pay educators of Hawaii's Meiji a decent living wage. If you need to freeze salaries at their current rate, that could be another option, but NO going backwards.

Thank you,

John Morita and Valerie Harmon
Hawaii Public School Educators

From: [Kristi Maruno](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m
Date: Sunday, May 10, 2020 7:34:59 AM

Dear Legislators,

Thank you for taking the time to listen to me. I have been a teacher for 30 years and I love it. Despite the low pay my family and I were able to make ends meet and help me stay in the job I love. Like all middle class families, I am putting my kids through college using a home equity loan. This affords us to get by. However, if you cut our pay by 20% there is no way we will make ends meet. My brother and sister who work in private industry make quadruple my salary with the same level of education. I chose to work in the public sector because I felt the disadvantaged kids I serve deserved a great education. I've had offers from private schools but chose to stay at Lincoln Elementary because I truly love the kids there. Please reconsider a 20% cut. Eliminate the SPED/hard to fill bonus first and then reduce the pay cut to a more reasonable amount...5%. Thank you for listening and doing your best to help everyone get through this. Especially the disadvantaged kids who need us!

Sincerely,

Kristi Maruno

Lincoln school teacher.

From: [Marcus Douglas](#)
To: [WAM Testimony](#)
Subject: Pay cuts for teachers and statewide workers.
Date: Sunday, May 10, 2020 7:11:58 AM

Aloha,

I am a teacher, and a single father of four in Kapa'au, Hawaii. I want to encourage to not cut out pay. I used Rock On Aloha work three jobs just stay ahead debt. Covid cost me two of those jobs already. Teaching is what I do. It has been in my family for six generations. We have come a long in Hawaii to support teachers and keep them here, Year after year to support our learners needs. Students need their teacher year after year as well. Cutting our pay will mean many teachers will return to the mainland for better paying position, thus leaving our kids with inexperienced teachers new to Hawaii, no teachers at all. What do we want for our children? To support them, provide for them, give them meaningful experiences with caring people? Please continue to support State workers and find other means to balance the budget other than hurting our children and Hawaii families. Or, cut your own pay first to show solidarity and face. Why is it that raises were just allowed to
Some Hawaii politicians and now a pay cut for their constituents? It just does not make sense.

Marcus Douglas
Rock On Aloha

From: [Susan Kukahiko](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Sunday, May 10, 2020 7:09:18 AM

In response to the cuts public workers may face I urge you to consider other financial ways to control the budget. The salaries of those who have come to stand for our states resiliency should be supported not used to balance the budget. Thank you Susan Kukahiko

From: [Donna-Lynne Hanlon](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Sunday, May 10, 2020 6:38:38 AM

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020

10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Donna-Lynne Hanlon. I am a science teacher at H.P. Baldwin High School on Maui. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

My rent is currently 60% of my take home salary. A 20% pay cut will make housing completely out of reach and force me to consider other employment options besides teaching.

Currently the teacher shortage in Hawaii is already in crisis and this move would only worsen the situation. A pay decrease would only mean the following:

- More students would go without licensed teachers because pay cuts would drive senior teachers into early retirement; and
- Students would be left with long-term subs and unqualified teachers if new and existing educators leave the profession, unable to afford Hawaii's high cost of living on a reduced salary.

I urge you to consider the impact, not only on the teachers, but also on the keike.

Mahalo,

Donna-Lynne Hanlon

H.P. Baldwin High School, Maui

From: [Yvonne Kauihou](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Sunday, May 10, 2020 6:33:50 AM

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020

10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Yvonne Kauihou and I have taught elementary and middle school for 27 years. I am currently a Mathematics and Science Teacher at Mililani Middle School in Central District on O’ahu. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, “We don’t want to have an additional negative effect on the economy that might make matters worse.”

My husband, Joel Kauihou was furloughed from the Disney Aulani Resort in March. I am the only means of financial support for our family and my mother-in-law, Rowena Kauihou.

Our family will not be able to survive in Hawaii with a 20% pay cut or the furlough equivalent. Be creative and think outside the box! I do not want my family to be forced to join the homeless ranks of people in Hawaii.

I can’t help to rebuild our fragile Hawaii economy — if my own family has no home, not enough to eat, and no extra money to spend on goods and services. A 20% pay cut means a grim reality for: me and my family, my fellow teachers, librarians, counselors, and my students. Please consider how students would be hurt if educators' pay is reduced.

We have all suffered enough from the 2009 “Furlough Friday’s” and now amidst this COVID-19 worldwide pandemic. Please show your **STRONG** support for teachers and students with no pay cuts or furloughs!

Mahalo,

Yvonne Kauihou,

Central District, Oahu

From: [Thomas Tereschuk](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Sunday, May 10, 2020 6:10:59 AM

MONDAY, MAY 11, 2020

10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Tom Tereschuk. I am a teacher at Radford High School in the Central District on Oahu. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

Please do not reduce teacher pay! I'm sure there are many families like my own who are barely making it each month. A reduction in pay would be devastating--to the point where we could not make it. Also, there are many families (like mine) that have both the mother and the father employed as teachers. Obviously, a reduction in pay for teachers would have overwhelming negative consequences affecting not only teachers and their families, but also all students and the economy of Hawaii as a whole. Please...Do not reduce teacher pay!

Mahalo,
Tom Tereschuk, Central District, Oahu

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From: [Rhonda Comet](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1
Date: Sunday, May 10, 2020 6:00:42 AM

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Rhonda Comet. I am a Special Education Teacher at Lahaina Intermediate School on Maui. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

We have too Special Education Teachers that have been a huge support to our new SpEd teachers who will retire if their pay is cut. We will be at a loss to provide services not to mention having experienced teachers knowledgeable in the law. This could end up in a due process issue when new employees are learning about Special Education Law that could possibly, maybe, affect DOE on a due process level, not to mention how will we cover services for our Keiki?

We have five fairly new teachers who are finally getting a footing on island, if their pay is cut, they will move away. We already have two open positions in Math that are in a hiring freeze and can not get them covered.

Personally, if my pay is cut, I no longer see a reason to put in so much more than I already have for the little money that I do make in a specialized field. I have put off starting my own business in another area (making more money I might add) because I love our Keiki, but I will stop teaching. To put this into perspective, are you aware of how much more education and effort it takes to be a Special Education Teacher? A substitute teacher covering a position like this dangerous at best.

Mahalo

Rhonda Comet

From: [Jodi Yoshimura](#)
To: [WAM Testimony](#)
Subject: HB 2200, HD1 RELATING TO THE STATE BUDGET MONDAY, MAY 11, 2020
Date: Sunday, May 10, 2020 4:01:23 AM

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

[MONDAY, MAY 11, 2020](#)

[10:30 a.m.](#)

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Jodi Towatal am a resource teacher on Maui. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, “We don’t want to have an additional negative effect on the economy that might make matters worse.”

I have been a public school teacher for over 29 years. In that time, I have supported the state in taking minimal pay raises and pay cuts (Furlough Fridays). Currently I support beginning teachers as an instructional mentor. The biggest challenge I face is teachers wanting to leave the education profession due to low pay and high cost of living. I have watched teachers leave earlier and often over the past three decades. I can guarantee that a pay cut will directly affect students now and in the future. Where do put our value when we cut education? Our classes will be filled with untrained individuals. How can this be the right thing to do? Cut state department budgets, not employee pay. There is excessive waste in all budgets. If the pay cuts get approved, I will retire. I love my job and the students I serve. I would go back to the classroom and teach if needed but I will not take a pay cut. Teachers will leave if pay cuts are approved.

Mahalo,

Jodi Towata, Induction and Mentoring State Office RT(Maui)

Sent from my iPad

From: [Jacquelyn Ho](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Sunday, May 10, 2020 1:44:23 AM

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Jacquelyn Ho. I am a Paraprofessional Educator at Fern Elementary School in the Honolulu district on Oahu. I am also teacher candidate and soon to be graduate of the Master of Education in Teaching program at the University of Hawaii at Manoa. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

As a soon to be graduate of the Master of Education in Teaching program at the University of Hawaii at Manoa in less than a week, I plan to commit to work as an elementary school teacher in Hawaii's public schools. With the speculation of pay cuts or furloughs for our teachers in Hawaii's public schools to cover COVID-19 revenue losses, I am concerned whether becoming an elementary school teacher is even a good idea during a time where the flow of income is increasingly hard to come by.

Teachers and support staff create the future of Hawaii. They establish the foundation for our movers and shakers in our communities. Without teachers and support staff, we will not be able to reach the potential in our lives. While teachers and support staff are working for a noble cause to educate and nurture our keiki, it will be increasingly difficult to this noble causes if we are met with pay cuts or furloughs. It is a known fact that teachers and support staff are severely underpaid for the job they do and by decreasing their pay, it will be harder for them to continue in the profession. While teachers and support staff love the work they do, they still need financially support themselves in one of highest cost of living states in the country. Hawaii has a lot of vacancies in our schools and by placing pay cuts or furloughs, it will exacerbate the teacher shortage, thus negatively impacting our keiki's education. Hawaii needs qualified teachers and support staff to work I'm these schools and without them, it will create inequality in our keiki's education. Our keiki deserves so much more, therefore we must not give pay cuts or furloughs to the people who help our keiki grow. As someone who grew up with furlough Fridays during the recession as a K12 student, I don't want any one to experience the negative impacts of these pay cuts or furloughs again. It is my hope with the passing of HB 2200, I can fulfill my dream of working as a Hawaii public school teacher and knowing that I will not be in financial jeporady during a COVID-19 world.

Mahalo,

Jacquelyn Ho, Honolulu, Oahu

--

Jacquelyn Ho
Master of Education in Teaching: Elementary Education
University of Hawai'i at Manoa, '20

jtho@hawaii.edu

From: jeaninedot78@gmail.com
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Sunday, May 10, 2020 12:39:54 AM

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Jeanine Dotario. I am a teacher at Wilcox Elementary School in Central District on Kauai. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

This will personally effect me because I am a single mom of two daughters. My income is our main source of income. Living on Kauai, or in Hawaii, in general is expensive. I am already barely making ends meet. If I were to receive a pay cut in my salary I'm not sure how I will pay my bills. Rent, car, food, insurance, utilities..... the list goes on and on, not to mention having to purchase classroom supplies out of my own pocket. We as teachers work long and hard. This decision would negatively affect so many other teacher families. There are many other teachers in my position. Many of us love our jobs and work under less than acceptable working conditions, but we stay because of the children. Please don't give some of us reasons to find another source of income, which would cause and even larger teacher shortage in our state.

Mahalo,

Jeanine Dotario, Central, Kauai

Sent from my iPhone

From: [Michelle Santos](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Sunday, May 10, 2020 12:06:44 AM

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Michelle Bagaoisan. I am a 3rd grade teacher at Kaimiloa Elementary in the Leeward District on Oahu. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, “We don’t want to have an additional negative effect on the economy that might make matters worse.”

If the furloughs/paycuts go through, I will not be able to afford to provide for my family. I will most likely lose my house because I will not be able to pay for my mortgage. I will not be able to afford the medication or therapy sessions for my daughter that she needs. I already worry about money every single day. My parents are not essential workers, and being the only child, it is my duty to care for them since they are laid off. How do I care for my family with a paycut? I’ve been teaching for 14 years and was so relieved to be finally getting a raise. I understand these are difficult times, but teachers seem to always be shouldering and breaking our backs to balance state budget. Why? Why do the teachers have to suffer? If teachers suffer, students suffer more because so many of us will walk out hearts broken leaving them with teachers or subs who are not highly qualified to teach them. Teachers are working harder than ever and longer hours than ever during this pandemic for our students. Teachers won’t be leaving because we don’t love our professions and care only about money, but because we deserve to be able to provide for

our families. They often come second already with our careers.
Please, don't cut our pay.

Mahalo,

Michelle Bagaoisan, Leeward District, Oahu

From: [hari.messer](#)
To: [WAM Testimony](#)
Subject: TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE RE: HB 2200, HD1 RELATING TO THE STATE BUDGET MONDAY, MAY 11, 2020
Date: Saturday, May 9, 2020 11:59:17 PM

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020

10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Hari Messer. I am a math teacher at Waimea High School in Kauai District on Kauai. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

Waimea High School will already be functioning on a reduced budget next year which means that teachers will have to spend more of their own money to purchase classroom supplies and instructional material. If there is a cut in teachers' salaries we may not be able to afford these and students will ultimately be the ones who suffer. Living in Hawaii on a teacher's salary is already challenging enough. If experienced teachers choose to retire rather than work for reduced pay, again students will be the ones to suffer, especially if schools can't fill these positions at this late date and are forced to use long term subs in their place.

If pay cuts mean furloughs, this will really have a negative impact as well. I need every one of my classroom hours to cover the material in the state math curriculum. I also teach AP Calculus and less time in the classroom will make it harder to adequately prepare students for the AP exam. One of the most successful programs we have at Waimea High School is our evening tutoring. We have already had to cut back on our tutoring hours for next year. Furloughs

would only make a bad situation worse.

Again, thank you to the Legislature for finding ways to revise the state budget that do not include teacher pay cuts or furloughs.

Mahalo,

Hari Messer

Kauai District, Kauai

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE
RE: HB 2200, HD1 RELATING TO THE STATE BUDGET
MONDAY, MAY 11, 2020 10:30 a.m.

Aloha Chair Dela Cruz and members of the Ways and Means Committee:

My name is Rebecca Kapolei Kiili. I am a Teacher at King Kekaulike High School in Baldwin-Kekaulike-Maui Complex on the island of Maui. I am a proud product of public school and have been teaching for 16 years in the Hawaiian Language Immersion program. I am submitting testimony in **support** of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, “We don’t want to have an additional negative effect on the economy that might make matters worse.”

Thank you for recognizing that education is a vital part of our state’s infrastructure and integral to the overall health of our communities. Teachers are like second parents to Hawai’i’s keiki and provide so much more than teaching content to our students. We provide stability, security, and nurturing environments that help our keiki develop and thrive. For some of our more vulnerable populations, schools provide a system of checks and balances to ensure that all of our keiki are accounted for. Even during this pandemic, I know in my heart that our teachers are going beyond the call of duty for our students. We are the “boots in the ground” and deserve to maintain our dignity in this profession. Our keiki deserve a qualified teaching workforce.

I feel like growing up here has taught me that if I work hard and I do my due diligence, then I can be rewarded for my efforts and sacrifice. I have done just this in all of my years as a public school teacher. I have invested a lot of time and additional expenses to earn my way up the salary schedule as designed through our teacher contracts through Professional Development and returning to the University to further my education with a graduate degree. It is disheartening to think that all of my hard work all these years can be disregarded and discredited without thoughtful and compassionate decision making by our Governor.

Please continue to find creative solutions to addressing the need to balance the state budget. Please do not make teachers, our keiki, and education the ones to bear the burden of the state yet again. We have done more than our fair share of sacrificing over the years. And, we

deserve to be valued for our contributions to our communities. Hawai'i's teachers sacrifice enough and we deserve to keep our salaries.

In gratitude and aloha,
Rebecca Kapolei Kiili
King Kekaulike High School, Maui

From: [Joanna Lee](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Saturday, May 9, 2020 11:26:28 PM

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020

10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Joanna Lee. I am a 7th grade science teacher at Washington Middle School in the Honolulu District on Oahu. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, “We don’t want to have an additional negative effect on the economy that might make matters worse.”

After 34 years in the DOE system, I am eligible for retirement, but decided to stay longer when attempts were made to fix the teacher salary compression issue. Previously, I had not benefited from prior negotiations to help the young teachers at the expense of older teachers. I also got left out of salary increases for the hard to fill positions when I worked on Lanai. Now, unfortunately, I make the same amount as teachers with a decade less of teaching experience with the present teacher salary schedule.

COVID-19 has changed everything and crushed my prior hopes of staying in the DOE system. Retirement would allow me to have a secondary income to help pay my mortgage and support my three children in college as a single parent.

I feel for the young teachers who already have part-time jobs along with their teaching profession. Some have young children and mortgages and are busy as ever. This pandemic has required me to make a steep learning curve to meet the distance learning requirements and spend literally hours on the computer with students and their work assignments, not to mention virtual meetings with faculty members and administration.

Any pay cuts or furloughs will further damage the teaching profession and attempts to attract future teachers to fill the present vacancies and retirements. Many experienced, "old school" teachers like myself are leaving due to the lack of respect given to veteran teachers. Our students will lose these good teachers if the money isn't there. That's the bottom line. Salary is unfortunately a way to measure our importance in society so I ask that you support our profession for the future of our keiki.

Mahalo,

Joanna Lee, Honolulu District, Oahu

From: [Wendy](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2202 , HD1, Committee on Ways and Means, Monday, May 11 at 10:30a
Date: Saturday, May 9, 2020 11:19:56 PM

Chair Dela Cruz and members of the Ways and Means Committee,
Good evening,

I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for getting creative to find ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for all state employees, including educators.

I am a 20 plus year veteran Electives teacher at Stevenson Middle. In the past, I have not been compelled to submit testimony. However, at this time, due to state budget uncertainty, I would like to share that teachers and all state employees should feel valued. In a mere 23 years, I have experienced a strike, furloughs and now potential wage cuts. Indeed Hawaii citizens are feeling the pinch, some more than others. However, budget balancing should not be placed on state employees. Federal support and unemployment insurance has closed some financial gaps, but state employees cannot rely on these as viable options. Monies supporting the local economy will fall. Secondly, wage cuts will surely effect an exodus of qualified and effective teachers, leaving many classrooms with long term subs. At the school level, we already are aware of how this immediately places our students at a disadvantage. It is imperative that that the Legislature work cooperatively and effectively to support teachers and all state employees by revising the state budget. Mahalo!

Respectfully submitted,
Wendy Okamoto

From: [Rachelle Ricardo](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Saturday, May 9, 2020 11:12:52 PM

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020

10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Rachelle Ricardo. I am a 5th grade teacher at Manoa Elementary School in the Honolulu District (Kaimuki-McKinley-Roosevelt complex) on O'ahu. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

I have been a classroom teacher for 15 years. However, I was not always a teacher, my previous career was in design and publishing, but somehow I always found myself teaching or coaching children in after school programs. I left my job to become a part time teacher working with English Language Learners during the day, then as an A+ leader in the afternoon to make enough money. After a year of doing this, I was accepted into the MET program at UH Manoa and earned a teaching license and a Master of Education in Teaching degree. Being a teacher is a calling; you certainly don't become a teacher to get rich, however you would like to earn a living. Teachers have been fighting to get a mere 2% raise and now a 20% cut from teachers is on the table for discussion? This will NOT solve the problem, it's not even a band-aid. Basic studies in social economy show that taking away from education will have long-term negative repercussions not just on the lives of the teachers and their families, but the most significant damage will be to the lives of the children as quality teachers will be forced to leave the teaching profession to make enough

money to survive.

Last year I worked a part time job in retail to help pay down medical bills and it was a struggle on several levels. It was tough to find a job that had hours I could work after school. Once I found a part time job, I realized how tough it was to balance both; my days started at 6:30 AM to prep lesson, then I had a morning study group for kids from 7:15-7:45 who had after school practice. Then teach until 2:15, help students after school and try to get some grading in until 4:30 PM at the latest. I rush home to squeeze in a quick nap and eat something of a dinner, then work retail from 6PM-11:30, get home by midnight, shower then sleep. I did this 3-4 school nights a week then full shifts on the weekends for 6 months before burning out. I could not keep up the energy I needed to provide my students with a quality education that they are entitled to and I was up so late getting all my grading and lesson planning in. Cutting teacher wages would force them to either live this life or leave teaching to make enough money for themselves or their families.

I'm a life long learner and read a great deal about social economy and education. Professor Dana Mitra at Penn State University has done extensive research on these two topics and stated the following about her research on investing in public education in a paper from 2011:

Public education is a worthy investment for state government, with immense social and economic benefits. Research shows that individuals who graduate and have access to quality education throughout primary and secondary school are more likely to find gainful employment, have stable families, and be active and productive citizens. They are also less likely to commit serious crimes, less likely to place high demands on the public health care system, and less likely to be enrolled in welfare assistance programs. A good education provides substantial benefits to individuals and, as individual benefits are aggregated throughout a community, creates broad social and economic benefits. Investing in public education is thus far more cost-effective for the state than paying for the social and economic consequences of under-funded, low quality schools.
(Mitra 2011)

This cut, or any cut would set off a domino affect and the children will be the innocent victim. As a teacher, I advocate for my students as well as equity in education I'd like to share some questions that my students brought up after they saw Governor Ige talk about it on the news.

- “Does this mean that the people in charge our state don't care about the kids who go to public school?”
- "Will teachers like you stop being a teacher because you'll be super broke and have to get a different job that pays better?"
- “Because we go to public school does that mean don't count?”
- "My parents said that we're lucky to have super smart teachers like ours at Manoa. They're scared that if this happens my younger brothers are gonna get all these junk teachers who are babysitters that just want a job and aren't real teachers."

Please also think about the message you are sending to the children and don't sacrifice their future to balance a budget.

Mahalo,

Rachelle Ricardo, M.Ed, Honolulu District, O'ahu

From: [Matthew May](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Saturday, May 9, 2020 11:11:17 PM

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020

10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Matthew May. I am a student teacher serving at Jarrett Middle School in Honolulu District on O‘ahu. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, “We don’t want to have an additional negative effect on the economy that might make matters worse.”

I am graduating in two weeks with a Masters of Education in Teaching to fill the dire need for SPED secondary teachers in Hawai‘i. The threat of pay cuts or furloughs have triggered many in my graduating class as well as myself cause to weigh other paths to financial security against our desire to serve our keiki.

As the millenials and gen Y rise to the challenge of addressing our teacher crisis, we do so already with the disadvantage of wage stagnation and high student loans. Being an educator requires passion, cultural connection, know how; but pay cuts and furloughs that drop educators further below the median wage would chase off even the most dedicated and qualified, leaving our youth and Hawai‘i further behind in an already competitive emerging future. We are essential workers both in crisis and recovery, and commitments to revise the budget without pay cuts and furloughs reflect that well.

Mahalo,

Matthew May, Honolulu, O'ahu

From: [Rachael Callahan](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Saturday, May 9, 2020 11:04:47 PM

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020

10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Rachael Denessen I am a 12th grade English Teacher at Maui High School in Maui District on Maui. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

This year, we were lucky to welcome our first child, baby boy Rowan, into our family. The people that have grown into our village and the richness of the Aina made Maui the perfect place to start our family. However, as a teacher, money was already tight before our son was born. As it is, I'm on Quest and WIC because I don't make enough money to pay for my insurance and enough food out of pocket every month. If the State implements the 20% paycut, I will not be able to make my rent. And while our village of friends is kind and loving, we have no family in Hawaii. If we become homeless, we will have no choice but to move back to the mainland. We absolutely do not want to do that. Maui is our home. But making poverty wages already, we would have no choice but to follow all the other experienced and qualified teachers that have been forced to make the same heartbreaking choice.

This choice, the ones that hundreds of educators have had to consider with the threat of this paycut looming over our heads, will do nothing but damage our keiki. Add it stands, their education is inferior to that of most of the children in the mainland. If you force the few teachers who are qualified and who care so so deeply about our keiki to abandon their classrooms, the kids will have none to teach them. They will be stuffed into increasingly over crowded, over heated and underfunded classrooms with "educators" who have never seen the inside of a classroom, have no practical experience, and even with their best efforts will be burnt out instantly by being asked to do the impossible with no training. Do not let our children, who have already suffered so much, suffer this indignity and hardship too. Please, let the kids keep the teachers they have. We love them so much, and they need all the love they can get. They do not need to be punished anymore.

Mahalo,

Rachael Denessen, Maui Complex, Maui

Sent from my iPhone

From: [Valerie Harmon](#)
To: [WAM Testimony](#)
Subject: Do Not Cut Hawaii Public School Teachers Pay
Date: Saturday, May 9, 2020 10:54:59 PM

Dear Sir/Ms.,

I am a middle school teacher at Kalakaua Middle School, a Title I school here in Honolulu and am requesting that you make certain that public school teacher's are not cut. As a dedicated professional educator, like all other public school teachers, I am vastly underpaid, and working at a Title I school that is underfunded I generally spend my own money, spending between \$500-\$700 each school year. Governor Ige's proposal to cut salaries of the lowest paid essential state employees is ludicrous. Hawai'i's teachers have the lowest salaries in the nation when cost of living is factored in, reported the National Education Association in February. Cutting those already low salaries will continue to exacerbate the state's chronic teacher shortage, Rosenlee said.

“A 20-percent salary reduction would result in the loss of between \$600 and \$1,800 in monthly income for our educators. Salaries for Hawai'i's public school educators are already low, and cutting an additional 20 percent will inevitably worsen Hawai'i's teacher shortage crisis, denying our keiki the quality educators they deserve,” he wrote.

Rosenlee pointed to other sources of cash. “Hawai'i has access to additional resources,” he wrote. “At the close of last fiscal year, Hawai'i had a cash surplus and rainy day fund totaling more than \$1 billion. Congress recently appropriated \$863 million to our state government with hundreds of millions more for our counties as part of a \$2 trillion stimulus package – and lawmakers are discussing additional stimulus funding.”

Please ensure that Hawaii state educators will not be mistreated any further. Many teachers will leave the field, and we already cannot recruit qualified teachers to this highly underpaid but valuable profession.

Thank you,

Valerie Harmon
Art Teacher and HSTA Head Representative
Kalakaua Middle School

From: [Saofai Lowe](#)
To: [WAM Testimony](#)
Subject: TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE RE: HB 2200, HD1 RELATING TO THE STATE BUDGET MONDAY, MAY 11, 2020 10:30 a.m.
Date: Saturday, May 9, 2020 10:46:56 PM

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Saofai Lowe. I am a teacher at Waianae High School in the Leeward District on Oahu. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

Our school has already suffered from qualified teachers leaving due to the high cost of living in Hawaii. Having a different sub every day creates an unstable learning environment for our children. More cuts to teacher pay will make this worse for our keiki. Our students need teachers that stay; for many, this is the only stable adult relationship they know to keep them connected to learning and shaping a good future. Pay cuts will hurt these students. Also, paycuts will not help me deliver the extra learning opportunities and extra curricular I offer to the students. Again the students will suffer. Finally, it's already hard for me to afford living in Hawaii on a teacher pay that has not recovered from furloughs imposed on teachers in the past. I thank you for using alternative means to balance the budget.

Thank you for your time!

Mahalo,
Saofai Lowe, Leeward, Oahu

From: [JENNY Stevens](#)
To: [WAM Testimony](#)
Subject: RE: HB 2200, HD1
Date: Saturday, May 9, 2020 10:35:20 PM

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020

10:30 a.m.

Aloha e Chair Dela Cruz and members of the Ways and Means Committee:

My name is Jennifer De Silva Stevens, I am a teacher at Kohala Middle School in North Kohala on Moku o Keawe. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, “We don’t want to have an additional negative effect on the economy that might make matters worse.”

Personally, I know our students and parents have been drastically affected by the change in the way education is being delivered due to COVID-19. As it is, the DOE is experiencing law suits due to the unhappiness of some parents due to the lack of educational assistance and proper lesson delivery for high needs students during virtual teaching. Our regular education students have it hard enough, like us they literally were thrown into this style of learning over night with no direction or support. Our students and families have been through enough, but the possible furloughs and pay cuts teachers could be faced with may just cause many teachers to quit or leave our state. Again our schools and students suffer! If we teachers are responsible for educating our future, then we need to keep our jobs, keep continuity and pay us what we are worth. We work way beyond our paid hours and days as it is and we would not do it if we did not love our jobs and the students we work with! Please help see us through the support of this bill.

‘A ‘ohe u’iwale o Kohala, “No youth of Kohala goes empty handed”

Mahalo Nui for your time and attention to this matter,

Jennifer De Silva Stevens, Teacher

Kohala Middle School, Moku o Keawe

From: [Leona Watson](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means 5/11 @ 10:30am
Date: Saturday, May 9, 2020 10:31:01 PM

Aloha mai Ways and Means Committee,

I pray you all had a blessed Mother's Day weekend! My name is Leona Watson. I am a High School Inclusion Special Education Teacher at Nanakuli High and Intermediate School. I have been teaching for the past 10 years in my hometown of Nanakuli with the Non-profit Organization INPEACE, Ka Waihona O ka Na'au'ao PCS, and Nanakuli High and Intermediate School. Because I love my hometown of Nanakuli I believe it is my heart's desire to serve our keiki, so they can one day malama themselves, their 'ohana, and their communities'.

I am writing in support of the bill because I know our keiki should be our priority and I believe education is huge part of a child's development. As a mother of 3 and spouse to a teacher too in our hometown of Nanakuli I feel without a doubt that I am in full support of this bill.

My husband and I started this journey into teaching because we knew that if we wanted to make a difference we needed to nurture our keiki. We love our home of Nanakuli, so that is what we did. We graduated from UH Manoa and returned home to Nanakuli to teach. Now as an alumni teaching at my alma mater I know we already have a teacher shortage, but we strive our best to Kulia I ka Nu'u and reach for the highest.

Without a doubt I know that this committee will find ways and means to allocate funds, so we can continue to nurture our keiki.

Let's Ho'omau and put our keiki first! I know everyone on this committee in some way had to rely on education and the skill they learned from preschool, elementary, intermediate, high school, and beyond. Therefore, education and educators should be a priority!

Malama pono a me Iesu,
Leona Watson

From: [Barbara VanDerKamp](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Saturday, May 9, 2020 10:26:25 PM

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Barb VanDerKamp. I am a 20 year veteran teacher at Ka`ohao School in Windward District on O`ahu. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

Although I completely understand the financial difficulties that the Coronavirus has put upon our state and every other place in the world, there need to be other places you can take money from than teachers. Every teacher/educator I know has worried about and worked harder than ever to keep academics up and any kind of regularity in their students' lives. We are also many of Hawai`i's heads of household and providers. How will we shop for groceries and other household necessities while our pay barely covers rent and utilities? And also, while we are working from home, taking care of our family members; child care, shopping, cooking, cleaning, the everyday responsibilities?

The pay for educators VS value in our state is already pitiful and now to expect us to bear the brunt of the cuts to make up for COVID19 expenses is unfair. It's also very interesting that the same week cuts for educators were announced, our government officials and legislators posted the schedule of their raises. While the above is unfair, this is unacceptable.

In a time where sacrifices need to be made, it shouldn't be those of us continuing to work every single day, spending more hours creating more ways of reaching students. It shouldn't be those of us handwriting letters to our students, to encourage them, to support them, to move them forward in their education. It shouldn't be those of us continuing to serve lunches, and read stories and hold virtual May Day programs to help preserve the Ohana of school while their own Ohana were struggling. It shouldn't be those of us that set up and provided devices for children without them that would give ongoing classes, standards, and activities. Every time there is a budget shortfall, we are the first to be offered up.

If our teachers are sacrificed again, many will need to look for additional work, in the few hours they have outside of all the hard work they're doing now. If there are any extra jobs to be had, they may cost these teachers in terms of energy, stress and the efficacy for which we were hired, eventually at a cost to the children.

We don't deserve this, and we humbly ask you to look elsewhere to cover this shortfall.

Mahalo,

Barb VanDerKamp, Windward District, O`ahu

From: [Lauren Chu](#)
To: [WAM Testimony](#)
Subject: TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE RE: HB 2200, HD1 RELATING TO THE STATE BUDGET MONDAY, MAY 11, 2020 10:30 a.m.
Date: Saturday, May 9, 2020 10:26:06 PM

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Lauren Cabebe. I am a 2nd grade teacher at Pohakea Elementary School in Leeward Campbell-Kapolei District on Oahu. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, “We don’t want to have an additional negative effect on the economy that might make matters worse.”

I’ve been teaching for ten years, I have two children who are under the age of seven. If you move forward with the proposed pay cut, you would essentially be forcing me to find a second job or quit teaching all together. Just like every other parent, I want the best for my children, and if I can’t afford to give them the best, you are forcing me to do something I am not prepared to do.

What more do you all want from us, educators? We work tirelessly around the clock, neglecting our own families, giving way more of ourselves now. If you cut our pay, you will lose highly qualified teachers who got into this profession to have an impact on the future generations. You’ll honestly be left with people who don’t care about our students and are just looking at our professions as a job. A mere paycheck. Do what’s right. Look at all the things that educators do in the classroom, at school and at home. Do you really think all the hours add up to the amount we’re getting paid? Somethings just don’t add up and this proposed pay cut, that’s one more thing that doesn’t add up. Please do what is right. Listen to your heart and not the numbers.

Mahalo,

Lauren Cabebe, Leeward District, Oahu

Sent from my iPhone

From: kristiauyong@yahoo.com
To: [WAM Testimony](#)
Subject: RE: HB 2200, HD1 RELATING TO THE STATE BUDGET
Date: Saturday, May 9, 2020 10:24:56 PM

Monday, May 11, 2020

10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Kristi and I teach high school art at Mckinley High School, Honolulu district (Oahu). I am submitting testimony in support of HB 2200, HD1.

Thank you to the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including charter schools or any other state employees. As Chair Dela Cruz said earlier this week, "We do not want to have an additional negative effect on the economy that might make it worse".

Originally, when it was announced that teachers we were getting a 20% salary reduction, a lot of teachers felt discouraged from continuing to stay in the teaching field. In Hawaii there are over 1,000 vacant teaching positions that are vacant because there is not enough licensed teachers. The long-term effects of this on students is they lose interest in learning because their favorite teachers are no longer there to guide and support them.

Even though it's my first year at Mckinley High School, I have freshman that are begging me to teach art classes for the next 4 years. With my upcoming mortgage next year and my below average salary, I'm barely able to sustain myself in the long run financially and I am often pondering if this field is truly meant for me.

I want to stay in the field because of the positive influence I have on my students. I watched students come from broken home transform under my guidance because I make learning fun and take the time to help them. I want to stay in the education field to continue to help those students but find it disheartening to wake daily worrying about not being able to pay my bills.

I kindly ask you to reconsider the decision to reduce the salary of teaches because they deserve better. Thank you for your time and consideration.

Sincerely,
Kristi

From: [\(Kalelani Ogata\)](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Saturday, May 9, 2020 10:23:07 PM

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020

10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Kalelani Ogata. I am a special education preschool teacher at Lincoln Elementary in the Honolulu District on 'Oahu. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

Before COVID-19 hit I was seriously looking into leaving the teaching profession. Why? I am a veteran teacher with over 20 years teaching experience. Nineteen of those years are in preschool special education. Things hadn't changed...our pay was low and I wasn't being seen as a professional with professional pay equal to the time, effort, and accreditation I put in to this profession. More was being asked of me and my pay didn't change to equal what I was being asked to do, my years of service, nor the experience/expertise that came with what I brought to the table. Special education has changed a lot and requires a lot more in terms of paper work, data, etc and the students are coming in with more severe disabilities. With the severity of the disabilities increasing (including mental health which we will see a rise in after COVID-19) come greater hazards – I have been injured more times than I can count but that is a whole different topic which was shared to give you an idea of what I go through as a special education teacher. Bottom

line is I was tired of giving so much and getting no support in return.

Before COVID-19 hit the BOE, DOE, and state showed their support for teachers and ultimately Hawaii's keiki by instituting a differential for SPED teachers. As I am a preschool SPED teacher who would receive this pay increase, it made me decide to stick it out in special education. Then next on the table was addressing the compression salary. This too would affect me as I am in that bracket. It felt like finally teachers were being seen as the professionals they are and not being short changed like we usually are. I have been living for so long scraping by with what I make (it honestly does not even cover my bills – I am always in the red) that I thought teachers would never get what they deserved. We do so much for our students and if it were just about the money I wouldn't have been teaching for over 20 years. If you cut teacher pay and take back the differential and compression compensation then where will teachers be? Further back than when COVID-19 hit. Further back than furlough Fridays. Further back than the compression of our salaries. There is no recuperating from the losses we incurred from these past financial mistakes. If more burden in the form of ANY pay cut is put on the teachers that will be another mistake. It will trickle down, very quickly, to our students. Teachers will leave their classrooms for other professions or retire. I would be forced to leave teaching special education for a higher paying job. What would be the incentive to stay? We love our students but we have bills to pay too. I have always worked hard and put everything I have, even my own money, into teaching my students. Since COVID-19 hit I have worked even harder to ensure my preschool special education students had access to what they needed despite their multiple needs. If you cut our pay, and that includes the SPED differential, I will have to leave teaching – not by choice but by necessity. I have an interview lined up this week for another job that pays more. I guess we'll see what happens come Monday. My decision to continue teaching lies in your hands. Our keiki's future lies in your hands. Please make the right decision and find ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for educators.

Mahalo,

Kalelani Ogata

Honolulu District, 'Oahu.

From: [G.R](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Saturday, May 9, 2020 10:09:27 PM

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020

10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Mr. Gil Ramirez. I am a Fine Arts Resource Teacher at Waipahu Elementary School in Leeward District on Oahu. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

I have dedicated and served the State of Hawaii as a public school teacher for over 15 years and I love teaching. I have invested in my students education through creating innovative learning experiences, creating donation projects for their supplies, participated in grants that even brought \$100,000 to our school, and support my students with after-school programs. What I have done throughout my career has always been for our keiki. I take pride in my students success and love for learning. I have invested my professional life for the students in the State of Hawaii.

In saying this, why do we continue to not invest in our public school teachers? Are we not valued for our contributions to our society? I have former students who graduated as valedictorians and many are now in the work force as medical professionals, military soldiers, teachers in their own classrooms, and productive citizens of our society. To cut our pay as teachers and or undergo another round of furloughs is heartbreaking and will financially hurt my family. My mother is a retired public school teacher, my sister is currently a public school teacher, and I am too. Also many teachers will retire and or leave the profession because of possible salary cuts/furloughs which would drastically impact our students education.

As teachers we have invested our lives for the keiki of Hawaii. Shouldn't it be time for our State leadership to invest in our public school teachers by not cutting our salary and to not create furloughs? I humbly ask if you could please show your support for public school teachers. Please show us that our State leaders value our services by not cutting our pay and by not creating furloughs. We really need your support.

Thank you for your time, thoughtful leadership, and consideration.

Mahalo,

Mr. Gil Ramirez, Leeward District, Oahu.

From: [Mike Landes](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Saturday, May 9, 2020 10:07:50 PM

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020

10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Mike Landes. I am a social studies teacher at Lahainaluna High School on Maui. I am submitting testimony in support of HB 2200, HD1.

I know the governor has discussed the possibility of a 20% reduction in pay for teachers. I also know there are many options out there to avoid such a drastic outcome, including use of federal funds, grants and loans, and our state's recent budget surplus and rainy day fund. I implore you to reject the idea of any salary reductions whatsoever, and to use the various options that exist to keep state employees working and paid.

My wife Megan and I are both teachers, and we know firsthand the effects of salary reductions on state employees, having both previously been forced into furloughs and DLWOPs so the state could balance its budget on the backs of us teachers. Our family finances were in a terrible situation as we both saw a cut to our pay, and we still have never fully recovered from the financial strain our family suffered during those years. Not only that, but children throughout the state suffered from a loss of instruction due to the shortened school year.

As a social studies teacher, my students learn about how economic cycles work. When spending slows and the economy goes into a recession, we have to find ways to increase spending to reverse the negative economic trend. Austerity measures (like furloughs, DLWOPs, or pay cuts), mean even fewer people will have money, there will be even less spending, and the economy will experience a larger and longer recession. Now...there are over 13,000 teachers in this state, and thousands of other public employees. If pay gets cut for tens of thousands of working families in a state with just over a million people, the

economic consequences would be disastrous. How can we ever hope to restart the economy if we take money from the wallets of those who are working? How can we expect working families to spend and support local businesses if they have no money to spend? My wife and I have friends who have lost jobs, and friends who fear that their jobs may soon be lost, and we are trying to do the right thing by spending what we can at local businesses so they can stay open and keep paying their workers. But how can we do that if our pay is reduced yet again? And what are we supposed to tell our children about the value our state places on them and their education?

Please help us. Please use all available options to fund the salaries of state employees, and encourage the governor to abandon his horrible plan to cut our pay. We are still working, as we should be, providing an essential service to our students and their families. Keep us working, and keep us paid.

Mahalo,

Mike Landes, Kihei, Maui

From: [lori.m](#)
To: [WAM Testimony](#)
Subject: RE: HB 2200, HD1 RELATING TO THE STATE BUDGET
Date: Saturday, May 9, 2020 10:05:55 PM

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Lori M. I am a Kindergarten teacher at Kula Elementary in Kula on Maui. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

I too am trying to avoid the paycut, for I am a single parent myself who has been supporting my 3 children while growing up. With the help of my parents and my job security, I have been able to put my 3 children through college. Now that my last child has just graduated I am paying for all my children with 3 parent plus loans per year of college and helping my 3 children to pay their portions of their loans too. I pay over \$1,000.00 in loans per month, so I really would have been suffering if we did have the pay cuts or furloughs.

The students in class would suffer as well, for I do spend a lot of my own monies to keep our classroom filled with books, manipulatives, center games, stem supplies, and art supplies. Our school budget does not go very far, so I'm always adding to our classroom.

I also feel, that if we did have the pay cuts, we wouldn't be able to attract more teachers to the islands. At our school, I have already seen teachers from the mainland quit and leave our school. They come from the mainland happy to be here, after a few months they realize the cost of living is too high and they leave because they cannot make it with their pay alone.

Once again, thank you for doing your best to stay away from pay cuts and furloughs. I am a long time educator of over 30+ years and an very grateful for your compassion.

Mahalo,

Lori Migita, Kula, Maui

From: [patricia.joaquin](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Saturday, May 9, 2020 9:58:47 PM

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

[MONDAY, MAY 11, 2020](#)

[10:30 a.m.](#)

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Patricia Lukzen. I am a special education resource teacher from the North Hawaii Special Education Office on the Big Island. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, “We don’t want to have an additional negative effect on the economy that might make matters worse.”

As an educator, I have an extremely rewarding job. I get to work with multiple schools, fabulous teachers and hundreds of students. Although my position is labeled as a “non-classroom teacher”, before school closures you could find me in classroom multiple times per week. I have great working relationships with the special education teachers that I support and it is common for me to walk into their classrooms and become a part of the teaching team. This flexibility is crucial for me to maintain my position as while I do enjoy supporting the staff and faculty at schools, my heart is with the students. In order for me to truly support a teacher in a meaningful way, I need to know the students they are working with in a daily basis. I am in a position that I can say I love my job and know I am making a difference.

Once school closures happened, I worried how I would continue. Although technology has made it possible, I have found this time to be extremely challenging. I find myself working up to 10 hours a day to get the job done. This

is in addition to supporting my own four children with their distance learning as well.

Teacher appreciation week allowed for a morale boost as emails came in with words of encouragement. That boost was all but eliminated when I heard that teacher cuts were still being proposed as an option. How is this possible I asked myself? I experienced furlough Fridays and the financial strain it created. Anxiety started to build within me as I imagined going through it again.

No one enters education looking to become rich. It is a profession of dedication and heart. When teachers suffer, their students suffer. There is no way to separate the two. Schools are communities and classrooms are families. Please do not short change our children. Their education will shape their futures. The value of their futures and well-being should never be an option to toy with.

Mahalo,

Patricia Lukzen - Special education teacher and mother of public school students

Sent from my iPhone

From: [Kelcie Luke](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Saturday, May 9, 2020 9:53:42 PM

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020

10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Kelcie Luke. I am a school counselor at Nimitz Elementary in Central District on Oahu. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, “We don’t want to have an additional negative effect on the economy that might make matters worse.”

This is my 5th year as a school counselor and I love my job. Unfortunately, if we get pay cuts or furloughs, I am not sure I can continue in my profession. My husband is a fire fighter and if we both get pay cuts, it will have a huge impact on my family. I have a 3 year old who is set to start preschool in August, which will be an extra \$1000 per month and I have a 4 month year old that needs day care. We also have a mortgage to pay. It is really heartbreaking to think that we could possibly have a pay cut when our salary is already so low. I am afraid that a pay cut for both my husband and I will lead to very difficult decisions for us: find a better paying career, don't send my daughter to preschool, quit being a counselor to take care of my baby, sell our house, or move to another State.

A pay cut would also affect the keiki of Hawaii. Hawaii already has a major teacher shortage. I know of counselors who taught as Special Education teachers upon being hired, substitutes being hired as long term special education teachers, and general education classes with long term substitutes. Can you imagine if you cut our pay? There will be an even bigger shortage and many students will not have highly qualified teachers. Keiki are our future. If

we don't give them the education they deserve, how can we be confident in our future. We are teaching our future leaders, doctors, educators, soldiers, engineers, etc. My fear is if the Governor issues pay cuts or furloughs, we will lose many amazing teachers. Simply because we cannot afford to live of our already low salary.

Mahalo,

Kelcie Luke, Central District, Oahu

**TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE
RE: HB 2200, HD1 RELATING TO THE STATE BUDGET
MONDAY, MAY 11, 2020
10:30 a.m.**

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Elden Seta I am a Music Director at Moanalua High School in Central District on Oahu I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

I have been teaching in Hawaii for 32 years. I love my occupation and believe that it's the BEST job in the world. I have been through pay scale freezes, furloughs, a strike to just start. All of these were painful and livelihood threatening. As we stood strong in those tough times, we all fought to continue one thing only...to serve our students and to provide them with the best education so that they can be the BEST for THE WORLD.

When this pandemic ravaged our world were all placed in this cauldron of uncertainty. Teachers all stepped forward ready to battle in this war. We were all put onto the front lines with very little time to prepare and to be truthful defenseless. Personally, I teach a valued subject that made distance learning almost impossible for students to complete for many reasons. We sought out help from everyone and asked for solutions from many to find ways to service every student effectively. Sadly, we were never offered any solutions and were pushed to fight the battle with absolutely no assistance. We as teachers still stood strong and found ways on our own to service our students. Personally I have spent already over \$1500 to pay for teachers, clinicians, workshops, computer hardware and software. Yes this came out of my own pocket just like I do everyday to make education the best for the students. Am I complaining? No!

Now...to know that there is discussion of the possibility that the board and state will decide for us if we now suffer a 20% pay cut is in nice terms...ABSOLUTELY INSULTING. Is this how you thank all the teachers of our state as we are now all stand blurry eyed as parents and teachers expect us to be available 24/7 as calls for help come in. We face students and parents sorrow, panic, and anger as more uncertainty and hardship gets put upon the students every single day. This and more...now we may face a life-threatening pay cut. This is honestly the WORST I have ever felt as a teacher in my 33 year career.

I KNOW that what I face in education is shared with EVERY teacher in our state. I know that it's not just about me.

I also KNOW that I will not even think about spending my stimulus check as I will need to save for my uncertain future in education. I do not stand alone on this for sure...so how is this supposed help our economy?

I thank you for all of your time and efforts that you put forward to make education in Hawaii the best for the students. I once again BEG of you to fight FOR our cause and for every student in Hawaii to become not just the best people in the world, but the best people FOR the world.

Mahalo Nui Loa!!!

Elden Seta, Central District Oahu

From: [Lisa Vegas](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Saturday, May 9, 2020 9:46:02 PM

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020

10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Lisa Vegas. I am a special education teacher/dept. head and student services coordinator at Olomana School in Windward District on Oahu. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

After finally being recognized for our hard work by approving the special education pay differentials and the hard-to-staff pay differentials, now you are considering cutting our pay? I understand how dire the circumstances are right now with the health and safety of people all over the world and our economy, but reducing the pay for teachers is not the answer! Now more than ever, people finally understand what teachers go through everyday! It is a very challenging job, especially now with the shift to remote learning. We've taken it in stride because that's what teachers do, we are always adapting and evolving to meet the needs of our students and also the needs of our students' parents and guardians. Yes, we are fortunate to still have a steady paycheck but let's be real, people who are currently unemployed are getting more money than many teachers. If teachers and other state employees get a pay cut, then we should also be allowed to file for unemployment as others did when their hours or pay were lessened. It just doesn't make sense that teachers, who have been working so hard to ensure that our students' academic and emotional well-being is taken care of, be punished by reducing our pay.

As a special education teacher, we are not only teaching our students, we are holding virtual IEP meetings for our students with special needs and being told to document, document, document! We're still trying to figure things out, yet every few days, there is a new mandate or a new item to input into the system. If our pay is cut, you will lose special education teachers who are just fed up with all the mandates and now a possible pay cut. We will be in serious trouble when schools open up and teachers are gone. I already know of one of my friends who is a high school librarian, and she just notified the principal that she will retire. Please do not cut the pay of teachers and other state workers who are doing their best to take care of others. We need your support, not your pay cuts!!

Mahalo,

Lisa Vegas, Windward District, Oahu

Sent from my iPhone

From: [Robert Hu](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means,
Date: Saturday, May 9, 2020 9:25:01 PM

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Robert Hu. I am a special education teacher at Keolu Elementary School in Windward District on Oahu. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

It's bad enough sacrificing time and our personal finances to make ends meet when supporting kids in education. The teachers have been struggling for many years and I can attest to this as it's been difficult meeting my financial obligations due to the lack of adequate pay when compared to many other states. I have also had to work over every summer since the beginning in order just to keep up with my families needs and that has been the last 23 years. I have not taken any time off since 1996. Paycuts would definitely hurt now as people in my house are now unemployed and prices haven't been getting any lower. I am sure that enduring a paycut would break the camels back and force people to retire or leave period. We are already struggling with the high cost of living as it is. Without adequate teacher and staffing, schools will suffer and so will families and children. What will our future be then? I plead with you to find some other way.

Mahalo,

Robert Hu. Windward District, Oahu

From: [Renee Elizabeth](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Saturday, May 9, 2020 9:24:46 PM

Dear Chair Dela Cruz and members of the Ways and Means Committee:

My name is Renee Kaahaaina . I am a **Counselor** at **Farrington High School** in **Honolulu** on **Oahu**. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, “We don’t want to have an additional negative effect on the economy that might make matters worse.”

I started my career in the DOE as an educational assistant and went to school while working and raising 2 children as a single parent. I became a school counselor in 2013 and still struggle with one job. Right now, I have 2 other part time jobs in addition to my full time job, just to make ends meet. Due to the pandemic, I am unable to work my other 2 part time jobs. I am on a budget and a pay cut will negatively impact my income. I ask that you please consider our requests and do not touch our salaries.

Thank you,

Renee Kaahaaina, Honolulu District, Oahu

From: [Michael Akinaka](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Saturday, May 9, 2020 9:23:50 PM

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020

10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Mike Akinaka. I am a 2nd grade teacher at La'ie Elementary school in the Castle/Kahuku complex on O'ahu. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

In the 10 years I've been teaching I've been able to work hard and increase my pay by fulfilling requirements through the DOE and HSTA. It's been a struggle and I count myself blessed to work in the noblest profession and in the best community in the world. I've seen many teachers come and go for various reasons. The most heartbreaking of all is to see good teachers who are passionate about teaching kids have to give up their dream job because they can no longer support their family or themselves financially. If you do this you risk losing one of the greatest assets our students have: Teachers who are all in on their students' education and future. Please do not make the mistake of thinking you can put students first at the same time as putting their teachers last. I know your job is not an easy one and I thank you for your sacrifice as well as time taken to read this email. I hope it finds you and yours all safe and sound.

Mahalo,

Mike Akinaka, Castle/Kahuku, O'ahu

From: [Sherry Robello](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11 at 10:30 am
Date: Saturday, May 9, 2020 9:15:16 PM

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020

10:30 AM

Chair Dela Cruz and members of the Ways and Mean Committee:

My name is Sherry Robello. I am a second grade teacher at Queen Kaahumanu Elementary School in Honolulu District on Oahu. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

From elementary school, I decided to become a teacher after growing up with both parents who were public school teachers. I was a valedictorian from Moanalua High school in 2004 and graduated from University of Hawaii Manoa in 3 years on scholarship. I am a National Board Certified Teacher and have taught at Queen Kaahumanu school for the last 13 years. I have been offered positions in private school and have contemplated leaving teaching to pursue other professions, but have consistently stayed because of my dedication to my students and colleagues. Pay cuts and/or furloughs would deeply hurt teachers like myself and my colleagues who are dedicated to the profession. I, and other teachers at my school could have left teaching to pursue other higher paying professions, but we stayed because of our desire to help our community. If teachers like myself decide to leave teaching because of the pay reduction, our education system and students will be negatively affected. The best and the brightest teachers will leave teaching to go elsewhere because they need to support their families.

Mahalo,
Sherry Robello, Honolulu District, Oahu

From: [Helen Kong](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Saturday, May 9, 2020 9:08:05 PM

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020

10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Helen Kong. I am a teacher at James Campbell High School in Leeward District on Oahu. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, “We don’t want to have an additional negative effect on the economy that might make matters worse.”

I have been teaching for the DOE over ten years. Along the way of my teaching career, I have been working so hard to keep myself updated in my career field in order to provide students the best educational experiences that I can give them. I spent my own spare time on offering tutoring after school and designing multi-curricular activities, as well as learning and practicing new instructional strategies to improve my teaching to better serve all my students. Thus, I don't have extra time to work a second job to earn just enough to afford living in Hawaii, which is one of the most expensive places in the nation. Education is a long term project, students are the future of our country. I beg your attention, please consider our children's education as the most important thing. In order to do that, please treat educators fairly and nicely for them to focus on their job and do their best to educate our children. For our children, please don't put educators' personal life in jeopardy, please don't devalue educators' jobs.

Thank you for your consideration,

Mahalo,

Helen Kong, Leeward District, Oahu

From: [Samantha Hucks](#)
To: [WAM Testimony](#)
Subject: RE: HB 2200, HD1 RELATING TO THE STATE BUDGET
Date: Saturday, May 9, 2020 9:06:50 PM

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Samantha Hucks. I am an Autism Consultant Teacher at the Complex Area office in Hilo-Waiakea on the Big Island. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, “We don’t want to have an additional negative effect on the economy that might make matters worse.”

Pay cuts and/or furloughs would hurt our students. We spend so much of our own money and time devoted to creating activities, lessons, and rewards for our students, we will be unable to do so with less working time and less pay. Students need reliability and stability. When we return to campus for instruction, students will need to relearn appropriate routines and procedures as well as increase their learning stamina. Furlough days would only add to confusion for the students and inconvenience the parents. Parents will have to continue taking time off work to care and teach their children. Parents of children who have IEPs will be further disgruntled because their children will be receiving less services even if compensatory services are decided upon by the team. Teachers do not deserve a reduction in pay. 20% is a big portion of a person’s income. Why pay the differential to only certain teachers when all teachers deserve the same? Our students deserve the best. A pay cut will only encourage teachers to leave the profession to find better alternatives. I already work two jobs and my second job is no longer making income because of this covid situation. I will not be able to afford to pay for my personal expenses as well as financially support student programs. Many other teachers are already financially strapped because living expenses are so high. A reduction in pay will only make it more difficult for teachers. Mahalo

Samantha Hucks

Special Education Teacher, Hilo-Waiakea Complex, Big Island

[Sent from Yahoo Mail for iPhone](#)

From: [Melissa Sharon Long](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means
Date: Saturday, May 9, 2020 8:59:40 PM

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020

10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Melissa Sharon Long. I am a Kumu/Teacher at Malama Honua Public Charter School in Waimanalo on O'ahu island. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

In a career that is already so tough, the thought of a paycut or furloughs is unimaginable. I do this job because I love what I do. I have the opportunity to make a positive impact on our keiki. In a profession where we are already significantly underpaid and undersupported by the government, the financial stress is already too much. I work far beyond my required hours to make sure that I give my haumana all the support they need. Every year we spend our own money to provide supplies, activities, and support to our haumana. A paycut would not change these actions. We will still do what we need for the haumana, but it will add even more burden to our

plates. This burden though we try our best to hide it means we are stretching ourselves thin and causes emotional and mental stress. Can we fully support the keiki under this type of stress? Many of my kumu friends have at least 1 other job, so that they can live and work in the profession they love. This adds to the exhaustion, but they feel it vital to be able to stay in the profession and still support themselves and their 'ohana. We are stressed. We are disappointed. Some of my friends are considering leaving the profession if these paycuts or furloughs go through. The financial burden will just be too much. It makes me sad to think that these dedicated educators might leave a profession that they love so much. Support the kumu/teachers. If you support the kumu, then you can continue to support the keiki.

Mahalo,

Kumu Melissa Sharon Long

Malama Honua PCS

Waimanalo, O'ahu

\m/

From: [Iris Yamamoto](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Saturday, May 9, 2020 8:58:36 PM

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020

10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Iris Yamamoto. I am a 4th grade teacher at Wilson Elementary in Honolulu District on Oahu. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, “We don’t want to have an additional negative effect on the economy that might make matters worse.”

I have been teaching in the DOE for 11 years. I have worked incredibly hard, taking multiple professional development classes, all requiring an out of pocket fee, in order to get to the salary range that I am earning today. I have worked extremely hard during this stay at home order. These school closures have been incredible difficult for all of us and educators across the state and nation are worried for the well being of our students. I have spent endless hours answering emails, connecting with parents and students, tracking the online assignments, providing feedback on assignments, and above all, making sure that my students social emotional well being is maintained during this time. I also have two young children of my own and have been trying to juggle their school work as well as my distance learning responsibilities. We are not on a vacation. If we receive the 20% pay cut, I will face extreme financial strain, as my husband has recently been laid off from his carpentry job. Teachers need the protection and support from the government, as we are working hard to provide the best education for our future. If salary cuts are approved, I'm afraid that there will be classrooms full of students without any teachers. Please hear our voice and know that all that we do is for our keiki and the

future of our state.

Mahalo,

Iris Yamamoto, Teacher, Honolulu District

From: [Cory Gordon](#)
To: [WAM Testimony](#)
Subject: Submit pay cut testimony to state lawmakers Cory Gordon
Date: Saturday, May 9, 2020 8:56:08 PM

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Cory Gordon. I am a teacher at James Campbell High School in Campbell, Kapolei on the island of Oahu. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

Currently, I am the only one working to provide for my family. to take a pay cut would drastically affect my family finances. I currently take home \$3000 after taxes per month. out of that \$3000 I have to cover our \$1900 month mortgage utilities, food, and car payment. taking any amount would leave us struggling even more to survive. Thank you for your time and consideration.

Mahalo,

Cory Gordon

Cambell, Kapolei District

--

Mahalo,

Mr. Cory Gordon
Automotive Technology Teacher (AMT)
James Campbell High School
Wk # : (808) 305-3677
Cell #: (808) 429-8457

From: [Samantha Funes](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Saturday, May 9, 2020 8:55:20 PM

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020

10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is **Samantha Funes**. I am a **Mentor Teacher** at **Kau Keaau Paho Complex** in **Hawaii District** on **Hawaii Island**. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, “We don’t want to have an additional negative effect on the economy that might make matters worse.”

Thank you for listening to the concerns regarding how pay cuts to our teachers would greatly harm our keiki. I have been a teacher in elementary education for over 30 years here where I am born and raised. I now serve as a mentor teacher in my complex area (poverty stricken). Over the years I have seen and experienced what happens when classrooms of our children are left to substitute teachers. Sadly, many stories are horrible. Students being given worksheets, time fillers, and being watched over like babysitters do by those who are sometimes emotionally unstable themselves. But if that’s the only person willing to take the job then we all just look the other way and pretend we don’t see it. Well I see it and it’s not right. We already have a difficult time keeping qualified dedicated teachers. How can we let our keiki suffer more in their education when they have already lost so much. My heart is heavy thinking about their future and reading skills. Catching up will be a challenge. Replacing experienced educated teachers with substitutes because of shortages due to this detrimental plan of pay cuts is a wrong choice. What do you choose for those who don’t get to speak for themselves...a well run engaged classroom where all keiki are served and learning or a mess of haphazard chaos? Thank you for listening to our requests for equity for our

children to all have GREAT teachers. This would also have disastrous effects to my household as I am the sole provider. I barely make it as it is. Let alone on a pay cut. Teachers have already been underpaid for years. I never recuperated even from the strike over 18 years ago. Morale is already down since the pay cut proposal. Teachers have always supported their communities. We are just asking for the same in return.

Mahalo,

Samantha Funes, Hawaii District, Hawaii Island

Sent from my iPhone

From: [karen figueira](#)
To: [WAM Testimony](#)
Subject: HB 2200
Date: Saturday, May 9, 2020 8:39:23 PM

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020

10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Karen Figueira I am an educational assistant at **Haiku Elementary** in Maui District on **Maui**. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

In considering all options for balancing budgets during this pandemic, please do not cut teacher pay. Our keiki deserve a quality education and pay cuts of any kind will be extremely detrimental to ensuring educational equity in Hawai'i. We are already facing a drastic teacher shortage, and cutting teacher pay will exacerbate this problem further. Also, our local economy will suffer more as growing families face hunger and houselessness in light of pay reductions and job loss. Many local families depend on a teacher or state worker's income, and a 20% reduction will be extremely difficult to recover from. Please do not balance the budget on the backs of Hawai'i's public school teachers and children.

Mahalo,

Karen Figueira

Maui

King Kekaulike Complex

mattmattmaui@hotmail.com

From: [Ruth Romero](#)
To: [WAM Testimony](#)
Subject: Re: Support HB 2200, HD1 Relating to the State Budget
Date: Saturday, May 9, 2020 8:38:51 PM

Re: Support HB 2200, HD1 Relating to the State Budget

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Ruth Marie Romero. I am a teacher at Lanai High & Elementary School in Maui District on the Island of Lanai. I am submitting testimony in support of HB 2200, HD1.

I would like to thank the Legislature for finding ways to revise the state budget to cover the COVID-19 revenue losses without suggesting pay cuts or furloughs for educators in public schools. I hope and pray this will be a successful endeavor.

Mahalo,
Ruth Marie Romero, Maui District, Island of Lanai

This is a staff email account managed by Hawaii Department Of Education School District. This email and any files transmitted with it are confidential and intended solely for the use of the individual or entity to whom they are addressed. If you have received this email in error please notify the sender.

From: [Katie Sherick](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Saturday, May 9, 2020 8:29:17 PM

Chair Dela Cruz and members of the Ways and Means Committee:

My name Katie Sherick and I am an elementary teacher at Makaha Elementary School in the Leeward Nanakuli-Waianae School District on Oahu. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

This is my first year of teaching in Hawaii. I moved here because of the teacher shortage in Hawaii. I am a highly qualified teacher and I want to do my part to provide the best possible education for our keiki. As a new teacher in Hawaii, I am at the bottom of the pay scale. If the teacher salaries are reduced, this may force me and other new teachers to move to the mainland or change careers due to the high cost of living in Hawaii. This would be detrimental to our students' education-- they deserve to have highly qualified teachers. If the highly qualified teachers are forced to leave the profession or leave Hawaii for financial reasons, then many of our classrooms will be filled with teachers who are not highly qualified. Please make the decision that is best for our keiki.

Mahalo,

Katie Sherick, Leeward Nanakuli-Waianae, Oahu

From: [Kennedy Neubauer](#)
To: [WAM Testimony](#)
Subject: Testimony in Support of HB 2200, HD1 RELATING TO THE STATE BUDGET
Date: Saturday, May 9, 2020 8:27:18 PM

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Kennedy Neubauer. I am a 5th grade teacher at Mokapu Elementary School in Kailua-Kalaheo Complex on Oahu. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

If a pay cut were to take place I would be forced to resign from my position at Mokapu Elementary and find another place of work to support my living situation. I moved here to teach from the mainland and do not have any family to support me financially if a pay cut were to take place. My significant other is in school and works in Health Care, and I would not be able to contribute to our rent with a pay cut to my salary. My situation is very similar to many who teach on the islands. If teachers were forced to resign due to pay cuts, students throughout Hawai'i would suffer from this. Hawai'i would be losing so many amazing teachers and that would not be right to take that away from them. The cost of living and food is hard enough to handle with the current salary we have. Reducing this more would only hurt those who work in schools, including the students. Please take this into consideration. I know many teachers in Hawaii, especially those who came from the mainland, would be put in a very hard position if this were to happen.

Mahalo,

Kennedy Neubauer, Kailua-Kalaheo Complex, Oahu

Sent from my iPhone

From: [Randi Hayashida](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Saturday, May 9, 2020 8:22:06 PM

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020

10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Randi Hayashida . I am the Student Activities Coordinator, AVID Coordinator, Head Senior Advisor, and classroom teacher at Konawaena High School in Honok'a-Kealakehe-Konawaena district on Hawai'i Island. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

I have been teaching for over ten years now and have continuously performed tasks/duties for our students that are outside of contractual obligations. In recent years I have been looking for jobs outside of the teaching profession due to the lack of resources and fair compensation for the time and money that I invest in our students. It is unfortunate that the government often expects teachers to continuously do these things for our students without fair compensation. It is one of my faults that I continue to put in long hours beyond the school day, week, and year in order to better prepare our students.

This 20% pay cut will put a final halt to that. I will stand firm to my contractual hours and explain to our students that I can no longer provide help, support, a ride home, a ride to school, a snack/meal, visit to your home, etc. because the government has made it financially impossible for me to do so.

Mahalo,

Randi Hayashida

Honok'a-Kealakehe-Konawaena

Hawai'i Island

From: [Cindy Deuz](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m
Date: Saturday, May 9, 2020 8:21:51 PM

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020

10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Cindy Deuz. I am a 1st grade teacher at Red Hill Elementary in Central District on the island of Oahu. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

Pay cuts to teacher salaries would be greatly detrimental to not only teachers but the students and the economy as well. Teachers would be leaving the profession in search of a job that would be less stressful and where you could work your shift and go home and not have to worry about planning, grading, meetings, etc. Some will move to the mainland where the cost of living is a lot cheaper, which will affect our economy because there will be less taxpayers and money spent on island. Lastly, it will affect our students who will come back in the fall to larger class sizes, emergency hires or long term subs teaching because our teachers have left or retired and to top it all off, they will be at a more different level of learning than ever before. This is the time to stabilize the teaching profession by not implementing pay cuts because there will be so much more work to do when we come back and we need all the experienced teachers we have.

My daughter will be entering the College of Education at UH next year but if pay cuts are implemented, she will not be able to live on \$39,000 before taxes, nor would I want her to deal with the stresses of teaching while working a 2nd job to make ends meet. She and others will decide to go into a different career path. We may never be able to recover from this teacher shortage era and the future of Hawaii will feel the repercussions of it for years to come.

Please, please, please find alternative ways to prevent pay cuts to a profession that has not

fully recovered from the recession of 2008. Thank you for your time and attention to a plight that will affect more people than just teachers.

Mahalo,
Cindy Deuz
Central District, Oahu

From: [Dee Wong](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Saturday, May 9, 2020 8:20:47 PM

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Dee Wong. I am a special education teacher at Maemae Elementary school in Honolulu District on Oahu. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

As a special education preschool teacher, all of my students are already very vulnerable due to their disabilities. Long-distance learning makes learning a lot more difficult because students are not educated in a structured setting with trained staff who are familiar with all the behavioral interventions procedures. During long distance learning, I hear a lot of appreciation and frustration from parents. Parents are thankful that learning still continues in a new way although it may not be the "best fit" their children's learning needs. In the meantime, they feel worried too because no matter how we always seek for the best method for online learning, it is different from what these young learners can get in the classroom and some regression have been observed.

Imagine when school opens in August. Already it is going to take a while for most sped kids to "catch up" with where they are supposed to be, but they can only be educated for 4 days a week. This is absolutely the worse way how we can help these children. Or let's put it in another way. The more services we can provide, the easier it is for these kids to be back to general education. For severe kids, every moment of early intervention is crucial. The more they improve now, the less they will be depending on our social welfare system when they age out of DOE.

For Sped teachers, we always to do extra in terms of class preparation and endless paperwork. Many friends and I were thinking to leave DOE and get a different jobs with more pay and less stress. Some Sped teachers are on their way to become certified BCBA and they can get paid 6 digit if they chose to work for private companies. Some Sped teacher are so tired of paperwork and high stress from demanding parents and nobody wants go into Due Process. If the 20% pay cut is the

final decision, I am sure many of Sped teachers are going to leave for the better profession. For me, I am seriously considering to apply for private school teaching positions with less stress, (probably) less pay, but with free child tuition benefits which would compensate the pay difference between DOE and private schools.

Please consider the best option for our keiki, our future. The more we can help our kids, the more we can help our community for the future.

Dee Wong, Honolulu district, Oahu

From: [Jennie Matsuda](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11 at 10:30am
Date: Saturday, May 9, 2020 8:20:34 PM

My name is Jennie Matsuda. I teach Kindergarten at Mililani 'Ike Elementary School. I am submitting testimony in support of HB 2200, HD1.

I want to thank the legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

I have been teaching in Hawaii for 12 years. I put in on average about 59 hours per week, and I know MANY other teachers do the same. We do this to give our keiki the best education possible - and we do this while receiving some of the lowest pay in the nation. I know of teachers that will retire if pay cuts happen. Hawaii suffers from a teacher shortage and these are qualified, veteran teachers that we so desperately need. Furthermore, there are teachers who will not be able to continue living here due to the cost of living and will return to the mainland. These are teachers we need to keep! There are teachers who work at Longs Drugs and Ala Moana in order to make ends meet. If our pay is cut, we will not be able to support our families and Hawaii will not have enough teachers for our keiki - our keiki who will one day be our leaders. Please use alternative means to cover revenue losses. Thank you very much for your consideration.

Sincerely,
Jennie Matsuda

>

From: [kris kau](#)
To: [WAM Testimony](#)
Subject: RE: HB 2200, HD1 RELATING TO THE STATE BUDGET
Date: Saturday, May 9, 2020 8:12:55 PM

Chair Dela Cruz and members of the Ways and Means Committee:

My name Kris Shiota-Hong. I am an elementary school teacher at Lihikai School on Maui. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

Cutting our teachers' pay will have a devastating effect on families, educators, and keiki here in Hawaii. We are already struggling to support our families on our low salaries and high cost of living. Due to COVID19, many families are feeling the negative effects due to spouses or teenagers losing their jobs. Our keiki are being affected by their loss of education, and emotional stress in the household. Cutting our pay will lead to a loss of highly qualified teachers, which will negatively impact the lives of our keiki even further. A reduction of public employees' salaries cannot be a part of the solution.

Mahalo,

Kris Shiota-Hong

Lihikai School-Maui District

[Sent from Yahoo Mail on Android](#)

From: [Jason Tanaka](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1
Date: Saturday, May 9, 2020 8:09:05 PM

Chair Dela Cruz and members of the Ways and Means Committee:

My name is **Jason Tanaka**. I am a **Secondary Mathematics Teacher** at **Leilehua High** in **Central District** on the **island of Oahu**. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

As a 13yr teacher for the state of Hawaii, supporting myself has been a great struggle with continuing payments to my student loans. Yes, 13yrs and still paying my student loans. If you could wipe out my student loans, I wouldn't be too upset at losing some of my cost of living funds. I also can't afford or even qualify to buy my own place so have been renting for nearly two decades.

This past January, my former landlord told me I had to move because he was selling the unit I was in. Now, I'm paying \$300 more in monthly rent on top of my monthly expenses. Cutting my pay would mean I'd have to make a serious step in looking for a better paying job. My body won't allow me to work more than one job, and neither will caring for my 97yrs old grandmother allow me to take on multiple jobs.

I'm sure I'm not the only teacher that is facing the same financial shortfall, and our only alternative would be to work someplace else with openings to a much better and stable pay. Personally, I have seen good teachers, with just over ten yrs of service, and just quit the profession. When a teacher leaves, our keiki are the ones to lose out the most. This cutting of teacher salaries will cut into our keiki's future also. Do you think not having a teacher for our

keiki ages 6 - 18yrs old is acceptable? Or having 1 to 40, teacher to student ratio is acceptable? Even in distance learning, this ratio is unacceptable. If your child doesn't get into private school, this is what they'll see.

Please find another alternative, and have a plan that helps out state not just for a future reopening, but for our future in the long run. Please listen to your voters and members of our society. First responders and healthcare worker are the Frontline for our present, but teachers are the frontline workers for the future. Are you willing to be the one(s) to take Hawaii's future away? Don't cut teacher salaries.

Mahalo,

Jason Tanaka, Central District, Oahu

From: [Laura Wittig](#)
To: [WAM Testimony](#)
Subject: HB2200, HD1 Relating to the State Budget Testimony
Date: Saturday, May 9, 2020 8:02:43 PM

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020

10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Laura Wittig. I am a general education teacher at Kauluwela Elementary in the Kaimuki-McKinley-Roosevelt Complex. I am submitting testimony in support of HB 2200, HD1. I am more than grateful for the Legislature for creatively working to find other avenues to revise the state budget in view of the financial losses due to the current COVID-19 crisis.

My initial reaction to the 20% pay cut to cover the states budget deficit as a result of COVID-19 was well at least I still will have a job...until I sat down and did the math. I was hired by the DOE seven years ago when I switched careers from social work to an elementary general education teacher and at that time I took a \$15,000/year pay decrease (hard to believe, but true) to pursue teaching. Unfortunately, to obtain this last master's degree in education I took out a student loan which currently is \$225/month and I believe I will be paying on this until I expire. During the seven years with increments of increase due to PD credits and raises negotiated by the union, I finally am making a salary equivalent to my last social work job in 2010. However, a 20% pay cut will revert my earnings very close to when I started working with the DOE. Meanwhile the cost of living continues to you go up as you are more than aware of for you yourselves experience it every day. I own absolutely nothing and I have absolutely nothing in savings. I am among the majority that are just trying to make it from paycheck-to-paycheck.

So what have I been doing since March 23, 2020, since I the schools are closed? I feel that I am even busier than I was before. Initiating, creating, contacting, chasing students to do their work, providing feedback takes a lot more hours than when you had all the students centralized in one location. Plus volunteering at school for Grab 'N Go breakfast and lunch and to assist the unemployment program, attending all DOE virtual meetings etc... In sum, I believe I have earned my paychecks for April and May.

Lastly, if for any reason the state still insists on pursuing pay cuts for all state employees, I believe a fairer way would be to prorate the percentage. Therefore, employees that are being paid over \$100,000 should be subject to the higher rates and reduce the percentage as the salaries shrink.

Sincerely,

Laura Wittig
Kauluwela Elementary
Second Grade
General Education Teacher
Kaimuki-McKinley-Roosevelt Complex

From: [Andrew Sanchez](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Saturday, May 9, 2020 7:59:59 PM

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

[MONDAY, MAY 11, 2020](#)

[10:30 a.m.](#)

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Andrew Sanchez. I am a special education teacher at Kea'au High School in the Puna district on Hawai'i Island. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

It's sad that teachers are being targeted to have our salaries cut. We're already some of the lowest paid teachers in the nation. How on earth can things get worse for Hawai'i teachers? We have full time educators living in their cars, some can barely afford to feed their families, we're all worried about covid19, and now this? Please stop stacking the odds against us, our keiki depend on us.

Mahalo,

Andrew Sanchez, Puna, Moku o Keawe

Sent from my iPhone

From: [Kathleen McDonough](#)
To: [WAM Testimony](#)
Subject: TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE RE: HB 2200, HD1 RELATING TO THE STATE BUDGET
Date: Saturday, May 9, 2020 7:59:29 PM

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

[MONDAY, MAY 11, 2020](#)

[10:30 a.m.](#)

Chair Dela Cruz and members of the Ways and Means Committee:

My name is **Kathleen McDonough** I am a **special education teacher** at **Ilima** in **Campbell Kapolei District** on **Oahu**. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, “We don’t want to have an additional negative effect on the economy that might make matters worse.”

I will be greatly impacted by budget cuts due to not even making enough as it is and losing my second job to make ends meet. As a sped teacher I’ve been working harder than ever to service my students. I am greatly disturbed by how much the public and government do not support teachers. It is so depressing to read disparaging comments in newspaper articles and to read about the 20% pay cut without preparing us for the devastating news. I don’t feel supported all the way around and feel demoralized on top of stressed by the virus. I will try to stick it out but will consider other viable options like relocating and/or getting out of teaching. I have been living on Oahu for over 30 years and have 11 year w the DOE. I do not own a home and never have been able to save. My rent is low based on Hawaii standards yet I am still unable to make ends meet. The pay cut will make other options promising since I will have nothing to lose. I also developed roots here and have 2 grown children born on Oahu. It’s really not uncommon for people in my situation to relocate. It’s

most unfortunate since I love Hawaii and have acclimated here.

Mahalo,

Kathleen McDonough

Ilima

Campbell Kapolei District

Oahu

Sent from my iPhone

From: [Andrea Fitzgerald](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Saturday, May 9, 2020 7:55:41 PM

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020

10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is **Andrea Fitzgerald**. I am a **teacher** at **Radford High School** in **Central District** on Oahu. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

Two years ago, I fell in love with Radford High School, it's administration, supportive teachers and the student body that emulates the Aloha spirit. I was hired as an emergency hire and launched into a Masters in Teaching with initial licensure while I taught classes in SpEd, inclusion, and AP. I just graduated this past Friday and am now proudly a provisional licence, and serving as an encouraging teacher to the students at Radford High school. This is not my first career after more than 10 years in business and 10 years staying home with my children, but teaching is the career I CHOSE for the next 20+ years!

Daily, I am inspired and motivated by the camaraderie, kindness and encouragement, and teacher support that my fellow colleagues at Radford give each other. We all strive to put students first and better our practice and instruction with shared ideas. We seek after continuous improvements to our instruction rooted in differentiated instruction and social-emotional learning.

Teaching is a career that I love and enjoy and I do not want to even consider having to abandon it in order to pay for basic housing and needs of my personal children. WE TEACH because we LOVE it and love our students. We want to have the time and compensation to continually improve our instruction and practice and help our wonderful students succeed toward college and career!

Mahalo,

Andrea Fitzgerald, Central District, Oahu

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Andrea Fitzgerald
Social Studies Teacher
AP Economics, AP Government & Politics
Econ/American Problems, World History
Radford High School
4361 Salt Lake Boulevard Honolulu, HI 96818
808-421-4200

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From: [Tracie Kochi](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30am
Date: Saturday, May 9, 2020 7:48:50 PM

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020

10:30am

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Tracie Kochi. I am a General Education teacher at Kanoelani Elementary School in Leeward District on Oahu. I teach first grade, I have been teaching for 20 years and have been in the DOE for 12 years. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Delz Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

If pay cuts take effect, there will be many teachers leaving the field and our schools would be at a greater disadvantage due to the lack of licensed teachers. As we see from distance learning, students are lacking the proper education they could receive when they are in school and with teachers who are trained to do this. But if we take pay cuts, students would be suffering due to receiving their education from unlicensed teachers, classroom sizes would probably increase due to a greater teacher shortage, therefore, creating more deficits in student learning. Students need highly qualified teachers to give them an educational platform that is diverse and differentiated to their needs. Students need quality education, this will not happen if pay cuts take effect.

It is imperative that teacher salaries stay the same and even increase for teachers to stay in this field. We are underpaid as it is, and living in Hawaii with the pay we receive is difficult, more so if you have a family to support. I am appalled that education is always the first place to look for furloughs or pay cuts. One of the ways I have increased my pay is to continue to take professional development classes (that I have paid out of my own pocket) to get to the highest step. This last contract we negotiated is the first time I saw actual raises given by the state. So, for me to take a pay cut is unacceptable. I paid for my way to get a higher salary. I wasn't just given it in a contract or pay based on years of service. If pay cuts do happen, I will seriously have to contemplate if it is worth me staying in this field.

I think the government should also ask parents of children in the DOE what their thoughts are on this situation. I don't think they would be in agreement to pay cuts for teachers either. I would like the state government to look at other avenues before making pay cuts to our public education and first responders.

Mahalo,
Tracie Kochi, Leeward District, Oahu

From: [Susan Fryxell](#)
To: [WAM Testimony](#)
Subject: WANtestimonu
Date: Saturday, May 9, 2020 7:48:33 PM

To Whom It May Concern,

Please do not cut the pay of teachers, firemen, nurses, policemen, etc. It is an insult to people on the first lines that help the general public.

Sincerely,
Susan Fryxell
Teacher
James Campbell High School

From: [Gregory Poppy](#)
To: [WAM Testimony](#)
Subject: RE: HB 2200, HD1 RELATING TO THE STATE BUDGET
Date: Saturday, May 9, 2020 7:38:38 PM

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Gregory Poppy, and I am a Social Studies Teacher at Lahaina Intermediate in Hana-Lahainaluna District on Maui. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, “We don’t want to have an additional negative effect on the economy that might make matters worse.”

Several veteran teachers are considering retiring and many younger teachers will leave Hawaii and/or teaching all together if pay cuts are to go through. This exodus would leave many classrooms without qualified teachers when we already shortage of teachers of over a 1,000 teachers. While I am committed to teaching our keiki, any pay-cut will make it impossible for me to afford the cost of living.

Mahalo,

Greg Poppy, Pukalani, Maui

Sent from my iPhone

From: [Shari Kaneshiro](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30am
Date: Saturday, May 9, 2020 7:28:53 PM

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Shari Kaneshiro. I am a Classroom Teacher at Hokulani Elementary in the Honolulu District on Oahu. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, “We don’t want to have an additional negative effect on the economy that might make matters worse.”

Pay cuts or furloughs for teachers would deeply impact the educational system in Hawaii. It is difficult enough to be a teacher in our state and afford the high cost of living. By decreasing our pay, it would force many teachers to find another occupation. Expecting people to make changes to their lifestyle by imposing a huge decrease in their pay is asking too much. Our schools are already having to deal with a decline in the school budget and once again, teachers are asked to do more for less with less.

I have been teaching in the DOE for 25 years. During that time, I've experienced 3 serious strike negotiation years (one where we were out of work for over 2 weeks) and a furlough period. I saw many people leave the profession. The students are the ones who will also suffer in this situation.

It is time to show how teachers are valued for their work and dedication to the children of Hawaii. The students are the ones who will also suffer in this situation.

Please find another solution to the problem other than taking from the teachers!

Mahalo,

Shari Kaneshiro

This is a staff email account managed by Hawaii Department Of Education School District. This email and any files transmitted with it are confidential and intended solely for the use of the individual or entity to whom they are addressed. If you have received this email in error please notify the sender.

From: [Heather Fomenko](#)
To: [WAM Testimony](#)
Subject: RE: HB 2200, HD1 Relating to state budget
Date: Saturday, May 9, 2020 7:26:03 PM

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Heather Fomenko. I am a teacher

at Waiakea High School in the Hilo District on Hawaii Island. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, “We don’t want to have an additional negative effect on the economy that might make matters worse.”

First, I was very alarmed to learn that our salaries could be in jeopardy of being cut by a whopping 20%. Not only would this affect me but my husband works in the DOE as well . This would be a 40% pay cut for our family. After being displaced by the 2018 puna lava flow, we finally were able to buy a house in December of 2019. If we were to have our salaries interrupted, it would affect what we’ve worked so hard for. We have children, house payments, car payments and other debt that would absolutely put us under.

Not only would this affect our family, our students would be left with teachers leaving the profession because of a pay cut or who retire early. We’ve been through the wringer before and with our already prolific teacher shortage, we’d be taking numerous steps backwards with the progress we’ve been making.

Mahalo,

Heather Fomenko, Hilo District

Heather

From: [Anjelica Ayers](#)
To: [WAM Testimony](#)
Subject: RE: HB 2200, HD1 RELATING TO THE STATE BUDGET
Date: Saturday, May 9, 2020 7:17:12 PM

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

[MONDAY, MAY 11, 2020](#)

[10:30 a.m.](#)

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Anjelica Ayers. I am a 4th grade teacher at Queen Ka'ahumanu School in Honolulu. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

Cutting teacher salaries would not allow me, a passionate and dedicated teacher from Massachusetts, to live and serve in this state I love so much. If my salary were to be reduce, I would not be able to pay my rent and bills. I, like so many highly qualified teachers, would be driven out of the field and the profession, hurting our keiki and the future of our state!

Mahalo,

Anjelica Ayers, Honolulu, O'ahu

Sent from my iPhone

From: [Carla Lum](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means Monday, 5/11 at 10:30AM
Date: Saturday, May 9, 2020 7:17:07 PM

Aloha Chair Dela Cruz and members of the Ways and Means Committee,

My name is Carla Lum. I am a teacher mentor at Leilehua High School, Home of the Mighty Mules in beautiful Wahiawa. I am submitting testimony in support to HB 2200, HD1.

I read the article in the Star Advertiser, "Tax collections tank as lawmakers plan budget fixes to avoid furloughs", Saturday, May 9th. I know you and your committee are doing the leg work figuring out how we can revise the budget and cover COVID-19 revenue losses without cutting more from the teachers, first responders, etc. I tell you, this year we had 8 new teachers in addition to the other 8 who have 3 years to get licensed. Five were special ed teachers who worked so hard learning on the fly and performing all the duties of a special education teacher - IEP writing, differentiated instruction, etc. None of them got that \$5000 differential because they are not licensed teachers but emergency hires getting a shameful \$38,000 gross salary. They would make more money if they served as a substitute teacher and worked every day. In order for them to get re-hired, they need to enroll in a State Approved Teacher Education Program, find thousands of \$\$\$\$ to get licensed and take the teacher's exam which costs another \$125. It's tough.

One teacher has over \$100,000 in college debt from his bachelor's degree. How are they suppose to be a teacher on this kind of salary. And find more funds to get into a teacher prep program. This teacher is an alumni and coaches. It's so rough. This is just one story. Another teacher is 70 years old. Same pay - \$38,000. Master's in Art, teaches at UH, fantastic teacher but can't afford to go back to school and get a teacher's license. He is living on the edge, behind in rent every month. Talented. Knows art and is active in the professional art community. Another emergency hire is not returning, but instead will substitute teach. Luckily, her husband can cover her for health insurance. There are good, skilled, passionate people who want to inspire and educate our youth but they need food, shelter, transportation. What can I say.

I am 28 year veteran teacher and counselor. I am one of those teachers who are considered "compressed" — survived through the strike, furlough Fridays, and never really got compensated for my years of service. I am at Class VII, no where to go but WILL retire in 2 years and seek employment elsewhere. I have marketable skills, work during lunch and after-hours, dedicated, and love my work and some other company will value that and want to retain me. I don't have an extravagant house. I qualified for affordable housing (townhouse) when I started my career in the early 1990s. It's still a struggle.

I know you local senators can relate and love our Keiki and want to provide so many opportunities for them and want them to be with their families, help the State that we love and give back. To keep the values of what makes Hawai'i the best place to raise a child.

Don't let them take any more from the teachers. It's a demanding job. Far more than just teaching. The shortage is real. I never paid attention until I had to work with them, cheer them on, listen, cry with them. It's my job to do everything possible to support them and retain teachers. I hope you will continue to do your job well and fight for the teachers in your position as our state senators. You have incredible power. I follow you to see what you stand for. We count on you and your knowledge, skills, and persistence to see things through. Don't let our kids down. They deserve an excellent education that requires excellent, highly valued teachers.

With sincere gratitude for your time and effort,

Carla Lum

All day. Every day. The Leilehua Way

"You can learn new things at any time in your life if you're willing to be a beginner." Barbara Sher

Carla Lum
Leilehua High School
"Home of the Mighty Mules"
Central District
Oahu, HI

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From: [Alison Hayama](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Saturday, May 9, 2020 7:16:11 PM

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020

10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Alison Hayama. I am a teacher at Ka'ewai Elementary School in the Honolulu district on Oahu. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

If our state imposes pay cuts or furloughs, I will be forced to retire at this time and collect my pension and social security to make up the difference in a pay cut. My family depends on my salary in order to survive in this state. The rising cost of food, water, electricity, gas and taxes continue to increase and becomes challenging every year. Our schools are already short of qualified teachers and if teachers like me retire, our schools will be run by long term substitute teachers if there are any. In the end, our students will suffer with unqualified teachers attempting to control classes, or large student to teacher ratios. Our students are our future, and cutting teachers' salaries or imposing furloughs will hurt our children in the end. Please, do not cut our pay or impose furloughs.

Mahalo,

Alison Hayama, Honolulu district, Oahu

From: [Amy Stoddart](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Saturday, May 9, 2020 6:54:31 PM

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020

10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Amy Stoddart. I am a kindergarten teacher at Lihikai Elementary School in the BKM Complex on Maui. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, “We don’t want to have an additional negative effect on the economy that might make matters worse.”

I am already working two jobs in order to make ends meet and that also includes my husband's income. I spend my own money on my students on top of time outside of the school day. We do not get paid enough as it is and add on top of low pay a high cost of living. There are already countless open vacancies across the state and I am fearful that there will be even more if the pay cut gets approved. My grade level had a long term all year and even though she did her best, those students did not get the education that would have from a qualified teacher. There will be a mass exodus of teachers leaving the islands due to not being able to afford to live here any longer, teachers getting other jobs and leaving their classrooms as they can find another job that pays more, or teachers who are close to retiring will retire early. I am considering leaving the DOE if this pay cut is approved as we may not be able to afford to live here much longer. The notion of the pay cut is like getting kicked in the stomach when we already as educators put our hearts and souls into ALL that we do and go above and beyond our contracted hours to make sure that our students get a

valuable education. The pay cut's must NOT happen.

Mahalo,

Amy Stoddart, BKM Complex, Maui

From: [Eileen Carr](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Saturday, May 9, 2020 6:54:08 PM

Chair Dela Cruz and Honorable Members of the Ways and Means Committee,

My name is Eileen Carr, and I am a 4th grade teacher at Manoa Elementary School in Honolulu District on Oahu. At the end of this school year, I will be relocating to the island of Moloka'i where I will teach 4th grade at Kualapu'u School. This is my 4th year teaching with the HIDOE, and my 20th year teaching in total. I am passionate about our profession, and a firm supporter of public schools and public education. I am submitting testimony in support of HB 2200, HD1.

I am writing to ask for your support as we move forward in a very chaotic and uncertain time. Please do not reduce teachers' salaries! Cuts would devastate our already critical teaching shortage. Public school teachers in Hawai'i are already nationally acknowledged for their shamefully low pay. We consistently vie for last place when it comes to teacher pay adjusted for cost of living (see WalletHub's explanation [here](#) and further explanation [here](#)). Every member of this committee knows the value of a strong public education system, knows the importance of building and sustaining a strong and devoted teaching force, knows the immeasurable benefits of quality public schools for our keiki, and knows that our schools are only as strong as their individual components.

We need you to stand by our teachers, and we need you to urge the Legislature to find a better way to balance the state's budget than reducing teacher pay. We know that other ways of balancing the budget exist, and we need you to advocate fiercely for our state to continue paying teachers their current salaries. Once this has been ascertained, we need you to support previous efforts to improve our pay.

I am absolutely not in this profession for the money, but I will not be able to survive in the expensive state of Hawai'i if my pay is further reduced. I accepted a \$20,000 pay cut when I relocated to the HIDOE from the NYCDOE, but I don't know how much lower a 20-year veteran teacher consistently ranked as "highly effective" can go. Before coronavirus struck, I was already working above and beyond the call of duty to serve my students and their families the best quality education time and energy could afford. Now, in the time of Covid-19, I have worked tireless hours to transform my curriculum and pedagogy into something that can be relayed virtually, through a screen and keyboard. Just last week, my 4th graders published their first virtual newspaper-- and 100% of my students published an article (link [here](#)). This week, we've immediately launched into our second edition, this time with a focus on statistics and statistical interpretation. I'm reaching out to every student and family, and making sure everyone has what they need to be a part of this.

In the time of Covid-19, I'm working so hard for my students. Harder than ever. I beseech you: please stand up for the incredibly hard working teachers in our state's public schools, and do not allow our pay to be reduced. There are other ways to balance our state's budget than to take more away from some of our state's hardest working public servants. Public school teachers have proven themselves to be incredibly valuable during this pandemic. Please show them that you value their efforts, you recognize their contributions to society, and you will advocate for improvements (not reductions) to their pay. Our keiki deserve the best teachers

in the world, teachers who will fight to make sure that they are educated, included, acknowledged, and celebrated. One sure way to retain HODOE teachers is to maintain and improve their pay so that they can survive in the Aloha State, and continue building a stronger future for Hawai'i, one student at a time.

Thank you for your time.

Aloha,

Eileen Carr

Honolulu District, Oahu

From: [Erin Nakano](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Saturday, May 9, 2020 6:43:41 PM

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020 10:30 a.m.

Dear Chair Dela Cruz and members of the Ways and Means Committee:

My name is Erin Nakano. I am an elementary technology teacher at Lanai High & Elementary School in Maui District on the Island of Lanai, where I've been working for 11 years. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

These past four years, since Governor Ige was elected, were the best years in my teaching career. Not only did we receive step and across-the-board pay increases, I was able to reclassify to the top of the class pay scale by taking college classes and I will be graduating this semester from the University of Hawaii at Manoa with my PhD in Education and a specialization in Learning Design and Technology. With the addition of the differentials for hard-to-staff schools that went through this year, I am finally making enough, on a single mom's salary, to support my children. I do have two additional jobs that are necessary to off-set the cost of living on Lanai, as food and the added cost of shipping items that we cannot get on-island adds to my monthly expenses. However, those jobs were stopped when the stay-at-home orders were put in place and I no longer have those sources of income.

Just as our union was preparing to focus on negotiating our new contract, this Covid-19 pandemic occurred. I understand that this is not the fault of anyone and that there are people out there who have lost their jobs and are without any foreseeable income. I am thankful to still have my position as a teacher, please don't get me wrong. But if things go as the governor first proposed, and teachers undergo pay cuts, I will no longer be able to sustain my residence here in Hawaii. I was born and raised on the Island of Maui and have never lived far from my home for very long. However, if my pay goes backwards, especially now that my student loans will be due for repayment, and my other jobs have stopped indefinitely, I will not be able to live in Hawaii any longer. I have heard from other teachers that have already committed to moving to the mainland and at the rate of pay and the cost of living, it seems like an all-around better deal. I would hate to leave my home, the place where

I was born and raised, but I cannot withstand any more cuts to my pay.

Again, I appreciate your time and persistence with finding alternative ways to solve the state's deficit other than cutting workers' pay.

Thank you,

--

Erin K. M. Nakano
Elementary Technology Teacher
Lanai High & Elementary School

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From: [Angela Cain](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Saturday, May 9, 2020 6:42:56 PM

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020

10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Angela Cain. I am a kindergarten special education teacher at Wilcox Elementary on Kauai. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

As a classroom teacher I currently make about \$53,000 a year prior to taxes and paying for health insurance. If my salary were cut by 20%, that would be over a \$10,000 loss each year. It is not feasible to think that a family can comfortably survive on \$42,000 here in Hawaii. It would cause additional stress and complications to an already unprecedented situation.

Additionally, there is already a teacher shortage of over 1,000. A salary cut would only encourage more people to leave the field, retire early, or decide not

to become a teacher at all. Our keiki will suffer because there will be too few qualified teachers and increased class sizes.

I greatly appreciate that you are working towards finding a way to revise the state budget without a reduction in salaries for teachers and other state workers.

Mahalo,

Angela Cain, Kauai

From: [Chelsea Keolanui-Wilson](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday 11, at 10:30 a.m.
Date: Saturday, May 9, 2020 6:37:32 PM

Chair Deal Cruz and members of the Ways and Means Committee:

My name is Chelsea Keolanui-Wilson. I am a first grade teacher at Waimea Elementary School in Hamakua District on Hawai'i Island. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Crus said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

Currently, I am in the process of moving to teach at Barber's Point Elementary on O'ahu during this very hectic time. Everything for me is at a standstill, not knowing when I will be able to travel to O'ahu to look for places to live, not knowing when I can ship my personal belongings and most importantly not knowing when/if I will be able to find a second job once I make the move. You see, being a single employee in the D.O.E. has come down to me having to pick-up a second job on the weekends working 12 hour shifts and tutoring after school 4 days a week when we were still in session. I needed the extra income just to make ends meet and to be able to put SOME money away for later.

My move to O'ahu at the time I had applied and accepted a job was prior to the COVID-19 pandemic and now that everything has changed since then has made me so nervous on how I am going to afford the cost of living on O'ahu alone. With talks of pay cuts for educators and state employees it breaks my heart knowing that I probably won't be able to pay my bills if pay cuts are put into affect and that's just me alone..I can only imagine those who have families and children and how they're going to put food on the table and sustain a roof over their family's head. Please try your best to find other avenues and ways to fund us employees rather than cut our pay because then I will have to think of other career choices and I'm sure other educators will be doing the same if this occurs.

Mahalo, Chelsea Keolanui-Wilson, Hamakua District, Hawai'i Island

From: [Tracy Brojakowski8](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee of Ways and Means, May 11, at 10:30 am
Date: Saturday, May 9, 2020 6:37:14 PM

My name is Tracy Brojakowski, I am in my 21st year of teaching Special Education at Lahainaluna High School. When I first started my teaching career at Lahainaluna in 1999 we had initiated a strike to get the attention of the State due to the poor teaching terms and conditions. We have been through furloughs, not having a suitable contract due to State lack of commitment to education throughout the past two decades. On top of all this we are considered one of the lowest-paid teaching communities in the United States, when figuring the cost of living.

Personally I have worked two jobs to pay back my student loans and continue to survive on the current teacher salary. I lost my second job in the service industry due to the COVID-19 outbreak and it leaves me in a desperate situation.

Teachers are considered essential workers during this pandemic. I have worked from home setting up digital classrooms, correspondence with my students and their families, taking part in on-going communication all day & night with other staff members to meet students' needs.

This is a critical time for most families that do not have a support system. We as educators are there for these families to give them strength and hope during these difficult times. It would be an atrocity to take this life raft down when needed the most. Please back us up and support all State employees.

Thank you,
Tracy Brojakowski
Special Education Teacher, Lahainaluna High School

From: [Liana White](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Saturday, May 9, 2020 6:35:16 PM

Aloha, my name is Liana White. I work at West Hawaii Explorations Academy, a public charter school serving grades 6-12. I have worked as an educator in this state since 2004. I am a proud product of Hawaii's public school system and I hope to continue to be a part of this critical organization for many years to come.

Do not reduce teachers' salaries! Cuts would devastate our already critical teaching shortage.

More students would go without licensed teachers because pay cuts would drive senior teachers into early retirement. Students would be left with long-term subs and unqualified teachers if new and existing educators leave the profession, unable to afford Hawaii's high cost of living on a reduced salary. Also the future of teaching will be limited by the lack of people entering into the education field, who would do this job for less? Overall, the effect will be devastating and the negative impacts will be a sure way to cut the future of Hawaii short. Thank you for your time.

--

Liana White
West Hawaii Explorations Academy
white@whea.net

From: [Stacy Julson](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Saturday, May 9, 2020 6:33:23 PM

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Stacy Julson. I am a **Soocial Education Teacher** at Kauai High School in **Kauai Complex, Kaua'i Island**. I am an educator since 1992. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

Too often, quality educational provisions for education are withheld. If wisdom prevails, funding for teachers and resources should not be the gamble for schools across the country and continue to compromise the future academic success and student potential to move beyond the K-12 setting. The next generation of learners depend on the solidarity of those holding their best interest in high regard.

The teacher shortages in Hawai'i are beginning to shift however another cut is a step back and will ultimately leave students with fewer viable options for fulfilling occupational needs within their own communities. The hiring pool will diminish as academic preparation coincides with workplace readiness.

In addition, Teachers salaries stimulate local businesses and are one stabilizing factor in rental property and housing markets. Unless these expensive costs of living simultaneously reduce, all will crash. Please boldly protect the future investment in public schools.

Mahalo,

Stacy Julson, Kaua'i Complex, Kauai Island

Sent from my iPhone

From: [STEPHENIE BLAKEMORE](#)
To: [WAM Testimony](#)
Subject: State budget cuts
Date: Saturday, May 9, 2020 6:30:10 PM

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Stephenie Blakemore. I am a special education teacher at Kapa'a Elementary School in Kapa'a on Kauai. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees.

School closures this spring have created intense setbacks for my students, not only academically but emotionally as well. Our community does not need to continue to go backwards because the state and federal government are unable to prioritize where limited funds need to go...and where limited funds will be best spent.

Keeping schools fully funded will ensure the setbacks in learning this spring will be readily overcome next year no matter what and make sure we stay fully invested in what our state needs to provide for all stakeholders to thrive in the future. Now is the time to recognize that remaining fully invested in our keiki is the same money well spent today and tomorrow.

Mahalo,

Stephenie Blakemore

Kapa'a Elementary School

Home of the Mighty Dolphins

Kauai

[Sent from AT&T Yahoo Mail on Android](#)

HB-2200-HD-1

Submitted on: 5/10/2020 10:20:37 AM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|--------------|--------------|--------------------|--------------------|
| Osa Tui, Jr. | Individual | Support | No |

Comments:

Aloha Chairman Dela Cruz and members of the Senate Ways and Means Committee,

I am Osa Tui, math teacher and registrar from McKinley High School in Honolulu submitting testimony in **SUPPORT** of HB2200 HD1.

As you are well aware, the mistakes of the past with Furlough Fridays and Directed Leave and Supplemental Time Off Without Pay only helped to slow the rebound from the last economic downturn. In this time, governmental services are even more critical and curtailing these services will only help to prolong our recovery from the COVID-19 crisis.

I have been fortunate and heartbroken in assisting for 14 days over the past few weeks in the effort to help process unemployment claims. Government workers have come together to process the unprecedented number of claims in record time. The pain being experienced by so many in our communities right now is immeasurable. They look to government now to keep doors open and provide much needed services and support.

Your approach towards resolving this crisis is the right one and very much appreciated. Public school educators, especially, cannot be subject to more furloughs, directed leave, and pay cuts. Thousands upon thousands of keiki in Hawaii will be the ultimate ones hurt if any of those options were to come to pass and they've already been traumatized with an entire quarter being robbed of them because of the coronavirus. It's going to take a massive effort to ensure that our students are able to get back on track when it is safe to do so and furloughs and pay cuts which will drive many away from and out of the education profession just do not make sense at this time.

From: [Lillian Shaw](#)
To: [WAM Testimony](#)
Subject: TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE RE: HB 2200, HD1 RELATING TO THE STATE BUDGET MONDAY, MAY 11, 2020 10:30 a.m.
Date: Saturday, May 9, 2020 6:25:26 PM

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Lillian Shaw I am a Special education Math teacher at Kawanānakoā Middle School in Honolulu District on Oahu. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, “We don’t want to have an additional negative effect on the economy that might make matters worse.”

I have one \$3500/month house mortgage to pay every month besides I am a care giver for my stage IV lung cancer husband. I also have \$17,000 car loan I plan to pay off this year. If you cut my pay or furlough, I will not only put my house in danger for default in monthly payments, but also no way to pay off my car loan this year. It would also hurt other fellow teachers/librarians/counselors and our students. Please be sure to include how students would be hurt if educators' pay is reduced.

Mahalo,

Lillian Shaw, Honolulu District, Oahu

Tel: (808) 294-0008

Fax: (866) 875-7394

From: [Alapa'i Kaulia](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Saturday, May 9, 2020 6:25:13 PM

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

[MONDAY, MAY 11, 2020](#)

[10:30 a.m.](#)

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Alapa'i Kaulia. I am a science teacher at Ke Kula 'o 'Ehunuikaimalino in the West Hawai'i district on Hawai'i Island. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

I am a second year educator and struggling to make ends meet. If they do a pay cut I will leave this profession because it is not sustainable for my family. I love working with children but after a pay cut I would be better working at Costco as a full time COSTCO employee gets the same pay as me and are not professionals. Please help us find a way to keep me in this profession as my years of service will be erased shall I be forced to leave the DOE

Mahalo,

Alapa'i Kaulia, West Hawai'i District, Hawai'i Island

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From: [Kimberly Tangaro](#)
To: [WAM Testimony](#)
Subject: TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE RE: HB 2200, HD1 RELATING TO THE STATE BUDGET MONDAY, MAY 11, 2020 10:30 a.m.
Date: Saturday, May 9, 2020 6:18:50 PM

Chair Dela Cruz and members of the Ways and Means Committee:

My name is **Kinney Tangaro**. I am a **High School Spanish teacher** at **Mililani High School** in **Central District** on **Oahu**. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, “We don’t want to have an additional negative effect on the economy that might make matters worse.”

When a new mother is learning how to care for her newborn(s), she is taught self-care. When reviewing airplane emergency landing procedures, passengers are instructed to put their own oxygen mask or emergency life vest on first and then help others. The logic also applies to paying teachers. Teachers need more pay to match the cost of living in Hawaii in order to teach with excellence. Currently without pay reduction or a furlough, I need to have a second job in order to support myself and two sons as a single mother. I do not receive child support. If I did not work a second job, I would have more time to be involved in my school's campus life. Reducing pay for already underpaid teachers would negatively impact their emotional well being. If you want teachers to care for the well being of students and teach students, teachers need to be emotionally strong and able. Fair pay that reflects our educational level and cost of living needs is an integral part of maintaining teacher's well being. One

day, I would like to be able to no longer live pay check to pay check. I also want to have the financial freedom to travel with my sons. Thank you for finding other options and demonstrating the truth of your commitment to teacher's well being.

Mahalo,

Kimberly Tangaro, Central District, Oahu

From: [Darren Tanaka](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Saturday, May 9, 2020 6:14:38 PM

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020

10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Darren Tanaka. I am a school librarian at Kailua Elementary School in Windward District on Oahu. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, “We don’t want to have an additional negative effect on the economy that might make matters worse.”

My wife and I are both career public school teachers and both raised in Hawaii. I have been with the Department of Education since 1995 and we both experienced the 2001 teacher strike which occurred just months after we were married and bought our home. We are no strangers to the challenges of living in Hawaii on a teacher salary and we also struggle find ways to make the ends meet. A pay cut or furlough at this particular time would impact TWO incomes in our household, which would force one or both of us to seek another stream of income. Adding more hours to our work week will negatively impact our overall health, which impacts the quality of instruction we provide to our students.

We have two sons who attend public schools, and the older is an honor graduate of the Class of 2020. We were not able to set a lot of money aside for his college education, so he will need to find a way to pay for his tuition. He has been accepted to the University of Hawaii in the fall and a pay cut now would prevent us from supporting him. Our younger son is entering public high school and we will have to seriously consider limiting his learning opportunities simply because we can’t afford it. School sponsored activities like band and athletics come with additional costs that will be too

expensive to maintain. As a teacher, it is heartbreaking to deny any child the opportunity to learn, explore and discover. When it is your own child, it's devastating because we have to choose between helping him to develop and grow to be a healthy, well-rounded, outstanding human being or pay a bill. He will comply because we have taught him to, but it is FAR from ideal and shameful that his two parents who both hold Master's degrees in education can't afford to provide him those opportunities.

Additionally, I guarantee that we will stop spending money at the local businesses in an effort to weather the potential pay cut or furlough and squirrel away whatever we can. We will not be contributing to the flow of money needed to grow a healthy economy. We understand that there will be hard times ahead for everyone as we move forward to recovery. We are not afraid of difficult work, but there has to be another way.

Mahalo,

Darren Tanaka, Windward District, Oahu

From: [Wendy Nickl](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Saturday, May 9, 2020 6:11:33 PM

Chair Dela Cruz and members of the Ways and Means Committee:

My name is **Wendy Nickl**. I am a **teacher** at **Kohala Middle School** in **North Kohala** on **Hawaii Island**. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

In our rural community, teachers are retiring or considering moving away due to the potential pay cuts. One teacher definitely retiring is a 30 year veteran Science teacher, well respected, who has taught my three children. Her retirement is a loss to the students she was supposed to teach next school year. I am a 32 year teacher veteran and the thought of retiring has crossed my mind.

Our students deserve to have highly qualified teachers who receive fair compensation for their skilled and challenging work. We teach Hawaii's future leaders and our keiki deserve the best. Please support HB2201, HD1 to help our Hawaii public school students.

Mahalo,

Wendy Nickl, North Kohala, Hawaii Island

From: [alisyn blossomer](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Saturday, May 9, 2020 6:11:23 PM

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020

10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Alisyn Blosser. I am a First Grade General Education Teacher at Kealakehe Elementary School on Hawaii Island. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

I believe every child should not just survive through school, but should thrive! This year when I had a new classroom to set up, clean, organize, and prepare a safe and welcoming place for my students, I continually worked a 7am-5:30pm day to be able to feel like I was adequately prepared and ready for my kids the next day. The students in our classroom were learning and thriving; it is so hard to think that possibly so much progress they made may be lost not only in the time we closed for COVID-19, but also the potential of them not having a qualified or licensed teacher next year with the talk of possible pay cuts.

I have lived here in Kailua Kona now for over thirteen years. Children and education have always been a big part of my heart. Watching the devastating impacts of Furlough Fridays on both students and teachers years ago actually prompted me to be able to become an official licensed teacher in Early Childhood with an Associates Degree, which led to a Bachelors Degree in Elementary Education, and just recently a Masters Degree in Teaching and Learning. Teaching First Grade is both an honor, privilege, and blessing. Many times I find myself referring to my students as my kids, as they are on my mind and heart more than just the hours we are in the classroom together. Early Childhood years, First Graders included, developmentally need consistency and routines. Having a qualified, licensed teacher to be able to provide consistent routines so that they feel comfortable and ready to learn their foundational reading, writing, and math skills, is huge. Keeping teachers here in Hawaii should be a priority.

My husband and I were already established and living here, knowing that working for the Department of Education would not necessarily provide me with the best pay, but would provide me with the opportunity to teach and impact my students. It is probably safe to say that most teachers do not go into the educational field because of great pay, we go into education because we love and believe in our students. But there is also the realistic side of living, which include bills, a roof over your head, and food on the table. When the job you love all of a sudden may not be able to cover an already very slim, not extravagant life, it becomes a question of if you can stay at that job. Please reconsider teacher pay cuts, not just for me or the next letter you read, but more importantly, and most importantly for the kids and future of Hawaii.

Mahalo,

Alisyn Blosser, Kealakehe Elementary School, Hawaii Island

From: [Ellen Farnsworth](#)
To: [WAM Testimony](#)
Subject: TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE
Date: Saturday, May 9, 2020 6:08:36 PM

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020

10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Ellen Farnsworth. I am a **teacher** at **Kealakehe Intermediate School** in **West Hawaii District** on **The Big Island of Hawaii**. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, “We don’t want to have an additional negative effect on the economy that might make matters worse.”

It is very important to maintain the differentials and salary adjustments for teachers in Hawaii. The cost of living is very high here and in order to keep current teachers and recruit new qualified teachers they must be paid enough money to live. When I first moved here four years ago, I was barely able to afford to live and contemplated moving back to the mainland. I stayed because I love the islands and really love teaching here. I wanted to make a difference in the lives of my students. Now with the new salary increases, it has definitely helped my living situation. You must fund enough money to maintain these increases or many teachers will need and we really need good teachers to help our keiki.

Mahalo,

Ellen Farnsworth

West Hawaii District...Big Island Hawaii

From: [Anthony Arneson](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1
Date: Saturday, May 9, 2020 6:07:11 PM

Good Morning,

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Anthony Arneson, I teach Resource (SPED) Modern History of Hawaii, Participation In A Democracy, Alg 1, Social Emotional Learning, and am the Esports Coach at Leilehua High School. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

This is my first year as a licenced teacher and I have found teaching in SPED to be an extremely rewarding career. Seeing how far my students have come in the past three and a half quarters is so amazing. Teaching is definitely a lot harder to do than I had originally thought, especially for SPED teachers. Over this past year on average I would arrive at the High School at about 6:00a.m. and would leave school around 4:30 or 5:00p.m. Unfortunately my day was not over yet though, there is so much paperwork that teachers are required to create/complete. On an average week day I would not stop working on lessons, IEP's, grading assignments, differentiating my lessons subject matter (so that every one of my students would be challenged but not overwhelmed in the classroom) until around 11:00 - 12:00p.m.

Please Do NOT reduce teachers' salaries! My family and I are already considered to be in the low income bracket. Reducing teachers salaries would have devastating effects on our already critical teaching shortage. I myself have spent the past 6 years attending HPU to attain my Masters in Secondary Education. I would be forced to either leave the profession or move to another state where the cost of living is not so high. I know that there are HUNDREDS more like me throughout the DOE.

By reducing teacher pay you will be harming our keiki, by forcing more students to go without licensed teachers because these pay cuts will drive many senior teachers into early retirement. Our keiki will then be left with long-term subs and unqualified teachers if new and existing educators leave the profession. Now I know that my calling is to be a teacher and I absolutely love the dramatic difference that I make in my students' lives. Do you think unqualified and part time teachers are going to be putting in upwards of 16 hours a day to make sure school is challenging but not overwhelming for all of their students. If your answer to this question is yes then cut away, but if you think the answer is no, you must find a way to balance the budget without cutting our educators pay.

V/R

Anthony Arneson

Central District, Oahu

From: [Meka Curran](#)
To: [WAM Testimony](#)
Subject: HB 2200, HD1 RELATING TO THE STATE BUDGET
Date: Saturday, May 9, 2020 6:05:03 PM

My name is Chameka Curran. I am a Classroom teacher at Campbell High school in the leeward district on Oahu. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

I understand how this pandemic is negatively affecting a lot of things in our state and nation; however, I humbly ask that we revisit the issue and avoid having teachers sacrifice again by taking a pay cut or possible furlough. We have suffered a lot in the recent years as educators and in my 20 years of being in the classroom I love what I do and I chose this profession because of the simple fact that I wanted to inspire our youth. The cost of living in Hawaii along with a pay cut will be devastating for me financially.

This will not only hurt myself but it would also affect the students as current teachers may choose to leave the profession to seek a better paying career and again students will suffer by having an unqualified teacher in their classroom.

Mahalo,

Chameka Curran, LEEWARD, OAHU

Sent from my iPhone

From: [Carol Esquibel](#)
To: [WAM Testimony](#)
Subject: RE: HB 2200, HD1 RELATING TO THE STATE BUDGET
Date: Saturday, May 9, 2020 6:04:05 PM

Chair Dela Cruz and members of the Ways and Means Committee:

My name is **Carol Esquibel** I am a **Special Ed Teacher** at **Ewa Makai Middle School** in **Campbell-Kapolei** on **Oahu**. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

I am not in favor of a cut in pay; it is saying to all of us that what we have been doing for the last two months was of no effect on anyone or anything. It has been so discouraging to call, google Meet and not have students show up. Or to know full well that some students would not wake up till after 12pm, therefore as a teacher I'm trying to access students after 4pm. On top of that is purchasing worksheets from TPT, Math Antics, and Education.com. To inspire my students to stay engaged during this awful time I purchased 12 McDonalds Cards to send to them for a reward in doing enrichment activities. I'm passionate about teaching but it is very discouraging to know that next year I will be struggling to make things stretch, to pay bills and to encourage my students stay engaged in the classroom with worksheets an activities that will meet each students grade level.

Think Twice please, raise sale tax by 2 cents, but don't reduce our pay!!

Mahalo

Carol Esquibel, Campbell-Kapolei District,

Oahu

Sent from my iPhone

From: [Jeremy Percich](#)
To: [WAM Testimony](#)
Subject: HB 2200 / HD1 Regarding State Budget
Date: Saturday, May 9, 2020 6:01:56 PM

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

[MONDAY, MAY 11, 2020](#)

[10:30 a.m.](#)

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Jeremy Percich. I am teacher at Waihee Elementary on the island of Maui. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

I will be very straightforward and let you know that pay cuts would force me to leave the island and Hawaii to lose another Highly Qualified teacher to the mainland. I can barely afford to pay rent and bills as it is in Hawaii today. This would also further add to the current teacher shortage and ultimately mean Hawaii's children will get much less than they deserve.

Therefore, I strongly urge you to do the right thing and not cut the pay of teachers. If we truly care about the future, then we need to make sure Education is in the forefront of our minds. Our Keiki Deserve to have a fair chance at succeeding in life and education is the key! As Nelson Mandela once said, "Education is the most powerful weapon to change the world." I sincerely ask you to not to shortchange our future.

Mahalo,

Jeremy Percich, Baldwin Complex, Maui

Sent from my iPhone

From: [Haley A. Ku'uiipo Bufil Agbayani](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Saturday, May 9, 2020 5:56:41 PM

To the Senate Committee on Ways & Means:

My name is Haley Agbayani and I am a 7-year teacher with the Hawai'i State Department of Education. I am currently a third grade teacher, but have also taught in grades K, 2, and 4. My first three years of teaching were done at Mountain View Elementary. I now work at Pahoia Elementary School (PES) and unless something comes up that forces me to transfer elsewhere, I am in it for the long haul at PES. I work amongst some of the most resilient students and colleagues in the Kea'au-Ka'u-Pahoia Complex Area, as we have endured and continue to persevere a multitude of life-changing and trauma-inducing events: Hurricane/Tropical Storm Iselle, lava flow 2014, Hurricane Lane, the Leilani lava flow of 2018, and now COVID-19. I am also a proud product of our public education system and graduate and alumni of Hilo High School, as well as a proud alumni of Prince Jonah Kuhio Kalaniana'ole Elementary and Intermediate School in Papa'ikou. I am submitting testimony in support of HB 2200, HD1.

I want to take this time to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

If pay cuts to education were to be implemented, it would only widen and deepen the negative implications of another mass exodus of educators and the anticipated negative affect on our keiki and future. We have already heard from many colleagues that were looking into making plans to move elsewhere with the April 2020 pay cut scare. Teachers close to retirement, the gems of our profession, would most likely consider early retirement. A 20% pay cut would decimate the livelihoods of many of us and many would have to leave Hawai'i in its entirety or find second or third jobs to survive here. These scenarios all lead to less experienced or even less qualified teachers, long-term/day-to-day substitute teachers, emergency hires, or vacancies. We need to consider the investment or disinvestment to society if a pay cut were to be incurred. According to HSTA, in the school year 2018-2019, "Hawai'i had a total of 1,029 emergency hires and vacancies..." ("Our Plan to End Hawaii's Teacher Shortage Crisis", 2019); let's not increase these already startling numbers.

Please consider other alternatives and move forward with HB 2200, HD1 so that we do not have to cut educator pay; don't cut us or our keiki short, furthermore, don't cut Hawai'i short by taking pay from those that stimulate the economy in the first place. Please guarantee that your investment in Hawai'i is unwavering and help to continue to support quality educators, fully supported keiki, and a hopeful and successful future society by providing us with a decent living wage, untouched by a 20% pay cut.

Me ka ha'aha'a,

Haley Agbayani, M. Ed.

Pahoa Elementary School, Grade 3 Teacher

7-year Hawai'i Public School Educator

Proud HSTA Member and School & Chapter Level Leader

--

Haley Ann Ku'uipo (Bufil) Agbayani, M.Ed.

808-315-0102, hakbufil@gmail.com, HC 1 Box 4069, Kea'au, HI 96749

- 3rd Grade, P-18, Pahoa Elementary School, Pahoa, Hawai'i
- SLL HSTA Grievance Representative, Pahoa Elementary School, 2019-2021

From: [Lauren Higa](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1
Date: Saturday, May 9, 2020 5:56:21 PM

Dear Chair Donovan Dela Cruz,

My name is, Lauren Higa, a grade 5 teachers from Waiakeawaena Elementary School in Hilo. I have been teaching since 2003 and am in that demographic where the pay raises that were possibly coming to us next school year could have made a tremendous impact in my life. I had been patiently waiting, I've gone through furlough Fridays, multiple curriculum changes, multiple administrative changes, and much more over the years. As teachers, we keep hoping that one day people will understand that teachers are important, not just for their own children but also for the growth of society.

I was blessed with attending Punahou School and we had always been taught this saying, "to whom much is given, much is expected". I was given the resources and privileges that the private school provided me. When I teach, that saying is what I always go to and remember the teachers that I had. However, the lack of funding and resources over the years to our public school educators has shown that when not much has been given, more is to be expected. We get told try to stretch out as much as you can, reuse old materials, be innovative but figure out on your own how to do that without costing the state any more money, figure out how to improve test scores and student growth without giving any PD courses for free or of any substance pertaining to classes we teach or can't travel because there is no money (especially for those on the neighbor islands). Having budget cuts towards teacher salaries will be again show teachers the lack of respect that we have been given throughout my years in DOE.

Every year, we are given \$500 for both first and second semesters, sometimes less. Did you know that HALF my purchase orders go to buying INK! That's right ink that is needed to print off copies necessary for teaching. The school doesn't give us ink for our computers, just the grade level computers needed for report cards to print. The other half is buying supplies to start the school or bulk resources I may need for teaching. Do you know that a quality pencil sharpener costs about \$60-80 and sometimes we have to go through 2 a year! Usually at the max I can purchase with school funds is 10-12 (pens, pencils, tablets, folders, basic supplies) items, because shipping is also included in the costs, and shipping sometimes can cost more when going to the neighbor islands. Because of these limits in school supply monies, I have been forced to spend my own money every year. Of the 17 years I have been teaching, I have spent over \$1,000 every year of my own money to buy supplies, rewards, resources, etc for my students. I have spent over \$17,000.00 of my own money to provide the best possible learning environment for my students to excel in and provide things for them that they do not have. Sometimes I am buying composition tablets, pens, pencils throughout the year because students can't afford to buy it. Budget cuts to teacher's salary will affect how teachers spend their own money to help others. Although, it isn't being asked of us to do, we will do it because it is for the kids.

I am lucky, I have a spouse that makes almost triple what I make. With over 17 years of teaching, I am still getting paid less than \$60,000 a year. I know that I am fortunate to have a husband that is still able to work. However, I know that my fellow teachers do not have that luxury. This pay cut would significantly affect those that have two parents or a single parent household that work in the DOE. Living on the neighbor island also comes with additional costs that residents of Oahu do not have to worry about. Electricity is higher, food and gas are more expensive, and health care is lacking. 4 years ago my daughter had to go to

specialists in Oahu because she had tumor, we had three specialists to see, multiple MRI's, and a surgery. None of this could be done in Hilo and we had to pay quite a bit after insurance. I also had medical problems this year that needed to be done in Oahu. With a pay cuts, many people, that aren't as fortunate as my family, would struggle. If anything should happen to them or a family member that needed to travel to Oahu, many may not be able to afford it or they would have to figure out different ways to pay their bills. Often times we think of the majority of teachers on Oahu, but those that live on neighbor islands often become an after thought. Many people forget that there is a lack of specialists on the neighbor islands and that flying over to Oahu, seeking treatment there, and (in some cases) housing to recover, can be quite costly.

Before the pandemic I was working on weekends and every night, planning or correcting work. I was building relationships with parents by sending out messages during the night, calling to talk about their child and how to help. Like so many others, I came into school on the weekends to try to get a head and plan. Most schools have been also asked to plan parent nights and open houses, which are after school hours. We plan on our own, not during school time cause we are teaching. May Day and extra-curricular, teachers do all of that. Every year we plan and come up with the dances for the students to perform. Field trips for scheduling buses, faxing PO's, contacting places to go, all of this outside of school or sometimes during our lunch. PTA nights are encouraged to facilitate strong community relationships with . All of this is done outside of school.

After the pandemic, I've been answering messages from parents from 6:00am to 9:00pm. We have been planning a whole new way for students to learn and making sure that it aligns to standards. I have virtual meetings with students to check-in and play games with. Is the work for teachers harder, definitely. Have we had to do it on our own without any help or guidance from those above us, yes. Are we spending hours online seeking information and resources for ourselves and parents, yes. Have we stopped working, no. Teachers are working a ridiculous amount of hours more than ever before. We do it cause we always say, "It's for the kids" or "the kids would lose out".

Teachers have been taken for granted, too many years we have watched those above us get pay raises. Yet, we make do with the limited funds we have because we are resourceful, but we shouldn't have to. DOE, BOE, and politicians all have said that they respect teachers and want to make sure that we keep them. A lesson I always stress to my students, "Actions speak louder than words". Whatever the choice you make, just know your actions will speak louder than words. You owe it to the teachers to do the right thing.

Sincerely,
Lauren Higa

From: [Kahanu Nguyen](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Saturday, May 9, 2020 5:56:14 PM

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020

10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Kahanu Nguyen. I am a 1st grade teacher at Waiakeawaena Elementary School in Hawaii District on the Island of Hawaii. I have taught for 14 years here in Hawaii. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, “We don’t want to have an additional negative effect on the economy that might make matters worse.”

As you know, cuts would devastate our already critical teaching shortage and will personally harm my family and the students I serve as well. More students would go without licensed teachers because pay cuts would drive senior teachers into early retirement. Students would be left with long-term subs and unqualified teachers if new and existing educators leave the profession. It would also make moving a necessary consideration if we can’t afford Hawaii’s high cost of living on a reduced salary, even at the risk of our own health!

Thank you for fighting to ensure that the coronavirus crisis does not result in lasting damage to Hawaii’s public education and our keiki. I passionately partner with you and my fellow educators for our future using alternative funding options that will benefit us all. Thank you for your support and in truly putting our keiki first!

Mahalo,

Kahanu Nguyen, Hawaii District, Island of Hawaii

From: [erin_noordhoff](#)
To: [WAM Testimony](#)
Cc: [Hawaii State Teachers Association](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Saturday, May 9, 2020 5:54:38 PM
Attachments: [hidoe+panorama-results SY2019-2020_Erin Williams.pdf](#)
[LOR Erin M Williams \(JMew\).pdf](#)

Aloha,

My name is Erin Williams and I am an International Baccalaureate Diploma Literature and ELA teacher for seniors and juniors at Kaiser High School. At the age of sixty, I am a thirty-nine-years veteran teacher--eighteen of those years with the HIDOE. If salaries are cut, I will need to leave the profession I so dearly love. I will be forced to go into early retirement; yet, I had hoped to teach for the HIDOE until the age of sixty-seven. I am attaching my Panorama Survey scores and a letter of recommendation recently written by my principal so that you may see the caliber of teaching I provide our students. I have been offered positions at private schools here on O'ahu and throughout the world but have stayed in our public schools because I believe that we are making a difference for our keiki.

Choosing to teach as a Hawai'i public school educator has cost me financially. When I moved permanently to O'ahu in 2002, I left a teaching position at a California public school for which I earned an annual salary of \$83 K; my salary for my teaching position I took that same year at Niu Valley Middle School was \$32 K. Currently, eighteen years later, I make \$70 K--still \$13 k less than what I earned in California nearly two decades ago. It is demeaning that we teachers barely scratch by on a salary that, even after eighteen years of service, does not match what teachers earn in California, and indeed, does not meet our state's cost-of-living.

I, like many other teachers here in Hawai'i barely made it through "Furlough Fridays", and those pay cuts negatively affected my pension and my ability to save for my daughter's education as well as my retirement.

My family relies on my income, and any pay cuts hurt us deeply. A 19% pay cut will devastate our lives.

This summer my family is relocating to the Big Island, and I will transfer from Kaiser High School, here on O'ahu, to Kealakehe High School in North Kona. I have accepted this position in which I will serve a very different role than where I now teach as I wanted to teach in an area, like Kealakehe where students are in greater need of experienced educators. When we made the decision to move, the HIDOE was in talks with HSTA to finally increase teacher pay to help meet the cost-of-living. Our hope for this increase factored into our decision to move.

Last Wednesday, I attended a virtual English department meeting with the teachers at Kealakehe High; one of the teachers announced that she was leaving--she cannot afford to live here. So, now in an area of great need, another teacher is departing

and more students will most likely be taught without licensed teachers-- because pay cuts will drive senior teachers like me into early retirement, and young teachers who cannot afford to live here now, will certainly not be able to stay if there are pay cuts. These at-risk students will be left with long-term subs and unqualified teachers because new and existing educators will leave the profession, unable to afford Hawaii's high cost of living on a reduced salary.

I humbly ask you to accept my support for House Bill 2200, HD1, relating to the state budget. Please maintain our salaries as they are so that we may serve the keiki of Hawai'i and still afford to live here (barely).

Mahalo nui loa,

Erin M. Williams
International Baccalaureate Educators Network Associate
IB Diploma/Hawai'i & Pacific Literature Instructor
Henry J. Kaiser High School
511 Lunalilo Home Road
Honolulu Hawai'i 96825
ewilliams@kaiserhs.k12.hi.us
808.395.1200 x2279

“What you do makes a difference, and you have to decide what kind of difference you want to make.” - Jane Goodall

From: [Tisha](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on ways and means, Monday, May 11 at 10:30 A.M.
Date: Saturday, May 9, 2020 5:52:34 PM

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

[MONDAY, MAY 11, 2020](#)

[10:30 a.m.](#)

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Tisha Nitta. I am a kindergarten teacher at Webling Elementary School in central district on O'ahu. I have been a teacher in Hawai'i for 17 years. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

With an already high cost of living, cutting our pay at any percentage would be detrimental. I have a family of 4 children, 1 is severely special needs and requires full time care. I have had to seriously consider other professional options to provide for my family's needs and the proposed pay cut option has only made this more of a reality. We already had to fill several positions at our school with year long substitutes which is not ideal for students. If more tenured teachers leave our keiki will really suffer the repercussions. Please consider these effects as you look at ways to meet budget shortfalls.

Mahalo,

Tisha Nitta, DOE teacher, Webling Elementary School

Sent from my iPhone

From: [Romeo Eleno](#)
To: [WAM Testimony](#)
Subject: Re: HB 2200, HD1 Relating to the State Budget
Date: Saturday, May 9, 2020 5:51:25 PM

Dear Chair Dela Cruz and members of the Ways and Means Committee:

My name is Romeo Eleno. I am a Health/PE teacher at Lanai High & Elementary School in Maui District on the Island of Lanai. I am submitting testimony in SUPPORT of HB 2200, HD1.

I want to take this time to say, "Mahalo" to the Legislature in finding ways to revise the state budget that will cover COVID-19 revenue losses without suggesting possible pay cuts or furloughs for our educators as well as all other government workers. Living on the Island of Lanai, we already struggle with trying to get basic necessities to the Island and community where we continue to pay the highest gas and food prices in the State of Hawaii.

In these hard economic times where people are getting sick and already losing jobs due to the pandemic, the last thing the state should do is cut pay from people that will be detrimental in helping to bring back the economy by supporting our businesses throughout Hawaii.

Our school has the highest percentage of unqualified teachers in the classroom and if pay cuts or furloughs are implemented, the education of the students on Lanai will continue to suffer even more. We need to keep qualified teachers in the classrooms as well as attracting teachers to an isolated Island that already harbors challenges in all aspects of getting ahead in life, especially the quality of education for the students.

I humbly ask you to work your diligence in finding alternative ways to help balance the state budget and appreciate all your hard-work and dedication to the people of Hawaii. Keep up the great work and stay safe out there.

Aloha,
Romeo Eleno, Maui District, Island of Lanai

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From: [kristy arakawa](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1
Date: Saturday, May 9, 2020 5:49:21 PM

Chair Dela Cruz and Members of the WAM Committee,

Thank you for taking the time to read my letter. I am pleading with you to not cut our budget or reduce teacher pay! I have been a DOE educator for over 14 years. I was born and raised in Hawaii and have no plans to leave, unless my salary is reduced. I have colleagues on the mainland who are beginning teachers (BT) who make more than I do. If our pay were to be reduced, veteran teachers will leave the profession at this most critical time of Hawaii teacher shortage. Currently, I am in charge of a 12 person department at my school and will start off the school year with projected three long term subs because the positions cannot be filled. Please do not do this to our keiki, our future! I know that everyone is financially suffering from this pandemic but it would be a wrong decision to cut teacher pay. We are almost front line workers with 13,000 strong who are needed everyday to empower and educate our youth!

Mahalo for your support!

Kristy Arakawa
Ilima Intermediate School
8th Grade Science Teacher

91-960 Iwikuamoo Street #1003
Ewa Beach, HI 96706
(808) 779-5294

From: [K Kumashiro](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Saturday, May 9, 2020 5:39:31 PM

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020

10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Keane Kumashiro. I am a teacher at Olomana School in the Windward District on Oahu. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

I personally know of teachers at my school who would leave the teaching profession if these pay cuts or furloughs happen. We all want the best for our keiki, but that can't happen if we can't keep our teachers. Pay cuts or furloughs would leave us without enough qualified teachers to fill our classrooms. Our students deserve better!

I have been teaching in public school for 26 years. In that time, teachers have already gone through a teacher strike and furloughs. This is on top of the lack of pay raises we need to keep up with inflation. Please help us by supporting public education and teachers!

Mahalo,

Keane Kumashiro, Windward District, Oahu

From: [Greta Martinez](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1
Date: Saturday, May 9, 2020 5:39:30 PM

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020

10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is **Greta Martinez Vides**. I am a teacher and librarian at **Kualapu'u Elementary Public Conversion Charter School** in **Maui District** on Moloka'i. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week,

“We don’t want to have an additional negative effect on the economy that might make matters worse.”

Last week our school staff had a zoom meeting where our school principal explained what the reality of budget cuts would look like and how it would affect our teachers and most importantly our students! Some of the things we would need to cut are: food being served to students will be cut on 2 out of 5 days; transportation for the kids to come to school will be cut on 2 of the 5 week days; new teachers already hired for next school year, that we needed so desperately this present school year, would need to be done away with. Class sizes this school year have been in the 30s for 3rd and 5th grade due to the lack of teachers. These class sizes will continue next school year if these teachers are not hired. One or two teaching positions will need to be cut.

Living expenses on Moloka'i are particularly very expensive, with gas prices at \$4.83 per gallon (after the newly reductions in price). Food is also very expensive, for example, one gallon of milk is almost \$8.00. If you purchase food for a family of 4 for a week you are looking at spending over \$200 at least. We cannot take these cuts

any longer, teachers will leave their profession to find jobs that are needed and with pays that are not cut.

Pay cuts will hurt students' education, teachers' morale and finances, and good education as a whole.

Please let's work hard to find ways to not cut teachers' salaries or state employees.

Mahalo,

Greta Martinez Vides

From: [Daniel Nieva](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Saturday, May 9, 2020 5:39:12 PM

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Daniel Nieva. I am a teacher at Momilani Elementary in Leeward District on O'ahu. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

I am a beginning teacher and have been working in the Department of Education for over ten years after graduating from high school. As it is, I've had to use student loans just to put myself through school. Due to the high cost of living here in Hawaii, teaching hasn't been able to always cover my bills and expenses, which is why I've had to also work two, sometimes even three jobs just to get by. I still can't get over that fact - a teacher with a four year degree in education, unable to pay for things like rent, groceries, utilities, etc. on just one salary. Having to resort to working other part-time jobs just to get by.

Of course, I knew that going into the education field, but I didn't mind because I enjoyed teaching and educating students. However, with news of pay cuts coming and with my part-time jobs being unavailable due to Covid-19, I fear I won't be able to last much longer under these conditions. I have relatives who work in various fields that don't have degrees who are earning as much or even more than me. How discouraging it is to hear about these pay cuts, especially during this time. I encourage and beseech you to please not let these pay cuts go through, not only for my sake, but for the thousands of educators and students who will no doubt suffer because of this decision. Without qualified educators and a good morale, students are the ones who are going to suffer. You may think, "Well if teachers really care about their students, then they should stay in the field, despite these cuts." But please remember, our love for our students can only go so far and at the end of the day, if teaching cannot pay our bills, then how can you expect us to continue teaching and educating our students when we can't take care of ourselves?

Mahalo,

Daniel Nieva, Leeward District, O'ahu

From: [Kristy Ku](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Saturday, May 9, 2020 5:38:27 PM

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020

10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Kristy Ku. I am a First Grade Teacher at Kohala Elementary School in North Kohala on Hawai'i Island. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

I am a new mother and the primary source of income for my family. My husband is a rancher who has also been devastated by the economic implications of the COVID-19 pandemic. It's difficult to accept that we will never be financially independent, but potential budget cuts would absolutely change the course of our 'Ohana. We cannot possibly survive with the rising costs of living in Hawai'i. I was already spread thin with using my personal income to supplement the pukas that we're left with on a daily basis in our classrooms, and I just don't know how we would do it if my limited income were decreased even further. My students would be the first to feel the impacts of any pay cuts. Please. I beg of you. Find another way.

Mahalo,

Kristy Ku
North Kohala
Hawai'i Island

Kristy Ku'uipo Ku

PO Box 190775
Hawi, HI 96719
808-345-8435

From: [Malamalama Ada](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Saturday, May 9, 2020 5:36:30 PM

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Malamalama Ada . I am a School Counselor at Pearl City High School in the Leeward District of Oahu. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, “We don’t want to have an additional negative effect on the economy that might make matters worse.”

Personally, these pay cuts will greatly impact my family. My husband and I are both educators in the DOE. We have two young children and our family of four cannot handle 40% (39.24% to be exact) of our income taken away from us. We are strong believers in living within our means and budgeting, but even so, losing 40% of our income would be devastating. We hoped to put our youngest child into preschool this coming year, but with the uncertainty of what our income could be, we are strongly considering holding off. It breaks my heart to even consider doing this because we value education and want the very best for our children; these pay cuts would prevent us from offering that to them. Furthermore we have already made plans to move in with my parents later this summer as a way to cut costs. It is not ideal, but we are trying our best to be proactive for whatever might happen.

Professionally I believe these pay cuts would do harm to our students. Hawaii already has difficulty filling its teaching positions with qualified teachers. This is my 5th year in the DOE and at Pearl City High School, we've had an increase in teacher turn over already, I can only imagine what the pay cuts would do. As a School Counselor, I've had to listen to both students and parents complain about vacancies, substitute teachers, long term subs, etc. It's clear that students want to learn and are completely aware of when they aren't. While I don't believe this to be a reflection of our school itself, it does tell me that we aren't able to provide our students with the best learning opportunities at this time; this is in part due to low wages. Again, if these pay cuts are approved, I can only imagine things getting worse.

I understand that something has to be done to balance out the budget shortfall, but cutting our salaries is not the best solution. Over the last 8 weeks I believe everyone with children at home have gained a new respect and appreciation for teachers, counselors, administrators and support staff. It is now clearer than ever that being an educator is not an easy job. Please do not make it even harder than it needs to be.

Mahalo,
Malamalama Ada
School Counselor, Pearl City High School

Leeward District, Oahu
Sent from my iPhone

From: [Jennifer Scelsa](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Saturday, May 9, 2020 5:35:47 PM

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Jennifer Hirokawa. I am a general education teacher at Ewa Elementary School in the Campbell/Kapolei district on O’ahu. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, “We don’t want to have an additional negative effect on the economy that might make matters worse.”

This type of pay cut would significantly hurt our Keiki here in Hawaii. You will lose a lot of highly qualified and dedicated teachers because they are no longer making a livable wage. This would also deter many from joining this profession. I personally am looking at other options for my profession because this is overshadowing the passion I have for teaching.

Mahalo,

Jennifer Hirokawa, Campbell/Kapolei District, O’ahu

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020

10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Susan K. Suzuki. I am a teacher at Konawaena Elementary School in the Kona District on the Island of Hawaii. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

I have been a Hawaii public school teacher for over 31 years and I am very concerned for the teaching profession and our students. The number of qualified teachers in our state is decreasing every year due to low salaries and the high cost of living. This is very unattractive to the younger generation of teachers since they cannot afford a home and pay back student loans. We have many outstanding teachers at Konawaena Elementary School, however, over the past 7 years we've had a high turnover rate and faculty consistency is not there for our students who are the future of Hawaii.

We desperately need your help. Mahalo!

Mrs. Susan K. Suzuki

Kona District, Hawaii

From: [Susan Frost](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Saturday, May 9, 2020 5:31:54 PM

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Susan Frost. I am a first grade teacher at Haiku Elementary School on the north shore of Maui. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

I am a single mother of two sons, ages 12 and 14. I am their sole provider. I currently live paycheck to paycheck because I pay for my home's mortgage all by myself (60% of my monthly paychecks), not to mention all our other bills and expenses. I do not receive child support. A 19% pay cut would be devastating to my family. I would no longer be able to afford to live on Maui and would have to apply for teaching jobs that pay better on the Mainland in areas with a lower cost of living.

I am a highly qualified teacher. I have been teaching for almost 20 years, with 14 of those years in the Hawaii Department of Education. The Department of Education invested countless hours of professional development in me over the years. If the state reduces my pay and I can no longer afford to live here, that investment will benefit the children in another state. It would break my heart to leave the keiki in Hawaii, but I must be able to provide my own children with a home and food to eat.

Mahalo,

Susan Frost, Maui, Haiku Elementary School

From: [robin.wong](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Saturday, May 9, 2020 5:29:42 PM

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020

10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Robin Wong and I am a freshman English teacher at Kauai High School on Kauai. I am submitting testimony in support of HB 2200, HD1.

My sincerest mahalo to the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

As an educator on this beautiful yet rural island, I see first-hand how Hawaii's teacher shortage and the number of unqualified teachers affects our keiki. I shudder to consider the long term ramifications of further discouraging people from entering the profession, sticking with it or qualified educators moving to Hawaii to support our schools.

I implore you to look for options to balance the budget that don't include pay cuts or furloughs for teachers. Our keiki is our future; let's not short change them when there are viable and favorable alternatives.

With appreciation,

Robin Wong

From: [Veronica Gray](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Saturday, May 9, 2020 5:29:24 PM

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020

10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Veronica Gray. I am a Student Services Coordinator at Haiku Elementary School in the Maui BKM Complex on Maui. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, “We don’t want to have an additional negative effect on the economy that might make matters worse.”

Pay cuts to education will not only impact educators, but our students as well. We have had to work much differently this last quarter, and as a result, much harder as we ensure our students have access to enrichment activities and stay connected, as much as possible, to their teachers and peers from a distance. Our educators are doing their very best to navigate personal and professional struggles during this time, and pay cuts will add on another layer of stress and economic difficulties. As a single, divorced mother of two and grandmother of two, I have already had decreased hours to my second job that helps me support myself and my family here on Maui. Please do not devastate our profession and students by making cuts to educators' pay.

Mahalo,

Veronica Gray

Maui BKM Complex

From: [Woody and Aviva](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means,
Date: Saturday, May 9, 2020 5:25:19 PM

To whom it may concern,

It is not evidence of clear or forward thinking to consider a reduction in pay for teachers.

Let us remind ourselves that:

1. When factoring COLA, Hawaii teachers are the at the bottom of the pay scale nationwide, when compared to the other states
2. We continue to run a teacher shortage which, if my figures are correct at the end of last school year, ran 10-12%
3. Reducing salaries will drive some of our older teachers into retirement, thereby adding to the teacher shortage
4. We have a large "Rainy Day Fund" which is there for exactly this kind of need
5. Immediately before the pandemic, we were in negotiations to address the above issues, especially the inappropriate lack of regular pay increases for older, more experienced teachers. Therefore such a move on the part of the government disproportionately affects our veteran teachers, the ones who have worked for years with a lack of proportional pay increases to match years of service. Needless to say, this unfairly takes advantage of those who are the backbone of our whole DOE.
6. As the public has sheltered-in-place, appreciation of teachers and the important role they play in our greater community has continued to increase exponentially. The evidence surrounds us from media reports, interviews of our parents and children, and public polls. Withdrawing financial support for the teacher corps runs counter to the will of the citizenry.

Respectfully submitted,

Woody Plaut, B.A., M.S., M.L.S., NBCT
Hawaii Teacher Standards Board, Licensed Teacher Leader
Library Media Specialist
Konawaena Middle School
Kealakekua, HI 96750
808-323-4566 xt 238 (library)

"What a school thinks about its library IS a measure of what it feels about education."

Harold Howe II, (1918-2002), former U.S. Commissioner of Education
Professor Emeritus of the Harvard Graduate School of Education

From: [Joseph Siofele](#)
To: [WAM Testimony](#)
Subject: TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEERE: HB 2200, HD1 RELATING TO THE STATE BUDGET MONDAY, MAY 11, 2020 10:30 a.m.
Date: Saturday, May 9, 2020 5:24:49 PM

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Joseph Siofele. I am a Teacher at Iao Intermediate in the Wailuku district on Maui. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

I have been at Iao School for 5 years, first as a Security Attendant, then as a Long Term Sub, and for the last 2 school years a Licensed Teacher. I have worked my way up from an SA and it was not cheap. I love what I do as the Behavior Improvement Class (BIC) teacher at Iao. Students are referred to my class by Administration for violating school rules. For me it's an opportunity to get to know the "Kolohe" students on a more intimate level and work with them on changing their way of thinking so their behaviors or actions that got them there don't keep occurring. As a Father of 4 and being the sole provider for my family, I work hard so that I can keep a roof over my loved ones head. I also work other part time jobs to supplement my already low pay as a DOE Teacher. Teachers around our State struggle the same way I do and have to work multiple jobs just to get by. I urge and pray that as leaders of our great State, you find a way to deal with our financial strains due to this pandemic. That is why I am writing in support of this HB 2200, HD1. Teachers do not deserve and cannot afford a pay cut. Since hearing of this back in April from our Governor, I have been thinking of other professions that I could get into if our salaries were to be reduced. Myself and I am sure others around our state have been thinking the same as well. We already have a shortage of teachers in Hawai'i, a pay cut would only make that number increase tremendously.

Mahalo,

Joseph Siofele

BIC Teacher

Ph# 808-727-5212



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From: miyazono@hawaii.rr.com
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Saturday, May 9, 2020 5:21:17 PM

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

[MONDAY, MAY 11, 2020](#)

[10:30 a.m.](#)

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Kristen Miyazono. I am a Teacher at Waiakea Intermediate School in the Hawaii District on the Big Island. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, “We don’t want to have an additional negative effect on the economy that might make matters worse”.

If we receive a 20% pay cut, this will affect both my husband and I, and it will amount to a 40% pay cut for my household. I do have a mortgage and a child, and this will put an additional strain on my finances. I am also concerned about the current teacher shortage and I have colleagues who will be retiring early so their retirement pay does not get affected by the pay cut. This will increase our already overcrowded classrooms and also result in having under qualified substitutes in the classrooms. We need to foster our children’s education because they are the future of Hawaii, and by having multiple long term substitutes in our classrooms, the instruction and curriculum will be lacking.

Thank you for considering this testimony and thank you for your support for quality education in Hawaii.

Mahalo,

Kristen Miyazono

From: [Kristen Kimura](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Saturday, May 9, 2020 5:17:19 PM

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020

10:30 a.m.

Chair Deal Cruz and member of the Ways and Means Committee:

My name is Kristen Kimura. I am a teacher at Washington Middle School in the Honolulu District on Oahu. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

I have heard in the news that there might be alternate options for the governor to take besides cutting teachers' pay. I feel that now more than ever, the public has seen exactly how much impact that teachers make on their students. We are not only teaching them content, but we are considered a safe place for them to find someone who will care for them. I feel that our role as educators is being taken advantage of because teachers will find a way to reach out and provide support for their students whether or not we are in the classroom and whether or not we are getting paid.

I am a single mother of two small children and the decrease in pay would affect my ability to care for my children. I heard that many teachers are considering retiring or relocation which means there will be larger class sizes which would put the health of the remaining teachers at stake. It will already be a challenge to figure out a new normal without having more qualified teachers lost. This will also affect the health of our students and their families.

Mahalo for your consideration,

Kristen Kimura
Honolulu
Oahu

From: [Cindy Kawamura](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Saturday, May 9, 2020 5:16:09 PM

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020

10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Cindy Kawamura. I am an Outreach Social Studies teacher at Pearl City High School in the Leeward District on Oahu I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, “We don’t want to have an additional negative effect on the economy that might make matters worse.”

I have been teaching for over 24 years. Teachers are ALWAYS the first to make sacrifices. We have taken financial hits from our teachers' strike to furlough Fridays. I fear that many will not recover financially from any upcoming pay cut. Over the last 20+ years I have seen colleagues leave, by cutting pay you will see an exodus of qualified teachers. Colleagues that are still working, but eligible to retire, WILL retire. The state is already short a 1,000 qualified teachers, imagine what it will be after pay cuts. Hawaii's education system will NOT recover. Our children have already lost learning due to this pandemic, please do not take more from them.

Mahalo,

Cindy Kawamura, Leeward District, Oahu

From: [Angelita Iaea](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Saturday, May 9, 2020 5:13:31 PM

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020

10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is **Angie Iaea** I am a **School Counselor** at **Mililani Waena Elementary School** in **Central District** on **Oahu** I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, “We don’t want to have an additional negative effect on the economy that might make matters worse.”

I have been a school counselor for Mililani Waena Elementary for 23 years and have experienced the traumatic consequences of the teachers union strike in 2001 which lead to further loss of income through furloughs. We have yet to make up for this loss in pay increase contractually. Some of the best seasoned teachers retired as a result of the strike which devastated the school system. I also saw how teachers left into another profession or to the mainland seeking a better paying position. I believe a drastic pay cut this time around will have an even more detrimental effect on the school system due to the circumstances of what COVID-19 has caused in all aspects of everyone's lives. The effects will result in the following:

- Seasoned teachers who are close to retirement years will end up retiring
- Certificated teachers who are in the first 5 years of teaching will be leaving to better paying positions within the private sector or mainland where the cost of living is affordable; or leaving the education profession all-together
- Many teachers, counselors, librarians will need to supplement their income

by finding a second job which will negatively impact the **non instructional VOLUNTARY time beyond the normal work hours** to develop, prepare and revise academic plans (many with possible emotional/behavioral supports for students.) However, we need to continue this **unacknowledged** dedication to plan MORE THAN WE"VE EVER NEEDED during this unprecedented time

- With a disruption in teachers leaving, reshuffling and possible transferring of teachers within the school system, simply said, a school will be already at a disadvantage having to re-establish what was already working on top of "CREATING AS WE GO" TO ADDRESS THE NEW CONCERNS OF SOCIAL DISTANCING and ever-changing effects of COVID-19
- A loss of time away from working in school as a result of furloughs will take away **valuable teaching and classroom instruction**

I cannot express enough in words or a testimony how students will be the most impacted by pay cuts which may result in the above occurring and affect the following areas effectively being addressed:

- The unavoidable consequences of COVID-19 which will require experienced and returning teachers, counselors, and librarians along with other staff members to assure that every child flourishes and succeeds to his/her fullest potential within a school system that needs to now practice social distancing.
- **There is a loss of momentum due to the interruption of a traditional school schedule/system for ALL students who NOW need to adjust academically, emotionally, behaviorally, and socially into their school coming back from enrichment instruction at home with the teachers and school staff that they have developed a relationship with.**
- **Furloughs will take away valuable teaching and classroom instruction for all students.**

We have to be there with a sound mind for our students without the underlying stress and worries of not having enough income for ourselves and family.

Thank you for taking the time to read through my testimony.

Mahalo,

Angie Iaea, School Counselor, Central District, Oahu

From: [Renee O'Brien](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Saturday, May 9, 2020 5:12:47 PM

Chair Dela Cruz and members of the Ways and Means Committee:

My name Renee O'Brien. I am a Special Education Teacher at Lihikai Elementary in BKM Complex on Maui. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse.

I am a special education teacher, single mom of 2 wonderful daughters (ages 9 and 14 years old) on Maui. I love my students and my job!

I know that cutting teacher pay will NOT help our students, teachers, and teacher recruitment and that's why I support HB 2200, HD1.

I spent this school year doing the job of 2 full time special education teachers because our school was short 2 special education teachers. All the while I was still working my 2 other jobs in order to pay rent, bills, student loans, and food. This is not acceptable! All students deserve an equitable and quality education. Balancing the state budget on the backs of educators (who already work 2-3 extra jobs) is NOT the way to encourage teachers to stay in their jobs nor does it encourage others to become teachers or apply for teaching jobs.

Our students deserve the very best! Please take the time to use the other resources that are available to balance the state budget with this bill. Your educators have been working tirelessly to keep the learning going for our students during these unprecedented times. We have been supporting our families and students throughout this time and will continue to do so while putting our own anxieties, fears, and families on the back burner.

Please help us continue to help our students and their families by providing educators with the confidence that we will not have to endure any pay cut.

Mahalo,

Renee O'Brien
Special Education Teacher
Lihikai Elementary
BKM Complex Maui

Sent from my iPhone

From: [Jennifer Grant](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Saturday, May 9, 2020 5:10:22 PM

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

[MONDAY, MAY 11, 2020](#)

[10:30 a.m.](#)

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Jennifer Grant. I am a Social Studies teacher at Farrington High School in Honolulu District on Oahu. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, “We don’t want to have an additional negative effect on the economy that might make matters worse.”

On a personal level, these proposed pay cuts and/or furloughs would hurt my family immensely. My husband and I are both teachers in the DOE. Cutting our pay or furloughing us would really affect our month to month living as both of us would be affected. I already have a second job to make ends meet. To cut or furlough us would only make matters worse. We have felt extremely lucky to have jobs at this time and have been trying to support local businesses as much as we can. If our pay was drastically cut there is no way we could do that anymore. I think this would be a bigger hit on the economy because people like us wouldn’t be able to support local businesses because we would be scrambling to pay our mortgage.

On a professional level, this would drastically affect the teacher shortage we have even more. I think many teachers would retire and or move to a more affordable place to counteract the cuts. This would mean that our teacher shortage would increase and the schools would have to resort to hiring long

term subs. As it is, there are many long term subs each year at my school. While these subs try their best, the fact is, they are just not highly qualified to teach content effectively to the students. I teach 10th grade U.S. History and can tell the difference when they leave 9th with a qualified history teacher vs. a long term sub. It is a huge disservice to our keiki. As a parent of two elementary school kids, I hate to think of them being with a long term sub in the critical years of learning. Our state ranks low in education as is, this would only make this worse! I really think there has to be other ways to balance the budget then on the backs of the teachers (and other state workers).

Mahalo,

Jennifer Grant , Honolulu District, Oahu

Sent from my iPhone

From: [Melanie Sakai](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Saturday, May 9, 2020 5:09:32 PM

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Melanie Sakai. I am an Autism Consultant Teacher in the Windward District on Oahu. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

I started off as a Special Education Teacher and now work in schools to help students with autism. I work closely with general education and special education teachers in various schools and I see how hard they work. I also know the difficulties and hardships that our students will face if quality teachers are not in our school system. I have seen first hand the detriment of having unqualified teachers in special education positions or teachers that are constantly changing. The effects on our students with autism is quite significant. Teachers need to feel valued and supported. Having their pay reduced is not the way to show support for all that they do. Students, especially those with intensive needs, deserve to have a quality education from qualified teachers. I strongly believe that we hold the future of these children in our hands and we should put a high value on that. Thank you very much for your time and consideration. Your job is not an easy one either and I would like to express my appreciation for all that you do for us.

Sincerely,

Melanie Sakai, Windward District, Oahu

From: [Christina Hu](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Saturday, May 9, 2020 5:00:14 PM

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020

10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Christina Tagal. I am a counselor at Waipahu High School on Oahu. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

I was lucky to get a job at Waipahu High School ten years ago. I was hired during "Furlough Fridays" and for the next few years, my pay was frozen. I did not see a pay increase and remember my paycheck was barely \$1000. I spent 4 years in college in the mainland and 2 years working for my master's degree because I wanted to make a difference in the lives of my students. I often think about how my paycheck then, and now, is a clear statement on how our state feels about our public school teachers. I was highly educated and motivated, but felt no support from the state. We are undervalued.

The countless hours spent worrying about our students, planning for them, reaching out to them and their families during this pandemic has been clouded by the news that my job is not valued. I have been using my own resources at home to continue working for my students. I work with English Learners and Special Education students. I work with teachers who care so much about them that we are often texting into the night about how we can figure out how to help them. Our students deserve teachers who can focus on them instead of

worrying about our paycheck. If we care about our state, we should be focusing on our students. If you reduce teacher pay, I know teachers will leave. We can't be satisfied with long term substitute teachers and turnover every year. When will education come first?

After ten years doing a job that I love, I am faced with the fact that I will go back to being paid barely enough to pay my mortgage and support my three children? I did not enter this profession with the thought that I would be rich. I entered it because I felt called to support students. I never thought I would have to worry about not being able to support my own family. Please consider that the future of our state depends on how we prepare our students. In turn, it depends on how we great our teachers. They deserve good teachers who are treated like they are valued. Thank you for your time.

Mahalo,

Christina Tagal, Leeward District, Oahu

From: [Jenna N](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Saturday, May 9, 2020 4:57:15 PM

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Jenna N. I am a 4th Grade teacher at Chiefess Kapiolani Elementary School in the Hilo/Waiakea District on Hawai'i Island. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

My fiancé and I just recently purchased our first home. We saved enough for a down payment and we both are state workers. We are able to finally fulfill a life long goal of being able to have our own place where we can start our own family. If educators and others in the state get any type of pay cut we won't be able to afford our mortgage and living expenses. We'd be forced to make drastic decisions about how to pay not only our monthly mortgage, which in the first 10 years are the highest in a 30 year mortgage loan, but also basic utilities and eventually expenses for our future children. Pay cuts have a long term effect on everyone.

I have been an educator for 14 years. I worked during the years of furloughs that were implemented and those years were difficult as I had to pay rent, utilities, student college loans and pay for graduate school. I also had to pay for expenses to commute to graduate school on the other side of the island. Those years were tough in a sense of living paycheck to paycheck, never seeming to have enough to even save. Furloughs also hurt the students' education and our schools the most. Since there were pay cuts the so called "Fluff," as some sadly call it, (arts, field trips, May Days, etc.) were cut out, and the whole well rounded education all children should be receiving was detrimental. The children lost out on at least a month of learning time, and then were forced to focus only on reading and math. Their social emotional health was put on the back burner. If we want our students to succeed we need to be able to afford all parts of the curriculum, including teacher pay and funding for the arts, field trips, etc., so that we have complex thinkers who are effective communicators, quality producers, self directed learners, effective and ethical users of technology, and community contributors. Students cannot achieve the general learner outcomes, which are lifelong skills they will need in the future, if they do not have qualified teachers or curriculum.

Our school is also proposing to cut the PE and art teacher positions, and possibly the library position, as well as not fund Artists in the Schools, because our budget will not have enough money for them next year and "time". Imagine, our school with no

qualified PE teacher, art teacher or librarian. PE will be left up to each individual teacher, and there will probably be no consistent weekly PE if we are going to be forced to focus only on reading and math. Students will not learn how to utilize the library as a resource or research reliable resources, or be exposed to a vast variety of reading material, that is not electronic. Students will not be able to attend field trips, have special celebrations, etc., which enhances all subjects, general learner outcomes, and their social emotional health.

Please consider other means to fill the budget shortfall and not take it out of teachers' pay or other state workers.

Mahalo,
Jenna N, Hilo/Waiakea, Hawai'i Island

From: [Justin Allen](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Saturday, May 9, 2020 4:53:22 PM

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Justin Allen and my wife and I are both teachers on the island of Maui. I teach mathematics at Maui High School and my wife teaches first grade at Kahului Elementary School. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

The following is my testimony:

"This too shall pass." We are all affected by the COVID 19 pandemic. Some are affected emotionally, financially, spiritually, or all three ways... maybe even in more ways. I understand how our economy has been affected due to the closures and lack of tourism. However, as a high school mathematics teacher, who lives by a budget, I understand how a 19.67% salary cut could DEVASTATE all of our TEACHERS. My wife is an elementary teacher as well. We moved here in 2018 right out of college to become teachers here in Maui. We have since bought a house and had a child in Maui. We love our students, community, and our growing 'ohana here in Maui. However, a pay cut of any sort would kill our budget and make living in Maui nearly impossible. We had to refinance our house, pursue our master's degree, and cut back our monthly budget just to manage to afford to have one child here on Maui. Anywhere else in the United States, professionals such as teachers are paid and respected as such the professionals we are. However, during this crisis we talk about cutting the salaries of first responders, teachers, and other vital government employees? Is this a joke? What certainly won't be a joke is how there is already a 1,000 certified teacher shortage in Hawai'i and there will be a much larger teacher shortage if there is any pay cut that goes out to teachers. Let me be clear, if a 20% salary cut happens to teachers, my wife and I will be forced to move back to the mainland. We are both licensed and certified teachers. We have experienced this pandemic for close to two (2) months and we are talking about a salary cut of 20% for up to 3-4 years? Again, nonsensical and unfathomable. I encourage you to borrow from the federal government, use our rainy day fund, increase our sales tax by 1-2%, anything other than salary cuts. "This too shall pass." Do not reduce teachers' salaries!

Sincerely,
Justin Allen
Secondary Mathematics Teacher
Maui High School

From: [Lyndsey Higa](#)
To: [WAM Testimony](#)
Cc: [Sen. Maile Shimabukuro](#); [Rep. Cedric Gates](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means
Date: Saturday, May 9, 2020 4:48:21 PM
Attachments: [Teacher Pay CUT Testimony.pdf](#)

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Lyndsey Higa. I have been a classroom teacher over the years at Waianae Intermediate and High School, a counselor working with high risk students at Makaha Elementary School and a resource teacher, all combined for thirty years plus years and I am still servicing Leeward Schools through School Based Behavioral Health for the Leeward District on Oahu. Needless to say, this was my year to retire. I may need to reconsider. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

The populations we serve today, are already in crises, particularly on the Leeward Coast, families are always hit the hardest. My family has been working hard during this period in the front lines serving food and supplies through the Waianae Coast Comprehensive Health program guided by my daughter. This period has been devastating already for our teachers who fund students with school supplies, food and other items due to the economic hardships. For many of these families, there is nowhere else to turn because they lack resources of all kinds including networks of supports and healthy family connections. Teachers are there for them everyday, all day. They are often their life support. COVID 19 is devastating to the front-line people who actually risk themselves to serve students and families.

I have seen these trends come and go with the economy and rarely are front line people cared for. I, personally, have taken students and families to appointments, gathered food and supplies in addition to home and community servicing to support Waianae families over the years and never asked for compensation. It is now the right thing to do to protect teachers, nurses, and safety officers who have done and do the hard work that few will.

As it is, teachers are amongst the lowest salaried in the nation. We struggle with mortgages and family expenses while giving to others. A pay cut will mean for many of us that we must push back on necessary expenses, especially mortgages. These types of debts are never fully recovered. In fact, the recession of 2008 has never fully recovered for many of us. Please take care of people first.

Aloha and Mahalo,

Lyndsey Higa

School Based Behavioral Health

Leeward District Office

Oahu

From: [Melissa Padilla](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Saturday, May 9, 2020 4:46:18 PM

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE
RE: HB 2200, HD1 RELATING TO THE STATE BUDGET
MONDAY, MAY 11, 2020
10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Melissa A. Padilla. I am a teacher at James Campbell High School in Leeward District on Oahu. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, “We don’t want to have an additional negative effect on the economy that might make matters worse.”

As a 28-year veteran teacher of HIDOE, I've seen the toll our salaries have had on fellow teachers and their families over the years. In particular the recession of a decade ago that led to furloughs and DLWOP by previous administrations. We sacrificed much during that period, and many of us do not feel that we've completely recovered, nor have we yet been fairly compensated.

Because of these financial challenges, I know teachers who worked a second or third job to earn enough income to support their families and live in Hawaii. Unfortunately, I've witnessed English teachers from James Campbell High School leave the islands for better opportunities on the U.S. continent either before the school year starts or at the end of the first semester.

This means that students sitting in my English classes may have had an emergency hire teacher or a long term substitute teacher for weeks or months. The results of this disruption are catching students up to grade level standards with their language arts skills in reading and writing as well as the students' preparedness for college or career opportunities. Now with COVID-19, I fear our prolonged Distance Learning (with little preparation & cobbled support) these past weeks will be challenges students and educators will continue to face when we begin the next school year in July 2020.

A suggested 20% pay reduction now would be devastating to our already vulnerable teacher shortage in Hawaii. Veteran teachers, I know, have already turned to private schools as another employment option or they contemplate retirement. What of the teachers entering the profession? Will they be able to support themselves and their families with this possible steep reduction in pay? Our teacher shortage is critical now. What will happen if teacher salaries drop significantly below the national average? Who then would apply to fill the vacancies in our public schools?

We, public school teachers, are grateful to the Legislature for considering ways to revise the state budget without the specters of furloughs or DLWOP. We can learn from our past, and use that information to make better informed choices to help our State's overall economy rebound.

Mahalo,
Melissa A. Padilla
National Board Certified Teacher
AP English and Art History Teacher
James Campbell High School
Leeward District
Oahu

~*~*~ Noblesse Oblige ~*~*~

From: [Henry](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Saturday, May 9, 2020 4:45:04 PM

My name is **Henry Wong** I am a SPED teacher at **Alvah Scott Elem.** in Aiea District on **Oahu**. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse.

Teachers in Hawaii are already paid less than their counterparts in the mainland and the cost of living here compounds the difficulties. I have been a SPED teacher for 12 years and year after year I witness teachers leave the profession while less and less are willing to become a teacher, especially SPED teacher. I urge the Ways and Means Committee to find an alternative to cutting pay as this will further harm teacher shortages and retention.

Mahalo,

Henry Wong

Aiea District , Oahu

Sent from my iPhone

From: [K.Ramos](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Saturday, May 9, 2020 4:40:32 PM

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Alfred Ramos Jr. I am a teacher at Salt Lake Elementary school in Central district on Oahu. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

As an educator who was effected heavily with furloughs during the Lingle Administration years back, I am one not looking forward ever, going through those years again.

It made a huge impact in pay reduction causing me to find another job to make up for the lost, just to make ends meet (e.g. utilities, mortgage, gas, food, etc....3 kids!).

I am the 'bread winner in the family who also cares for my 76 year old mom. My wife makes only 1/3 of what I make, so we are just squeezing by. During this Covid19 crisis, I have been teaching/work from home, making sure our three kids (9, 10, & 12) stay focused on their school work, making their meals throughout the day also for mom, all while my wife continues her job elsewhere. Very, challenging.

I understand the situation of loss funds this crisis has caused having Governor

I'd like to consider a 20% paycut or furlough or what not of us teachers. I understand the option, yet I feel like 'here we go again. To me, teachers are 'expendible in the eyes of our Hawaii leaders and I am saddened, yet not surprised. I carry the same feeling from the past, not forgetting what we suffered and know, it could always happen again. And here we are:(.

I chose my teaching profession because I love what I do (at the elementary level), I give it my best everyday going home daily knowing that I did and happy to see my family never regretting my workout output, fighting at times needed to because I believe in providing the best opportunities for our students (and my kids and their classmates), and I am finally at my mid-career making a 'starting salary of that to a beginner teacher in the state of California:(.

I have run out of fight at this point. Demoralized, knowing that teachers (being a Physical Education teacher also), are always viewed as being at the 'bottom of the totem pole. Students lose teachers who are influential, role models, supportive individuals who help them somewhere along their life path. Now I understand why teachers leave or so in this profession, demoralized. I know we stand for something in the eyes of our students (and some parents), but I don't think we stand for something in the eyes of our leaders I Hawaii.

I best be looking for another job or yet another career (has rendered in my mind since the first furlough). Thank you for reminding me of furloughs again and reinforcing the fact that a teaching profession is simply, not, that, respectable (e.g. years of higher education and Master's level).

Mahalo,

Alfred Ramos Jr., Central, Oahu

From: [Martinez, Arnold](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Saturday, May 9, 2020 4:38:40 PM

Chair Donavan Dela Cruz

My name is Arnold Martinez. I am a National Board Certified teacher at Kalakaua Middle School in the Central District on Oahu. I am submitting testimony regarding the possible teacher pay reduction.

In 2003 I moved here from the state of California. I had served as a licence teacher in CA for seven years prior to moving here to Honolulu. At that time I took a significant pay reduction as a teacher to come to this great state and help impact the lives of amazing children here in Hawaii. I, like many other teachers (from here or transplanted here) have struggled financially for many years. I now have 17 years of service teaching the children of Hawaii in the DOE. I have not recovered from the pay reductions during the state's economic downturn of 2009 and currently I still pay student loans. My wife and I have two children, one a freshman in high school and the other freshmen in College in the mainland at the University of Washington. I currently work two additional part time jobs and live paycheck to paycheck. I work all hours of the day and weekends to prepare lessons and grade assessments. My wife also has a full time career and two additional part time jobs just so we can make ends meet.

As a teacher who encourages secondary education to my students as the means towards a financially stable life, raising a family here in Hawaii I am well aware that this is not always the case. I earned my Bachelor's degree from the University of California at Berkeley, I then continued on to graduate school earning my Masters degree and a teaching license in secondary education. I also continued to seek professional development earning my National Board Certification. I believe in education and have worked at my own training in order to be a highly qualified teacher and provide my students with the best I can give. That said, my training was very costly and working here in Hawaii as a teacher has put me at a financial disadvantage. The teacher pay scale here is not sufficient, I am still paying my own student loans that I needed to gain and enhance my teacher training. At the same time I am now paying for out of state tuition and student loans for my own child in College. Unfortunately, because of this, my wife and I are now exploring relocation to the mainland for improved employment opportunities. We currently have potential employment opportunities lined up and If there is a reduction in teacher pay, It would force us to accept them. Also, pay cuts will also cause many other teachers to move away from Hawaii and seek employment elsewhere. Balancing the state budget on the back of our teachers is the wrong approach. This would cause more students to go without licensed teachers because pay cuts would drive senior teachers into early retirement. It would also cause highly qualified teachers to leave Hawaii as well. Subsequently, students would be left with long-term subs and unqualified teachers if new and existing educators leave the profession, teachers who are unable to afford Hawaii's high cost of living on a regular and /or reduced salary.

The Governor has stated he is researching alternate means to stabilize the state budget without teacher pay reductions. We need your help, please help us and help the students of Hawaii public schools by not considering teacher pay reductions.

Mahalo

Arnold Martinez

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From: [Kristina Mekdeci](#)
To: [WAM Testimony](#)
Subject: Do not cut teacher pay
Date: Saturday, May 9, 2020 4:38:33 PM

My name is Kristina Mekdeci. I've been a teacher since 2010 in Hawaii and I started teaching in 1999 in Florida.

There is simply there's no reason to cut teachers paid. It is clear the state does have enough money in other funds, plus a 1\$ billion saved in rainy day funds to avoid such things. It is definitely raining, one might say it's flooding! I did not include the 15 other ways to budget the finances of Hawaii without a %20 pay cut for State Workers which I received informaiton on.

For myself, I have barely received the 4 year contracted 12% raise for 'cost-of-living' so the talk of a 20% pay cut would make it impossible for me to survive here. It would reduce my salary back to when I first started teaching in the Hawaii, six years ago. That includes all the hours and money I put into professional developments courses to be a better teacher for your keiki.

I will never be able to recover from the proposed 20% pay cut because that equals \$13,000 yearly from my salary. I did my budget last night and right now I am paycheck to paycheck with no money to save because of the very high cost of living here on the islands. A \$13,000 pay cut would force me to consider moving back home to live with my family and at 48 that is not good.

There are simple solutions to solve this problem. One is to increase the .025% sales property tax to 1%. No one will complain because anyone who can afford a half \$1 million home or condo on the island is not going to be upset with a 1% property sales tax.

The next thing is to raise the 4.5% sales tax to 5%. Again no one's going to complain about a half a percentage sales tax and with the amount of tourists that come to the island those funds from taxes will increase rapidly. These minor tax increases will make more than enough money to cover teachers raises now and for the future, plus take care of all other state workers. In less than 3 years the State of Hawaii will finally be able pay back any of the money the state needed to borrow to cover our poorly

budgeted financial crisis and enough money to replenish the rainy day fund.

Ultimately it's your choice however you know if you cut 20% of teachers pay there will be an exodus of teachers leaving the island in droves. You will have overcrowded classes, lower test scores, and many teachers who will simply leave the the teaching profession permanently. You'll have many teachers retiring early and dipping into their pension funds. The state will be considered the worst state to work in. This is really a bad thing considering the staggering numbers of teacher shortages in Hawaii.

Perhaps the political leaders of Hawaii don't see this or maybe they do, but this will create "trickle down affect " negatively impacting the tourism industry. If people who live and work here cannot put their kids in good education and there are not enough state workers such as teachers, nurses, firemen, police officers, park workers and more to take care of the island, the tourist will no longer find this a safe or desirable place to visit. Remember it is the teachers who are educating all the employees here, including those who work in the tourism industry.

So my question is this who do you care more about? The big business? The millionaires who buy vacation homes on the island? The corporations that come & bribe out other smaller businesses so they can develop million dollar homes Wailea? The corporations who own the land which could be producing food but only wild grass grows? The Chemical/Agriculture companies who poison the 'aina?' These are not the identities which make Hawaii a destination vacation location, rather these are what I call the 'wealthy parasites' using the islands of Hawaii for financial gain.

OR

Will you help the community of state workers who actually make Hawaii the vacation destination it is today? Think about it.....

Remember when the time has come to leave this planet each of you will have to review your life choices be them good or bad.

Now is the opportunity to make good choices for the people, this community and I promise you these GOOD CHOICES will exponentially financially, spiritually and emotionally reward each of you in ways you can hardly even imagine. Making the right decision NOW during these time will absolutely make you look like the hero! Use the rainy day fund, borrow the money, increase the taxes and all the problems are solved in less than three years. Sure, I'm only a teacher

but common sense tells me this is the easiest solution.

Mahalo,

Kristina Mekdeci

From: [Janine Esposito](#)
To: [WAM Testimony](#)
Date: Saturday, May 9, 2020 4:37:29 PM

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020

10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Janine Esposito. I am a Special Education Teacher at Wilcox Elementary School in Kauai District on Kauai. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

Being a teacher, I have been fortunate to continue to work through our State's Stay-at-Home Order. Unfortunately, my husband, a construction worker, has been unable to work. The weight of financially supporting my family fell solely on my shoulders until he could sign up and receive unemployment benefits. While this keeps us afloat for now, a 20% reduction in my salary will greatly affect my family. Unemployment does not compare to my husband's regular salary. Also, until the economy recovers, he may not even have jobs available once he's able to go back to work. This also impacts our ability to continue to prepare for our future, including retirement and our son going off to college in a year.

I am not alone when it comes to this hardship. This creates a very stressful situation. With less jobs available, teachers won't be able to find second or third jobs to supplement their income. This causes more stress to what looks to be a challenging upcoming school year. I feel this may cause more teacher burnout and, I believe more teachers will leave teaching. We were already

addressing a teacher shortage and this will add to the problem. Experienced teachers may also retire early. Less qualified teachers lead to larger class sizes which is not conducive to learning. Students may already be dealing with stressful home lives, school should be a safe environment where students can have stability so they can be able to learn. Teachers are a big part that safe environment, and we too need to feel safe to help create it.

Mahalo,

Janine Esposito, Kauai District, Kauai

From: [Piikea Kalakau](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Saturday, May 9, 2020 4:36:10 PM

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020

10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Piikea Kalakau-Baarde. I am a resource teacher in the Nanakuli-Wai'anae Complex Area. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

Being a teacher has been the most fulfilling job I have ever had. I love working with teachers, students and families on the Leeward coast. I cannot continue to be an educator if we are paid any less and treated poorly year after year. As educators of the next generation of Hawai'i's leaders, we deserve better. Every year of employment with the DOE, I have been offered jobs in other sectors of local business where I can make twice as much and work less. Other sectors here and on the continent (including major national businesses) have told me that they love hiring teachers because of their leadership and versatility as employees. Year after year, I return to teaching because of our keiki. Please show them that you value public education & support our teachers and school staff.

Mahalo,

Piikea Kalakau-Baarde

Sent from my iPhone

From: [Maha Smith](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Saturday, May 9, 2020 4:32:12 PM

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Maha Weeks I am a teacher at Leileihua High School in Central District on Oahu. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, “We don’t want to have an additional negative effect on the economy that might make matters worse.”

I am deeply concerned about haircuts and furloughs under discussion for teachers. My husband and I barely able to pay our mortgage and support our children here on Oahu. I am a teacher and he is a mechanic, both good professions but we barely scrape by as things are. I am deeply concerned that our pay is reduced to look for a second job in order to meet our demands. If I could figure out a way to leave education, in order to support my family, I will have to do that. We are considering relocating to Boise, we’re pay is cheaper but the cost of living is immensely cheaper. If we do that afraid High School will not be able to replace their ceramic and metal working teacher easily, and this opportunity for students to explore art will be lost to future high school students there. This is the best job I’ve ever had and I would like to stay here and continue to work for our students on Oahu.

Mahalo for your consideration,

Maha Weeks

[Sent from Yahoo Mail for iPhone](#)

From: [Erin Masek](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m
Date: Saturday, May 9, 2020 4:31:31 PM

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

[MONDAY, MAY 11, 2020](#)

[10:30 a.m.](#)

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Erin Masek. I am a 3rd grade teacher at Princess Nahi'ena'ena Elementary School in the Hana-Lahainaluna-Lana'i-Moloka'i Complex Area on the island of Maui. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

During the 2018-2019 school year, HawaiiUSA Federal Credit Union and The National Milken Educators of Hawai'i recognized me as the Teacher of Promise for my Complex Area. I pour my heart, my soul, my knowledge, and all my time into this career. I received this award in what would be considered a challenging transition time for most people (my second year of teaching, my second year out of college, my second year 4,000 miles away from my family). Luckily, our students and our school community made this "challenging" transitional time in my life rewarding. Our keiki deserve teachers that are highly qualified and passionate about their jobs.

If we receive a pay cut, I, and many of my peers, can no longer afford to live in the state of Hawai'i. We already work two to three jobs and can barely afford to live. If you want to keep the teachers that these children deserve, you will not allow these pay cuts and furloughs to happen. We need you on our team just as

much as these students need ALL OF US on their team. Do it #ForTheKeiki.

Mahalo,

Erin Masek, Hana-Lahainaluna-Lana'i-Moloka'i Complex Area, Maui

From: [Jeremiah Ellard](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Saturday, May 9, 2020 4:30:55 PM

Aloha, I am a social studies teacher living on Maui and would like to urge you to work to balance a budget without cutting state government employee pay. We are already struggling with the high cost of living and the pay cuts the governor described would be devastating to us. Please use all options including borrowing from the federal government in order to avoid these cuts. Mahalo for your consideration.

Jeremiah Ellard

Sent from [Outlook Mobile](#)

From: [Michelle Abad](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m
Date: Saturday, May 9, 2020 4:27:23 PM

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020

10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Michelle Abad. I am a teacher at Lahainaluna High School in Lahaina on Maui. I have been teaching for 6 years. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

Earlier this school year, the Canoe Complex (Lahaina) was one of the areas that received differential pays as a hard to staff area. This has been helpful for me as it has allowed me to be able to qualify for buying a home through the community land trust program Na Hale O Maui. As someone who was born and raised on Maui, it has always been a dream to be able to purchase and own my own home here. Being able to own a home in Lahaina comes at a high cost but the increase in pay this year had made my dream of doing so finally possible. I am currently in escrow and will be closing on my first home in Lahaina within a few weeks.

However, what should be feelings of excitement are now feelings of worry. As a teacher with a Masters Degree in Education, I shouldn't have to worry about having to get another job to be able to pay my bills. On my current salary, paying for my new mortgage along with the additional bills that come with owning a home was feasible.

The possible pay cut or furloughs will change that. A dream that I've had for so long could be quickly taken away before I am able to enjoy it.

As a teacher, I've invested many hours of my time (including so much personal time that I've lost count) towards the success of my students. Teachers already go above and beyond what we are currently compensated for - after school tutoring, volunteering at events, serving as advisors, etc. Should our pay be reduced, that extra time that once was dedicated to my students may likely go towards having to work a second job.

Mahalo,

Michelle Abad, Lahaina, Maui

From: [Kathy Louie](#)
To: [WAM Testimony](#)
Subject: Teacher pay
Date: Saturday, May 9, 2020 4:25:33 PM

Aloha Legislators,

I hope this message finds you and your families safe, sound, and healthy. I am writing to you about the proposal to cut teachers' salaries. Teachers are essential members of our Hawaii society. They are the key holders for the future of our keiki and so important to this aina. If teacher salaries are cut, we will lose experienced, dedicated, and hard working teachers who will leave the profession for other fields or the mainland.

As a third year teacher, I am at the crossroads of becoming tenured, but I personally have doubts about staying in the field if salaries are cut. Slashing teacher salaries is not the answer and will do more harm to Hawaii than good. I moved here from NYC in 2017. I know first hand how underpaid Hawaii teachers are. We do this job because we love teaching and Hawaii. However, if pay is cut many teachers will rethink their finances. We will be forced to leave a field we love to care for our families.

Find another way, this cannot be the answer to address the COVID-19 budget crisis for Hawaii. I appreciate your time and consideration.

Sincerely,
Kathy Louie

4th Grade Teacher
Pearl Harbor Elementary School

Sent from my iPhone

From: [Chadd Engel](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Saturday, May 9, 2020 4:25:32 PM

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020

10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Chadd Engel. I am a teacher at Lahaina Intermediate in the Canoe Complex on Maui. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse.

Our students already face a massive disadvantage with the severe teacher shortages we have throughout our islands. Pay and cost of living is our greatest challenge in addressing these shortages, and further cuts would only compound the issue. I fear if this were to go through we would see a mass exodus of teachers simply leaving the profession on our islands all together, moving to other states to teach, and eligible teachers retiring.

Moving forward, we need to make proactive decisions that have lasting positive impacts on our economy. These proactive measures begin with valuing our schools as they are the foundation to every community's and economy's greatest asset of collective intellectual wealth.

Mahalo,

Chadd Engel, Canoe Complex, Maui

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Mahalo,

Chadd William Engel
808.250.8027
ChaddWilliamEngel@gmail.com

From: [Sarah Kalawe](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Saturday, May 9, 2020 4:24:09 PM

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Sarah Kalawe. I am a Secondary Teacher at Hilo High School in the Hilo-Waiakea District on Hawai'i Island. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

As you know, teacher salary cuts could devastate our already critical teaching shortage. Reducing teacher pay will not only harm me and my family, but the students I serve as well.

Pay cuts to teachers will do our students and community more harm by:

- having more students go without licensed teachers because pay cuts would drive senior teachers into early retirement.
- students would be left with long-term subs and unqualified teachers if new and existing educators leave the profession due to being unable to afford Hawaii's high cost of living on a reduced salary.

Pay cuts show the community that the government undervalues our keiki's future, the future of our community, and the Hawaii education system. Teachers have made many personal sacrifices (including sacrificing their health and safety) in order to ensure our keiki are getting what they deserve at school for an already low salary. The proposed pay cuts not only will cause a tremendous financial burden on teachers but the community as well because teachers are a part of the community and we interact with many within the community. Do the right thing. Do not cut teachers' already low and unfair salaries. You've seen the conditions they work in day to day; it is a demanding and stressful job but we love what we do.

Sarah Kalawe
Hilo High School

Grade 12 English

From: [Greg Wines](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Saturday, May 9, 2020 4:23:28 PM

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020

10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is **Kathleen Wines**. I am a 4th grade teacher at Connections Public Charter School in **Hilo District** on **Hawai'i Island**. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

This is my 14th year teaching. I attended UH Hilo for my teaching certificate and went on to obtain a Master's in Education from UHH. I am here to say that any possible cut in pay for teachers would be a horrific blow to me, my family, my students, and my community. As it is, our pay is low. Cutting teacher pay would be a hardship that would not only be extremely difficult for my family to pay bills, car payments, utilities, buy food and other necessities, but it would have ripple effects across the economy.

Teachers deserve better. Teachers work hard. I put in many more hours than what I am paid for to support and ensure the success of my students. During this COVID-19 time, teachers have jumped in and are actually working harder and putting in more hours to support our students through this unprecedented time. A cut in pay shows no regard for teachers and their well-being. To keep teachers in Hawai'i, there needs to be a livable wage. Cutting pay only takes away from teachers, their families, their students, and their communities.

Teachers are going to leave the profession. What we need is the opposite. We

need to encourage teachers to be the best they can be and stay in Hawai'i. One way to do that is to pay them what they deserve, not cut their pay. Please provide the wage that teachers deserve. A livable wage that respects all that teachers do for their students and communities.

Do not cut teachers' pay. There are other ways to balance the budget, respect teachers, and support the keiki of Hawai'i. Let's make the future bright by showing that teachers are important and respected. Teachers deserve so much more. Cutting teachers' pay and balancing the budget on the backs of our keiki and community is not the way to move forward. Do the pono thing. Raise teachers up by not cutting their pay. Support teachers, their families, their students, and our community by finding other ways to balance the budget.

Mahalo,

Kathleen Wines

4th Grade Teacher

Hilo District

Hawai'i Island

From: [Lauralee Owens](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Saturday, May 9, 2020 4:22:48 PM

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020

10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is **Lauralee Owens**. I am a **Special Education Teacher, at Mililani Middle School** in **Central District** on **Oahu** I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, “We don’t want to have an additional negative effect on the economy that might make matters worse.”

I first came to Hawai'i from the mainland in 2009-10 with my daughter and worked at Waianae High School. At that time, because of the furlough Fridays, which I was unaware of until I got here, I took not only a \$10k/year pay cut but even worse! If not for the help of my church and friends we would not have survived. My daughter worked as an ABA therapist for students with Autism. She left to find better pay in Seattle after 6 months, and when my mother died, leaving me with a disabled brother to care for, I was forced to leave, too after only a year. But I loved Hawai'i's people, culture, and my students, so I worked hard to return as soon as I could, saving enough money so that I was able to come back to stay in 2016, initially with my boyfriend, who later returned to Washington.

This time, I was better prepared for the economic hardships I knew I would face, such as the cost of housing and groceries on the island. It has still been extremely difficult so I did outside tutoring and accepted a 12-month position at my school (Mililani Middle) in the Medically Fragile classroom.

With the year-long schedule and extra tutoring, and finding a colleague whose garage apartment I lived in, then the subsidized housing at Kapolei, I have still barely been able to pay my bills. The raise we FINALLY got just in January was extremely welcome, but now to have it taken away almost immediately is extremely worrisome to me.

I don't want to leave Hawaii. I love it here and I love my job. But I cannot continue to get deeper and deeper in debt, living on credit cards, just before I'm trying to retire! My son-in-law in Oregon has serious health issues (he just finished chemo for Lymphoma and is on dialysis, waiting to get back onto the kidney donor list). So for me to live here, and not be able to visit him and my daughter in the case of a medical emergency because it is too expensive is something I have to seriously consider.

Although I really had planned on staying on the island and teaching at least 2-7 more years until I retire, and living here permanently after retirement because I consider Hawai'i my home now, I don't know if that would be possible for me if I were to lose more pay. I'm already going back to a 10-month position next school year, which will decrease my pay significantly. This legislation is a huge one for me and many of my colleagues. I have been teaching for 18 years and I have many parents, staff members, and former students that have thanked me for my teaching and my concern for them and I know if I have to leave, I will leave a hole. I love teaching and I feel it is my life's calling since my brother was born with Down's syndrome.

Please do whatever possible to ensure Hawai'i does not continue to lose other teachers like me who consider this our home and don't want to leave!

Mahalo,

Lauralee Owens

808-518-8777

Mililani Middle School

Central Oahu District

From: [jenningse001](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200
Date: Saturday, May 9, 2020 4:20:29 PM

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Erik Jennings . I am a special education teacher at Lahainaluna High School on Maui. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

Over the last 15 years I have watched so many qualified teachers leaver our islands simply becasues they xan not afford to live here.Pay cuts would contribute to this problem, which will lead to more students without highly qualified teachers.

Thanks for your time..

Erik Jennings

8083856592

Sent from my T-Mobile 4G LTE Device

From: [Shaun Snieder](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Saturday, May 9, 2020 4:19:40 PM

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Shaun Snieder. I am a teacher at Castle High School in the Windward District on Oahu. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

I definitely feel that cutting pay for jobs like teachers would be disastrous in the long run. Personally, I make just enough money to save a few hundred dollars every month. I live with two roommates and rent a house in town, and this is just enough to get by and save a little bit. If the proposed paycut were to go through, I would no longer be able to save any money, and instead would be breaking even in the best case scenario and losing money in any other scenario. Saving money and advancing my place in life is difficult enough with the current teacher pay, and any cut would be devastating to my finances.

However, worse than my own situation would be the situation of the kids. I'm from Hawaii, so I plan on living here and staying here for life at this point. Yet, as you and many know, many of our teachers are from out of state. These teachers don't plan on living here for life, and something like a big paycut could be enough to convince them to leave the state early. Such a move happening to ALL of these teachers at one time could deal a MASSIVE blow to our already-small pool of teachers, harming our kids' education in the long run. Bigger classes, long-term subs, and unqualified replacements would all become the norm for our schools, tremendously harming the quality of our kids' education. My own financial situation is a risk, but this is, in my opinion, a much bigger, much worse side effect to this cut.

Thank you very much for your time,

Shaun Snieder

Castle High School

Windward District

From: [Heather Carll](#)
To: [WAM Testimony](#)
Cc: [Jeff Bossert](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Saturday, May 9, 2020 4:17:55 PM

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Heather Carll. I am a Special Education District Resource Teacher for the Windward District on Oahu. I am submitting testimony in support of HB 2200, HD1.

My husband and I are both dedicated, hardworking, and trustworthy educators who have served Hawaii's keiki for over 15 years on the island of Oahu. Barely surviving furloughs, living with roommates until we were both in our 40s to save money to FINALLY purchase a home - this would be the final nail in the coffin leading to our ultimate need to leave Oahu. My husband already works a second job (in addition to being a full time teacher), in order to give us a small cushion each month in order to be able to afford our bills. Be assured, our living standards are far from extravagant. The bills we pay barely cover the basic necessities for our small family of three.

My husband and I bring a combined total of over 40 years of experience in education. We possess the experience and professionalism that is desperately needed in our classrooms. Hawaii cannot afford to lose teachers like us. It's hard enough seeing colleagues in other states making close to twice what we make while enjoying a lower cost of living - but we always said that with hard work, it will pay off. I'm not sure I believe this anymore. We have sacrificed so much, and we have lived in such frugality that I don't know where we could possibly cut corners to not lose everything we have worked so hard for if our salaries should be cut. Bottom line? We don't feel valued and our sacrifices are not appreciated.

Please, I beg that you fight hard to protect us. Our teachers are already responsible for so much. We fight every day of our professional lives for what is right when serving our children. When will Hawaii show teachers that they are valued? We cannot expect teachers to carry the burden of balancing the budget. We are already carrying too much.

Mahalo,

Heather Carll

713-345-7583

From: [Nohea Goo](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Saturday, May 9, 2020 4:17:48 PM

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE
RE: HB 2200, HD1 RELATING TO THE STATE BUDGET
MONDAY, MAY 11, 2020
10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Nohea Goo. I am a 7th grade Math teacher at Dole Middle School in the Honolulu District on the island of Oahu. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse.

Taking a paycut during this time would negatively impact a vast majority of educators. Some teachers at my school work two jobs in order to support themselves. Others go in search of 12-month positions so that they can make extra money to support their families. As educators, on a regular basis, we find ways to give our students the best with limited resources. I use hundreds of dollars of my own money each year to buy my students school supplies, pay for their field trips, or buy them food so that they can eat during fall, winter or spring break. Cutting our pay will cut what we can spend on our students, it will cut how we support local businesses, it will cut how we will be able to provide for our families.

During this unprecedented time, we are still continuing to work and providing our students with the best we can give them. Many teachers are working longer hours having to adapt to distance learning - by learning how to use technology, or by modifying lessons to suit the needs of our students and their parents.

Mahalo,
Nohea Goo, Honolulu District, Oahu

From: [Carina Morgan](#)
To: [WAM Testimony](#)
Subject: Testimony re:HB 2200, HD1 RELATING TO THE STATE BUDGET
Date: Saturday, May 9, 2020 4:17:11 PM

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020

10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Carina Morgan I am a teacher at Mililani High School in Central District on Oahu. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, “We don’t want to have an additional negative effect on the economy that might make matters worse.”

As my husband and I are both educators, therefore, the proposed payouts would be devastating to our family. As is we have a second business to help us financially living in Hawaii, but that is based on tourism and we are taking a significant loss at this point to where we might not be able to hold on to it. All in All, payouts may force the hand of leaving this beautiful state we hold dear to our heart and moreso moving on to a different profession.

Mahalo,

Carina Morgan

Central District / Mililani High

From: [Katherine Lum](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Saturday, May 9, 2020 4:16:11 PM

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

[MONDAY, MAY 11, 2020](#)

[10:30 a.m.](#)

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Katherine Shinsato. I am a 2nd Grade Teacher at Waikele Elementary in Leeward District on Oahu. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, “We don’t want to have an additional negative effect on the economy that might make matters worse.”

As a relatively new and young teacher and a newly wed, I would love to purchase a home with my husband. Unfortunately, with my current pay, we are unable to move out of my parents’ home. I would also like to start having children, but it’s challenging with our current financial situation. Pay cuts or furloughs will make these dreams even harder.

I have thought about leaving the profession, but I love my current job because of my ability to positively work with kids and to positively help the future. For the teachers that do stay, I worry that their jobs will be made more difficult since many more teachers will retire or leave the profession. I worry for the students and the negative effects on their education that this would cause. Please find a way to help the economy without implementing pay cuts or furloughs.

Mahalo,

Katherine Shinsato, Leeward District, Oahu

From: [Gretchen Romerdahl](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Saturday, May 9, 2020 4:16:04 PM

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Gretchen Romerdahl. I am a 4th Grade Teacher at Kamali'i Elementary School in Baldwin Kekaulike Maui District on Maui. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

When I was a 5th grader in 2001 at Kamali'i Elementary School, the same school I now teach at and my own child attends, teachers across the State of Hawai'i went on strike. For weeks we stayed at home and did not have continuity of education. Despite how difficult this was as a child, I understood why the educators of Hawai'i banded together and went on strike. Teaching is an extremely difficult job and teachers are often under-appreciated. I've considered leaving the Department of Education many times in my ten years working as an educator at Hawai'i DOE public schools. Every time I've considered leaving it has been largely in part to our salary.

I've worked multiple jobs for the last ten years while also working as an educator. This was the only way to make ends meet with the cost of living in Hawai'i. As a home-grown teacher of Hawai'i I had always planned to spend my career teaching the keiki of Hawai'i and providing the same caliber of authentic place-based learning experience that I loved growing up. Pay cuts would change that plan. These past few weeks, as I have

worked endless providing distance learning opportunities to my students, I have also had to start the process of applying for licensure in other states and interviewing for positions. My family can not make ends meet with the proposed pay-cuts. If put in place we will have no other option, but to move to the mainland in order to make ends meet.

I was an Autism Paraprofessional Tutor when Furlough Fridays rocked our state back in 2009. I almost had to leave island, but was able to pick up a third job in order to make ends. With COVID-19, getting another job right now is impossible. Also, as my younger brothers were still students in our schools, I saw firsthand how Furlough Fridays negatively impacted their education. There simply was not enough time in the school year to cover the content for mastery. Especially in math, both of my brothers struggled in the following years with their courses. The reason for their struggle went back to Furlough Fridays. They did not receive adequate instruction in order to gain the essential concepts needed in order to continue their education in higher level courses. One of my brothers was a senior that year. He went off to college and was behind graduating seniors from other states due to lack of instruction from Furlough Fridays.

Ask any of the graduates of Hawai'i public schools from 2010. They will remember being excited not having to go to school on Fridays, but also how much it hurt them in college and the workforce by not having adequate instruction at such a crucial time in their lives. As a state, we failed our students that year.

A pay-cut will hurt all of our educators and result in a mass exodus of highly qualified teachers from our state. Hawai'i can not afford to loose anymore educators! A furlough again would hurt our educators and result in an exodus of teachers, but even more so a furlough would hurt our students even more. This generation of students have already had their education negatively impacted by COVID-19 school closures and experienced trauma as a result of it. If the state elects to then have Furlough Fridays the following school year, these students' educations are going to be even more negatively impacted. The health, safety, and educational interests of

our children should always come first.

Furloughs or pay-cuts would both fail our keiki and teachers.

Properly funding our schools means paying our teachers and providing quality education for our students.

As a state we need to find a way to do both, pay-cuts and furloughs can not be the answer.

Be pono!

Mahalo,

Gretchen Romerdahl

BKM - Maui

From: [Jennifer Jo](#)
To: [WAM Testimony](#)
Subject: HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Saturday, May 9, 2020 4:15:39 PM

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

[MONDAY, MAY 11, 2020](#)

[10:30 a.m.](#)

Chair Dela Cruz and members of the Ways and Means Committee:

My name is **Jennifer Jo**. I am a **Special Education Teacher** at **Chiefess Kapiolani School** in **Hilo** on **Hawaii Island**. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, “We don’t want to have an additional negative effect on the economy that might make matters worse.”

I am a new Special Education teacher that took out student loans to cover the cost of obtaining my licensure in Special Education. I am very passionate about my work, and I truly love what I do. I cannot think of any teacher that goes into this profession with the intent of making large amounts of money, and we teach because we love children and want to help them reach beyond their potential. With that being said, the money we do make is enough to just provide for our families, and a potential 20% pay cut now or at a later time would be devastating for my family, and I am sure many others. We spend hundreds of dollars of our own personal money helping to provide for our students, many of whom live in poverty. I could not provide support for my students with this potential pay cut because I could not support my own children if these pay cuts happen.

For most of our students, school is a safe place for them because of the

teachers and staff that care so much about them. Our schools are already short teachers, and this potential pay cut would make it harder to keep staff at school to support our Keiki.

Please find a way for us to keep the little pay we have now and in the coming years so we can continue to provide for our own families, and our students

Mahalo,

Jennifer Jo, Island of Hawaii

Sent from my iPhone

From: msgsheila@gmail.com
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Saturday, May 9, 2020 4:13:06 PM

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE
RE: HB 2200, HD1 RELATING TO THE STATE BUDGET
MONDAY, MAY 11, 2020
10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Sheila Leong. I'm a registrar at Central Middle School in the Honolulu District on Oahu. I'm submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

In addition my full time job as a registrar, I had a part time job to make ends meet. Since the stay at home order started, I no longer have that income and had cut some spending. Thankfully, my job has kept us afloat. A pay cut or even furlough would hurt me more financially. I depend on my income from this job for my family's basic needs. If a furlough is imposed, my workload will remain the same and I will be expected to do the same duties with less time and pay. This will put additional stress on my family.

I'm also thinking about the students our school serves. We have families who come from all kinds of hardships. Our school may be the only place they get two meals out of their day, in addition to a stable learning environment. Our teachers dedicate their time for these students. It is difficult to find teachers who want to work at our school. Current teachers may want to retire, move on to a different career, or even move out of state due to a pay cut or furlough.

Thank you for taking the time to read my testimony.

Thank you,
Sheila Leong
Honolulu District
Oahu

From: [Kryssa Isobe](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Saturday, May 9, 2020 4:12:45 PM

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020

10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Kryssa Isobe. I am a 6th grade teacher at Leihoku Elementary in the Leeward District (Nanakuli-Waianae Complex) on Oahu. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

I became a teacher because I was so fortunate to have a series of great educators in my life while I was a student. Teachers do much more than just teach math, language arts and other core subjects. We counsel and provide guidance to all kinds of life lessons. Our days start much earlier than when the school bell first rings. We often spend our lunches (our contracted break) helping a kid that needed extra support or learning about their home lives. We stay after school to grade work, call parents, plan upcoming lessons, sit in meetings, and plan field trips. We take work home with us and use time after dinner or sacrifice our weekends. Why? For the keiki. When some people, like some of the people who ignorantly post comments in response to teacher salary news stories online, think that Hawaii teachers are being paid more than enough for our contracted 10 months, they don't see the work that is done outside of our Monday through Friday, 7:45-2:45 work times. If you were to drive by my campus at 5pm on any given day, you'll see a lot of teachers' cars there. You'll see teachers go in to their classrooms on weekends. Those that don't

stay on campus, are most definitely working at home. We are more than deserving of every penny we get, and are often times not being compensated fairly for all of the extra time that is put in.

A 20% pay cut is a slap in the face. With our already low salaries and the existing teacher shortage crisis, you'll see an even greater void of qualified teachers in the years to come if the 20% pay cut is the final decision. I have my MEd in Curriculum Studies and am recently National Board Certified. I honestly do live comfortably as it is, but it's a result of PD hours that I put in the time for and paid for myself. A 20% pay cut would mean not putting any money into my savings. My mortgage, utility bills, and food would just be covered. If 20% is going to drastically affect me, I know it will be an even larger hit for the many teachers that have not yet re-classed or teachers that have families (I don't have other mouths to feed besides my own). If you want to see more classrooms with unqualified teachers and long-term subs, move forward with the 20% pay cut. I'd like to see what the long term effects are of a whole generation of students that don't have access to a quality public education. Homelessness? Welfare? Overcrowded prisons? I'm not saying educators are cure-alls for society, but look at existing research and you'll see an investment in a solid education system decreases so many other reactive government measures down the road.

Teachers knowingly go into this profession knowing we are underpaid. We do it out of a love for wanting to create a better future. But if you decrease salaries further, you are making teachers choose between their desire to contribute positively to society and providing basic necessities for themselves and their families. Know that your decision on this bill extends much farther than our teachers and their families; the pain will be passed on to the keiki as well.

Mahalo,

Kryssa Isobe, Leeward District, Oahu

From: [Kim](#)
To: [WAM Testimony](#)
Subject: RE: HB 2200, HD1 RELATING TO THE STATE BUDGET MONDAY, MAY 11, 2020 10:30 a.m.
Date: Saturday, May 9, 2020 4:11:48 PM

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Kim Holokai I am a **Teacher** at **Wailuku Elementary** in **the Baldwin District** on **Maui**. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, “We don’t want to have an additional negative effect on the economy that might make matters worse.”

Currently we still have teacher positions that are not occupied. This pay cut will result in many educators leaving the field. So I not only have to worry about revising my finances, because my sole income provides for myself and 2 children but I also have to worry about my children being taught by someone who might not be certified to teach. It’s not fair that the children of Hawaii’s Public Education System has to be compromised.

Mahalo

Kim Holokai, Baldwin, Maui

From: [Mike Richey](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Saturday, May 9, 2020 4:11:11 PM

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

[MONDAY, MAY 11, 2020](#)

[10:30 a.m.](#)

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Michael Richey. I am an ELA teacher at Kailua High School in Windward District on O’ahu. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, “We don’t want to have an additional negative effect on the economy that might make matters worse.”

As a young educator, I face a host of challenges trying to establish myself on our beautiful island home. I need not harp on the low wages and difficult work situations Hawaii’s public school teachers experience. I only want to remind you of the impact each decision has on our students. The progressive, education-oriented decisions, and those that take away from our schools. Thank you for fighting for our students, among all other citizens you stand for and represent. What you do matters.

Mahalo,

Michael Richey, Oahu District

From: [Darryl Munetake](#)
To: [WAM Testimony](#)
Subject: HB 2200,HD1
Date: Saturday, May 9, 2020 4:08:47 PM

Aloha Chairman Dela Cruz

My name is Darryl K Munetake. I am currently a Registrar at Lahaina Intermediate School and have been teaching for 34 years. I am in support of HB 2200, HD1.

As an educator in the DOE, it has taken me many years of financial hardships to get to a point where I believe that teachers are finally receiving a decent salary. It has taken decades for us to gain respect and fair compensation for the difficult tasks we encounter in educating our students.

I've lived through the teacher's strike and furlough Friday's and it impacted my family financially on a very large scale.

I am proud of the way you and your fellow legislators are standing up for our teachers and advocating for retaining our salaries and looking for options to ensure that we are not impacted by any pay cuts.

I've thought about this situation as have many of my colleagues and it may force many of us to consider retirement as an option because the 20% cut would be unbearable. It would erase all the monetary gains we have made over the past 6-8 years. It is also a fact that many teachers have second jobs to help make ends meet.

If this were to happen, there would be a mass exodus of teachers. If education of our youth is of utmost importance, we cannot afford to let this happen because there's a teacher shortage now and this would put our educational system in danger and definitely impact the future of our Keiki.

I have faith that you and your colleagues will find a way to prevent this potential travesty from happening.

Respectfully

Darryl K Munetake
Lahaina Intermediate School

From: [Catherine Ritti](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1
Date: Saturday, May 9, 2020 4:05:50 PM

Dear Chair Donovan Dela Cruz

I'm writing to encourage you to please support HB 2200, so that the state can avoid cutting teacher pay.

I have been teaching in a Hawaii public school for seven years. Even with our current pay, I have witnessed my friends and colleagues struggle to make ends meet. Many of my colleagues work second jobs. Many of my young colleagues are burdened by student debt that they can't seem to get ahead of. Many of my colleagues cannot afford to live in a place of their own. Many of my colleagues worry about how they will afford to take care of elderly parents. Many also struggle to afford daycare for their children. This is the reality now, so cutting our pay will devastate our teachers.

75% of our teaching force is comprised of women. This is also a gender pay gap issue, when teaching is considered along side other professions with similar education requirements.

Please show that you value the work of Hawaii teachers and the work of women and advocate for them to keep their salaries.

Thank you,

Catherine Ritti

From: [Tani Chamberlin](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 22, at 10:30 am
Date: Saturday, May 9, 2020 4:00:02 PM

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE
RE: HB 2200, HD1 RELATING TO THE STATE BUDGET
MONDAY, MAY 11, 202
10:30 am

Chair Deal Cruz and members of the Ways and Means Committee:

My name is Tani Chamberlin. I am a second grade teacher at Kealakehe Elementary School in the district of Hawaii on the Big Island. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Deal Cruz said this week, "We don't want to have an additional negative impact on the economy that might make matters worse."

I stand by HSTA and my fellow colleagues and urge you not to cut or reduce teachers' salaries. The school that I teach at is a hard to staff school so we are already struggling to find new teachers as well as keep current teachers. These poor students are being left with long-term subs and unqualified teachers and I can imagine that it would only get worse if teachers' salaries are cut or reduced. I have already heard from numerous colleagues that if these cuts are made, they would be forced to move out of state where the teacher salaries are higher. Teachers can barely afford the cost of living while on the current salary and cutting our salaries would definitely make it even harder to live here. I was born and raised in Hawai'i and lived here my entire life. It would be very sad that I would have to leave my home to live somewhere else that is more affordable because of these cuts in my salary. For most, a 20% reduction would be a \$800 cut per month. So here are my questions, what would you do if you lost out on \$800 a month. How would you adjust your budget? What would you cut out so you could afford to live here?

I have dedicated my life to educating the youth in Hawai'i and I would hate to throw that all away to move to the mainland where the cost of living is lower and the salary is higher.

Mahalo

Tani Chamberlin, Hawaii district, Big Island

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This is a staff email account managed by Hawaii Department Of Education School District. This email and any files transmitted with it are confidential and intended solely for the use of the individual or entity to whom they are addressed. If you have received this email in error please notify the sender.

From: manifestaloha@yahoo.com
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Saturday, May 9, 2020 4:00:01 PM

My name is Katherine Roseguo.. I am a middle school science teacher at Honokaa Intermediate School in Hawaii District on Hawaii Island. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, “We don’t want to have an additional negative effect on the economy that might make matters worse.”

Please do not cut pay for teachers, counselors, and librarians. My pay covers my mortgage, my electricity and internet, car repairs with a little extra to pay back debts. My pay goes straight back into the community through taxes, mortgage, repairs, foods and services. A pay cut to me is a pay cut to me is a cut to workers all across the state. Basically if I get paid, then you get paid. If teachers can't pay mortgages, then default on loans, can't buy food then it is a ripple effect throughout the economy. They will have to move to the mainland or find another job. As a result, students suffer because teachers who are not sufficiently prepared will show up to fill the gaps. Our kids need the opportunities and education teachers can offer them. Don't make teachers bear the burden of this crisis. It will help no one.

Mahalo,

Katherine Roseguo, Hawai'i District, Hawai'i Island

Please - remember, reduce, reuse, recycle, renew, refresh, recover, restore, respect, refuse, reintegrate, rethink, revitalize, replant, replanet, regreen, refurbish, regrow, rot.

From: [Daena Tokunaga](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m
Date: Saturday, May 9, 2020 3:58:34 PM

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020

10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Daena Tokunaga. I am a teacher at Waipahu Intermediate School in the Leeward District on the island of Oahu. I have been a teacher for over 30 years, teaching Social Studies for 30 years and AVID in my last year. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

Pay cuts would be devastating not only to the teachers but to the students of our state. On my part, I know how much teachers will be affected by having gone through the strike in 2001 and Furlough Fridays. Getting less pay may mean having to get another job, which will affect the time spent on planning curriculum and just preparing for school. A pay cut would also adversely affect our keiki since many teachers may end up leaving the profession itself resulting in more crowded classrooms and less qualified teachers. Please, please, please think about our keiki, Hawaii's future.

Mahalo,

Daena Tokunaga, Leeward District, Oahu

From: [johnny bravo](#)
To: [WAM Testimony](#)
Subject: Testimony
Date: Saturday, May 9, 2020 3:55:14 PM

Chair Dela Cruz and members of the Ways and Means Committee:

My name is **Michelle santos**. I am a **4th grade teacher** at **Leihoku Elementary School** in **the/Nanakuli district** on **Oahu**. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

I live on a very fixed income and have two young children. If we are to get any type of pay cut even less than 20 percent I would need to leave my teaching profession and look for a job that will be able to support my family. I'd really hate to have to leave teaching. I love so much the students and community I teach.

Mahalo,

Michelle Santos, Waianae/Nanakuli, Oahu

Sent from my iPhone

From: [Betty Kanai](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Saturday, May 9, 2020 3:53:58 PM

My name is Betty Kanai. I am a Kindergarten Teacher at Ewa Beach Elementary School in Leeward District on Oahu. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

I have worked hard throughout my 18 years as a teacher. I've spent a lot of my own personal funds to help my students and have spent an average of 12 hours a day trying to make school enjoyable and an effective vehicle for my students to become the best they can be. I have been rated "Highly Proficient" in all of my evaluations and love the challenge teaching students bring to my life.

Although I am able to retire, I chose not to do so as I have so much more to offer my students. However, if we do have a pay cut, I will have no choice but to retire as the pay cut will ultimately affect the retirement pay I get. I know of many other teachers that are in the same situation I'm in. The DOE will be losing many seasoned teachers and will be left with teachers that don't have the experience and expertise we have.

The State of Hawaii is already short of over 1000 qualified teachers. Imagine how much larger the shortage will be should we all choose to retire. What will happen to our students?

There has to be another alternative than to cut teachers pay. This will also be a financial hardship for many of my colleagues. It will affect the morale of the existing teachers that are still working. When morale goes down, productivity also goes down. What will happen to the children of Hawaii and the future of Hawaii?

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From: [Shelby Stern](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Saturday, May 9, 2020 3:52:58 PM

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020

10:30 a.m.

I am writing to you today to strongly discourage you from reducing teacher salaries. I say this for a multitude of reasons, but let me outline some of the strongest points here:

1) Teachers in Hawaii already have the LOWEST salary nationwide when adjusted for cost of living

If you were to look at Hawaii's teacher salaries in comparison to the rest of the nation, you will quickly see that Hawaii's teachers have the lowest salaries when you adjust it for the cost of living. Essentially, in cutting our salaries you are opening up the floodgates to a slew of negative economic impacts. What I mean by this is that there are going to be teacher who will no longer be able to make ends meet and will be forced to leave Hawaii, a place that we all know and love. I was born and raised here and have taught in the HIDOE for the past 5 years. I love working with my students but I don't think I could cut it continuing to live in Hawaii if my pay were cut.

2) Cutting salaries would force many teachers to retire or leave the profession completely

Point 1 easily leads itself to point two here: that cutting teacher salaries would cause many teachers to retire or leave the profession. It's no secret that teachers aren't raking in cash every month, regardless of the tireless and thankless work that we do each day. However, cutting our salaries would cause many of our veteran teachers to retire and many of our newer teachers (who are already low on the salary scale) to leave out profession completely. This is going to cause major issues for the HIDOE and for schools as we will be struggling to find teachers for our classrooms.

3) Students would be left without qualified teachers

Likewise, point 2 leads us here to point 3. If you were to cut our salaries, students in

many many classrooms across the state are going to find themselves without a qualified teacher (or any teacher at all since subs are going to be hard to come by) come the time for us to return to school. The HDOE was already struggling to find enough teachers to begin with...can you just imagine how much this will exacerbate the problem?!

I honestly and truly think that cutting teachers' salaries would be the most unwise solution possible. It doesn't make sense for Hawaii's economy or for Hawaii's future either. I strongly encourage you to look into other options and to do everything possible to prevent teacher salary cuts. We shape the future of Hawaii and we cannot do that if there are not enough of us left to do that after salary cuts.

Stop handing teachers the burden,

Shelby Stern
Grade 4 Teacher
Leeward District
Pohakea Elementary School

From: [Jeffrey Duggan](#)
To: [WAM Testimony](#)
Subject: HB 2200
Date: Saturday, May 9, 2020 3:50:25 PM

Dear Honorable Representatives of Hawaii.

My name is Jeff Duggan. I am a Social Studies teacher at Konawaena High School on the Big Island. I am also a lawyer licensed in Hawaii, Washington State and South Carolina. I understand there will be congressional debate about the budget, and one Agenda item is the consideration of cutting teacher pay.

I have been teaching for 18+ years. This year I taught Advanced Placement U.S. History, Advanced Placement Government and Politics and Honors U.S. History. However, over the years I have taught every Social Studies course the State of Hawaii offers, as well as ELA one year and in another year I had 1/2 line of math. (Teacher shortages had me fill in!) I have also been the Debate Coach and the Mock Trial Teacher Advisor and Coach.

I fell I love with teaching my first year as an "emergency hire" in 2002. I still practice law part time, but teaching is my passion and it is what I enjoy doing. My students are awesome - I miss them.

Teacher shortages and teacher pay in Hawaii has been ignored for far too long. We endured "Furlough Fridays" and the "Last Best Final Offer." We were steamrolled by dishonest politicians and a Department unwilling to do the right thing.

My salary was frozen or went down for years. Finally, after years of record state revenue generation, the issue of "Compression" was finally being addressed. Then the pandemic hit. Now, it seems, once again, teachers are being used as political tools to help balance the budget. PLEASE STOP! Step up for us - the ones in the trenches and daily on the front line.

There are other options; our own flagship University economic report indicates the economy will suffer more if teacher and other government employees pay is cut. Pay cuts are not the answer.

Personally, I am nearing retirement and have options. If I were compelled to take a 20% or 10% pay cut, I would seriously consider deferring my pension for a few years. leave teaching now and do something else. Obviously, I am not alone. Hundreds, perhaps thousands, of other teachers would do the same. In a state where we already have a crisis of teacher shortages, that outcome would be shortsighted and would irreparably hurt our

students.

Please do the right thing. Say NO to teacher pay cuts. Advocate for us - protect education's greatest assets.

This is personal to me and thousands of my educator colleagues - taking food off our tables, removing our ability to afford shelter, transportation, and simple day to day expenses makes this issue very personal to me and all of my professional cohorts.

Please feel free to contact me if I can help you or your team or answer any questions you may have.

Sincerely,

Jeffrey J. Duggan, J.D., M.Ed.

Sent from my iPhone

From: [Brian Tsutsui](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD 1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Saturday, May 9, 2020 3:48:56 PM

To whom it may concern:

My name is Brian Tsutsui. I have been a teacher for 28 years, currently at Pearl City High School. My wife has been teaching for 25 years; she teaches kindergarten at Pearl Ridge.

I want to thank the Legislature for doing what they can to revise the state budget and avoid pay cuts or furloughs for public school educators, or any other state employees.

I truly understand that in these tough economic times, sacrifices need to be made. As teachers in the state of Hawaii, my wife and I accepted these conditions in becoming teachers. We sacrificed being able to afford and own a house and lived in small, older townhouses for the past 27 years. We sacrificed our rightful pay increases during the last economic downturn and never got them back. We sacrificed our retirement and refinanced, not once, but twice, to afford sending my two children to college, yet they and my wife and I still are saddled with student loans. This proposed 20% pay cut, which would impact BOTH my wife and myself, is a sacrifice that I do not believe we will be able to bear. My children already are contemplating living on the mainland where it's more affordable, and it's been tempting in the past to consider that possibility. I don't know how'll we'll financially make ends meet and stay in Hawaii if we have to take such a financial hit as these 20% pay cuts for both of us.

These pay cuts would irreparably harm our state's economy and slow consumer spending the very time we need it to increase to recover.

I love my job. I love my students, past and present. All of them. I've been blessed to be a teacher for these past 28 years. I never thought my family and I could be put in such a possible financial situation to cause me to leave the school and state that I love just to survive financially.

Please reconsider these pay cuts.

Sincerely yours,

Brian Tsutsui
Pearl City High School

From: [Katie Lutz](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Saturday, May 9, 2020 3:47:45 PM

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Katie Lutz. I am a teacher at Kalama Intermediate School in the Baldwin-Kekaulike district on Maui. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

My husband and I are both public school teachers. We both currently have second and third jobs to make ends meet. A 20% pay cut would be devastating to us. Saying on Maui, where my husband was born and raised, will be very difficult with a 20% pay cut and could easily force us to move out of state. I know we are not alone in this struggle. I have spoken with numerous other teachers who are in a similar situation: a 20% pay cut would mean leaving the state, or leaving the profession. I also know of numerous teachers who are feeling frustrated since they were finally starting to feel like they are recovering from "furlough Fridays", only to be hit with another potential pay cut. We are professionals, many of us with masters (like myself) or doctorates (my husband), and we are saddled with student loan debt on top of the high cost of living. I know teaching is a profession that nobody goes into for the money, because there isn't any; but a 20% pay cut seems unsustainable no matter how much you love the profession.

Thank you for pursuing other options.

Mahalo,

Katie Lutz, Baldwin-Kekaulike district on Maui

From: [Jacqueline Jensen](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Saturday, May 9, 2020 3:44:00 PM

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Jacqueline Jensen. I am a 3/4 teacher at Voyager Public Charter School, where I've worked for five years, in the Honolulu District on O'ahu. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

I am writing to express my deep concern about the possibility of reducing teacher salaries. My fellow teachers and I continue to work full time and we have been integral in allaying fears and holding space for the most vulnerable keiki in the state. Our pay is already painfully low. I have taught summer school the past two years in order to be able to live here. When adjusted for cost of living, Hawai'i ranks number 50 for teacher pay. I have 11 years of experience teaching, a degree from UC Berkeley, and a Master of Education, but I am reconsidering my work in public education and perhaps even my residency in Hawai'i in light of these potential reductions.

Furthermore, whenever education funding is cut and teachers do not feel valued, all of society pays in the form of prison costs down the road and increases in crime. Please send teachers and children the message that they are valued and do not hurt the livelihood of educators.

Mahalo,

Jacqueline Jensen, Honolulu, O'ahu

From: [Hana Mauldin](#)
To: [WAM Testimony](#)
Subject: TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE RE: HB 2200, HD1 RELATING TO THE STATE BUDGET
Date: Saturday, May 9, 2020 3:42:41 PM

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Hana Mauldin. I am a kindergarten teacher at Mountain View Elementary in the Kau, Keaau and Phona district on Hawaii Island. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

I understand that these are unprecedented times but a 20% pay cut will be devastating to teachers and their families. Personally this will impact my ability to pay bills and repay debts. On the average I spend 700-1000 on classroom and student supplies, I would be able to do this if my pay is changed. I will be so stressed about my financial situation. I know I wouldn't be the only teacher feeling this way. If our goal is to better the education for our students, the last thing to do would be cut teacher pay. Thank you for your time

Mahalo,

Hana Mauldin, Mountain View School, KKP, Hawaii Island.

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From: [lLow](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means
Date: Saturday, May 9, 2020 3:40:25 PM

Hello!

I'm a high school teacher that is struggling after teaching for 21 years. I do have my rental income which helps to makes ends meet since my teacher pay is very low. Recently, tenants moved out and the house is vacant due to Covid19 for the last 3 months.

I have a BS and 2 Masters degrees, but I'm not at the top of the pay scale after 21 years. I will retire early in 4 years just to make the 25 years total for full medical benefits due to my declining health which is most likely caused by stress. It is best to retire early than to endure furloughs and pay cuts which undercuts what teaching is all about. We are not valued despite working everyday, unlike other Fed, City and County and State workers that are not working during Covid, yet still getting their full pay. Support teachers, as we should be getting compensation that is fair and on par with the mainland. \$10,000 more is easily what they get as I compare my friend (same age, same degree) that lives in CA. Do the right thing and pay teachers more, not less.

Regards,
Lynette Low
Kaimuki High School

From: [S.M. Yamauchi](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m
Date: Saturday, May 9, 2020 3:39:10 PM

Dear Ways and Means Committee,

Do not reduce teachers' salaries! Cuts would devastate our already critical teaching shortage. Reducing teacher pay will not only harm me and my family but the students I serve as well. cutting teacher salaries is a bad idea. For instance:

- More students would go without licensed teachers because pay cuts would drive senior teachers into early retirement. My math partner who has dialysis-related health issues was told that her job line was cut and she has an elderly mother to care for as well! What is going to happen to her? I am worried!
- Students would be left with long-term subs and unqualified teachers if new and existing educators leave the profession, unable to afford Hawaii's high cost of living on a reduced salary. My team's elective wheel position had a long term sub this entire spring 2020 semester. Our Japanese language classroom had a long term sub and the sub. teacher was not certified in the subject of Japanese.

My name is Shirley Yamauchi.

I have been teaching at Kapolei Middle School, Leeward, for twenty years now. I am a grade seven, English language arts teacher.

Shirley M. Yamauchi

HSTA Leeward Chapter President
Hawaii State Teachers Association, Leeward
Cell: (808) 387-7281

<https://yesforourkeiki.com/why/>

<https://www.stitchfix.com/referral/13325745>

<http://www.isecretshop.com/register/1112247>

From: [Tiffany Edwards Hunt](#)
To: [WAM Testimony](#)
Subject: HB 2200, HD1
Date: Saturday, May 9, 2020 3:33:39 PM

Please do not cut teacher pay. We earn so little as it stands. You were going to raise our pay at the onset of our session, because you knew how little we actually make for what we do. Please find another way to balance the budget.

Thank you.

Tiffany EDWARDS Hunt
Puna, Hawaii

\m/\m/
aloha

Pronouns: she, her, hers (See: mypronouns.org to learn more)

From: [Jon Chung](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means Monday May 11 at 10:30 am
Date: Sunday, May 10, 2020 8:55:52 AM

Chair Dela Cruz and members of the Ways and Means Committee,

My name is Jon Chung and I am a 7th Grade Social Studies teacher at Prince David Kawanakoa Middle School in the Honolulu District on Oahu. I am submitting my testimony in support of HB 2200, HD 1.

I would first like to thank the Legislature for finding ways to revise the state budget and cover the COVID 19 revenue losses without including any suggestions of pay cuts or furloughs for public school educators, including our charter school members, or any other state employees. I agree with Chair Dela Cruz's statement that "we don't want to have an additional negative effect on the economy that might make matters worse."

I have been teaching for 30 years now and I have endured the hardships of the strike in 2001, the Furlough Fridays under the Lingle administration and the minimal or in some cases non-existent pay raises in many contract negotiations. I continue to teach because I love to work with my students and when I am teaching I see the daily struggles and hardships that many of them have to deal with. Who do you think supplies these students with basic supplies every day, food when they're hungry or even new rubber slippers when their old ones break?

We have all seen the cars full of keiki lining up for free school meals during this shutdown--what do you think will happen to those same students if every Friday is a Furlough Friday? Is that the legacy that this Legislature wants?

I urge you to find the funding needed to keep students active, healthy and eager to learn. Please, no pay cuts or furloughs.

Thank you very much,

Jon Chung

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020

10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Bridgette Beatty. I am a second grade teacher at Lana'i High and Elementary School on Lana'i. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

I have taught on Lana'i for more than 5 years, and in the islands for more than 7 years now. I recently moved back to teach again at Lana'i High and Elementary School. We all know the cost of living in the islands is higher than the mainland. Living on Lana'i, the cost goes up even more, as everything is brought in by barge.

Upon moving back to the islands 3 years ago, I thought living on Maui would be more cost effective. It is not. Living on a teacher's salary, I do not qualify for much, so the available houses are literally decaying, mostly unsafe, and extremely costly to rent. The rent I paid ranged from 50%-80% of my salary. My family was hungry. We live on an extremely tight budget with no room for even extra gas to go to the beach, which is free, for fun. Money is so tight I haven't had a vehicle for the past 10 months. Prior to moving back to Lana'i we looked into a tiny home, camping, and honestly, being homeless.

I have worked an outside business for the majority of my time employed as an educator simply to put enough food on the table for my family. The bonus pay for hard to fill was implemented just a few months back, in January of this year. It is

the first time my family has not had to eat instant ramen for dinner every night for a week prior to the next paycheck simply because we could not afford anything else. Now, we are looking at not just the loss of bonus pay, but an additional suggested 20% cut in pay. Honestly, any cut in pay, I will be looking for a better way to support my family. I love teaching, but it is stressful under the best of conditions. Cutting teacher pay adds insult to injury of how little teaching is respected. Please reconsider. I humbly ask you find another way to balance the state budget.

Mahalo,

Bridgette Beatty, Canoe Complex, Lana'i

From: [Debi schmeding](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m
Date: Sunday, May 10, 2020 12:37:23 AM

Writing to express my concern regarding any cuts the BOE may be considering to the education budget for SY 2020-21. Any cuts to salary, either in the form of DLWOP or STOWOP for educators would negatively affect our students for many years to come.

In my 4 member department at King Intermediate, I have 2 teachers in their first year of teaching and 1 in her second year. All three have indicated they will not be able to continue teaching in Hawaii if faced with a cut to their already low salary. We need our new teachers!

Additionally, many veteran teachers may end up deciding to retire if faced with a pay cut, which will lead to yet more students being taught by long term substitutes with no training in the content area.

As a veteran of 22 years of teaching in Hawaii I am asking that you think of our keiki, whose education has already been disrupted due to school closures, and look to balancing the state's general fund budget in another manner.

Deborah Schmeding
King Intermediate
7th grade Life Science Teacher

From: [Tate Fong](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Saturday, May 9, 2020 9:49:11 PM

My name is Jason Tate Fong, I work at Aina Haina Elementary and I am a counselor, I work with grades K-5.

I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

I am pleading with you to please DO NOT CUT OUR PAY!

My wife and I are both educators, a nearly 20% pay cut EACH would amount to a devastating nearly 40% loss of income for our family! We would not have enough money to cover our mortgage payments, car payments(which we need to get to and from work), and other expenses we deal with on an every day basis. This is very scary for us to think we could potentially lose our home and because we are still working, it's not like we could apply for unemployment. Being reduced to nearly 60% of our total income CANNOT HAPPEN! You would be sending employees who have been working harder than ever learning and succeeding at distance learning all the while dealing with the daily stress of thinking about losing pay, homes, food on the table, and dealing with raising our own children.

In addition, we have a 2 year old. As we are about to get ready to send him to preschool, a pay cut would mean we could NOT afford preschool.

For students:

- More students would go without licensed teachers because pay cuts would drive senior teachers into early retirement.
- Students would be left with long-term subs and unqualified teachers if new and existing educators leave the profession, unable to afford Hawaii's high cost of living on a reduced salary.
- If students need smaller class sizes in order to meet social distancing requirements, this would not be possible if funding was cut to make more classes available.
- Morale would reach an all time low and I'm pretty sure we would not be able to get many new teachers to work in our schools seeing as we are already some of the lowest paid teachers in the nation.

I urge you to please not cut our pay!

Sincerely,

Jason Tate Fong

From: [Yvette Rapozo](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee in Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Saturday, May 9, 2020 9:04:46 PM

Chairs Dela Cruz and members of the Ways and Means Committee:

My name is Yvette Rapozo. I am a teacher at Kapa'a Elementary School in Kapaa in Kauai. I am submitting testimony in support of HB 2200, HD1.

I want to thank the legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative affect on the economy that might make matters worse."

I support the move since cuts to teachers and state employees pay would have many negative affects for many hard working families and the state. It will cause more families to have to move out of state in order to survive especially teachers. Many teachers who have enough years of service will quit since their "high 3 years" is what their retirement is based on and they will not stick around and wait to get their pay back up and then retire. We will also have many others teachers who will decide to move to the mainland to find jobs where they are not cutting their pay and where the cost of living isn't as high. We already had a teacher shortage that was increasing each year. With pay cuts, we will see a staggering increase in the amount of teachers that will leave the state and profession. We cannot do that to our children especially in such a critical time. When students return to the classroom, they will need highly qualified teachers more than ever.

Teachers were already under paid which was why the teacher shortage was increasing each year. We cannot let teachers and children take the fall for the revenue shortfalls. We need to keep the teachers that we have, continue to recruit highly qualified teachers and keep their pay as is so that more people will want to teach in Hawaii.

Many teachers work other jobs as is to help them get by. We need those teachers to focus on their classrooms and not working other jobs in order to survive. If there are pay cuts, teachers will definitely have to work 2 or more jobs to get by.

Please help teachers and state employees keep their pay. They are the ones currently helping to keep the economy afloat by paying bills on time, ordering take out to help restaurants stay afloat, shopping at local businesses, etc. They are helping right now to keep some sense of normalcy to many people and businesses. Please support them as well.

Mahalo,

Yvette Rapozo, Kapa'a, Kauai

Sent from [Mail](#) for Windows 10

From: [Keone & Steph](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Saturday, May 9, 2020 6:40:22 PM

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020

10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Stephanie Kuniyoshi. I am a librarian at Wahiawa Elementary School in the Central District on Oahu. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, “We don’t want to have an additional negative effect on the economy that might make matters worse.”

Furloughs or pay cuts would cause great financial distress to myself and my colleagues. Currently, my husband and I are both teachers, and a pay cut for both of us would set our entire household in financial crisis. We are supporting our two children who are both in college, as well as caring for & supporting my elderly mother.

Recently, one of daughter’s college classmates graduated, and was offered an engineering position. His starting pay is to be \$75,000+. He would be earning more money than me, who was been committed to the HODOE, working for 27+ years and with a Master’s Degree. =(Educators are sorely underpaid and under appreciated. I beg you to please find a way to make budget cuts in other areas—not with teachers or schools!!!!

Thank you very much,

Stephanie Kuniyoshi

Central District

From: [sheryl O](#)
To: [WAM Testimony](#)
Cc: ryamanaka@hsta.org
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Saturday, May 9, 2020 6:14:42 PM

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020

10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Sheryl S. Ogawa. I am a teacher at Pahoa High & Intermediate School in the Ka`u, Keaau, Pahoa District on the Big Island. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, “We don’t want to have an additional negative effect on the economy that might make matters worse.”

Teachers who were enticed to come to Hawaii to teach from the mainland have already taken a pay cut to come here, and all of them say they have to return to the mainland if there will be pay cuts. Emergency Hires already receive a very low pay, and at our hard to staff school they are very common and a pay cut will impact whether they continue to work in Hawaii. Many of them are veteran teachers on the mainland looking for a venue to teach. They are already investing a lot of money to get licensed in Hawaii and then to get a pay cut is like adding insult to injury.

Our students need to have teachers who provide stability in their lives. When teachers remain in Hawaii, they establish lifelong relationships and help our students reach their full potential. If there is a revolving door of teachers student suffer. When there is a shortage of teachers, substitutes cannot fill the puka to provide students with a rigorous and enriching curriculum.

The State just started a campaign to recruit, retain and replenish teachers in the

State of Hawaii. Pay cuts will be counterproductive. Do not balance the budget on the backs of teachers. In this Coronavirus Pandemic, teachers stepped up. I had to learn a lot of new on-line/technological tricks in a matter of hours, not days. If anything during this pandemic, we worked harder than ever because cyberspace never sleeps, and neither do teenagers!

Mahalo,

Sheryl S. Ogawa, Keaau District, Big Island

From: [Richard Stange](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Saturday, May 9, 2020 5:30:21 PM

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020

10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Richard Stange. I am an English Language Arts and Family & Consumer Science teacher at Mililani Middle School in Central District on Oahu. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

A state employee pay cut would destroy families. I am a first year teacher, and absolutely love what I do. However, Hawaii does not have an inexpensive cost of living. I would be completely devastated if my salary were to be cut 20%. There is a possibility that if I were to be hit with such a deficit, I may not be able to stay in Hawaii.

A state employee pay cut could have grim long term consequences. I have spoken to experienced colleagues who say that they would retire from teaching and leave the field altogether if this were to happen. Hawaii would lose highly qualified, quality, and licensed teachers. I have also spoken to aspiring educators who are in university education programs who told me that they would change their major if this goes through. Hawaii would lose highly qualified, quality, and licensed teachers. I have also spoke to other new educators who have said that they would not be able to afford to remain teaching in Hawaii. Hawaii would lose highly qualified, quality, and licensed teachers. Our communities and the keiki deserve better than that.

Mahalo,

Richard Stange, Central, Oahu

From: [Rebecca](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Saturday, May 9, 2020 5:13:46 PM

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Rebecca Forte-Blunt. I am a Special Education Teacher at Ewa Makai in Leeward on Oahu. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

By cutting teachers pay, many teachers will be forced to retire or leave the profession altogether. Not only will Hawaii lose teachers, the students lose quality & consistent education. The fact that cutting teacher pay is even an issue right now is ridiculous. How many years & what will it take for Hawaii to treat their educators fairly? I moved here 8 years ago to teach & am 1 out of 20 that stayed more than one year. When I moved here I was making more money for a company the department of health hired. I have been with the DOE For over 7 years and these are the same issues from when I moved here. I've seen so many teachers leave and so many students suffer because of it.

Mahalo,

Rebecca Forte-Blunt, Leeward, Oahu

Sent from my iPhone

From: [Dr. Phaedra Robinson](#)
To: [WAM Testimony](#)
Subject: Support \$\$ teachers
Date: Saturday, May 9, 2020 4:33:31 PM

Aloha I am writing to plead with you not to cut teacher salaries. Please support us this years on teacher appreciation week, for all that we have rallied to do on a moments notice. We have been there for our students regardless of what the future held or what the benefit to us would be. Our salary increases have been celebrated since January, and we were hopeful for continued support in this direction to support public school teachers.

Amidst this crisis we look to you, as the nation does to see if you will prioritize your pledge to support to public schools with increased funding for your teachers. We have been there for our students and their families throughout this when many of us are already struggling emotionally and financially.

To cut the funding now to public teachers will devastate us as we morale is currently at an all time low with the Herculean task that we have been charged with. We have risen to the occasion in our emergency remote teaching with little direction or training on distance learning. We are the ones who have kept things going since the end of March, not the administration in the DOE, but YOUR TEACHERS. We deserve more money, or at least the same amount of money we've been promised, not cuts.

Please support us as we have supported our students and communities selflessly, working harder than we have all year to maintain some sense of normalcy in these uncertain times. Please do the right thing and support YOUR Hawaii public school teachers because we cannot afford to live here or teach if you cut our pay. Hawaii's future depends on us and your support of us!

With appreciation,
Phaedra Elisabeth Robinson, Ph.D.
Teacher, Hokulani School
[Honolulu, HI](#)

From: [Cheyenne Watanabe](#)
To: [WAM Testimony](#)
Subject: TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE, RE: 2200, HD1 RELATING TO THE STATE BUDGE, MONDAY, MAY11, 2020, 10:30 A.M.
Date: Saturday, May 9, 2020 4:33:06 PM

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Cheyenne Watanabe. I am a second grade teacher at Waipahu Elem. School in **Waipahu-Pearl City, Leeward District** on Oahu. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

I have been teaching in public schools in Hawaii since 2007. I co-teach in a SPED (special education) full-inclusion classroom. The students I teach so badly need structure and consistency. If teachers' pay is reduced, this consistency is going to be cut short for these students. The reduced pay will result in a "revolving door" through which multiple unqualified short-term "bodies" will be hired to try to fill all of the vacant positions. Our students do not deserve to be negatively affected in this way.

Mahalo,

Cheyenne Watanabe, Waipahu-Pearl City, Leeward District, Oahu

From: [Sarah Waite](#)
To: [WAM Testimony](#)
Subject: TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE HB 2200, HD1
Date: Saturday, May 9, 2020 3:45:26 PM

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

[MONDAY, MAY 11, 2020](#)

[10:30 a.m.](#)

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Sarah Waite. I am a SPED Pre-K teacher at Royal School in Honolulu district on Oahu . I am submitting testimony in support of HB 2200, HD1.

Please do not consider pay cuts for teachers as a solution to the state budget issues due to Covid-19.

Many of the most vulnerable students are served by teachers such as myself, a SPED preschool teacher at a title 1 school. I hold one of the most difficult and “least desirable” teaching jobs, as I am charged with teaching general education AND providing all the SPED services and documentation and meetings for some of our youngest and most difficult and complicated children. This first experience with education can completely transform a child - for good or for bad.

I am a certificated teacher, however as it stands, many of my fellow SPED teachers are emergency hires or long term subs. Many of the SPED pre-k, FSC, and SPED resource teachers are not certificated. Many of those of us who do get certified leave these most difficult jobs because there is no pay differential. You just FINALLY addressed this need for pay differentials for SPED teachers, acknowledging all the extra and difficult work that we take on.

If you choose to cut pay, and I assume the differentials, what is to stop exhausted and understaffed teachers such as myself from moving into general education, which has less work, less stress? What is to stop those quality SPED teachers servicing inclusion classrooms to move to Gen Ed? Why should veteran teachers in both Gen Ed And SPED stay on? There are plenty who can retire, change to easier positions. This leaves our most vulnerable and in need populations - SPED and especially preschool and FSC - with long term subs for teachers. This is too sad, not fair, and will lead to lawsuits - these IEPs are legal documents. These students have the legal right to be educated by qualified teachers, and they need this qualified support the most. And yet, they will get the worst end of this salary cut.

Please consider every other alternative. I am genuinely worried about how short staffed I am going to be next year, and worried for the SPED keiki population and what their teachers and staff will look like next year. Cutting salaries will only make things worse, and again - it's the

kids that are the hardest to teach and have the most needs that will be affected by this the most.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

Thank you for your consideration,

Sarah Waite

SPED Pre-K teacher

Royal School

[Honolulu HI](#)

LATE

From: [Vanessa M](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Sunday, May 10, 2020 6:08:17 PM

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Vanessa Mytrohovich. I am a teacher at Waipahu Elementary School in the Pearl City/Waipahu District on O'ahu. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

The news of possibly cutting teacher pay by up to 20% is jarring. Many of us teachers are already living paycheck to paycheck. If we lose 20% of our paycheck it would definitely impact the children of Hawai'i in many ways.

In an effort to make up for the 20% pay cut teachers may have to pick up a second job to cover the difference in pay. If more teachers are working two (or possibly more) jobs then that would take away from their planning time and as a result, valuable and meaningful lessons for the children of Hawai'i would be gone.

If a teacher has a second job (during the traditional school year) then they would most likely have to leave school once their seven hour work day at school is complete- having to cut corners to complete their daily tasks including, correcting papers, reviewing data, planning lessons, collaborating with colleagues, communicating with parents, tutoring students or even running after school clubs. If this happens then students would not be receiving the quality of education that they deserve. This would also create stress on teachers and potentially put them at risk of becoming ill or using sick time.

I personally was diagnosed with Shingles two weeks ago. My primary care physician explained to me that more and more people are being treated for Shingles during this pandemic potentially as a result of COVID related stressors. Potential pay cuts are definitely a COVID related stressor.

Please find another way to balance the budget aside from taking pay away from teachers.

Mahalo for your time and consideration,

Vanessa Mytrohovich

Pearl City/Waipahu (O'ahu)

LATE

From: [Ellen Stone](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Sunday, May 10, 2020 5:46:19 PM

MONDAY, MAY 11, 2020
10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Ellen Stone I am the Student Services Coordinator and a Special Education Teacher at Kohala Middle School in Hawaii District on the Big Island. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

I have been teaching in Kohala since 2003, and have experienced furlough days as well as the continuous changes taking place in Special Education. You are probably aware of the legal implications of the work we are required to do to help our students, as well as to protect the State of Hawaii from lawsuits. My fellow Sped teachers and I take our responsibilities very seriously, and while I enjoy my work, I am old enough to retire. Knowing that my work is valued enough for my union, the Board of Education and Governor to fight for these differentials for teachers motivated me to continue working for another year. I am licensed and highly qualified for my positions, and strongly believe that you get what you pay for. With the onset of the COVID-19 pandemic, the threat of losing the recently instated differentials as well as another 20% pay cut, I am seriously rethinking my decision to continue teaching. It would amount to a 40% pay cut for me and an extra year of teaching would not have a positive effect on my retirement pay.

I sincerely hope that you will not support cuts to teacher salaries. We have been working harder than ever trying to teach remotely and support our students and families, and I believe that there are less harmful ways to deal with the financial shortfalls in Hawaii. Your support of education is extremely important and greatly appreciated!

Mahalo,

Ellen M. Stone

Kohala Middle School
Hawaii District
Hawaii Island

From: [Russell/Leilani Fitzgerald](#)
To: [WAM Testimony](#)
Subject: LF - Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Sunday, May 10, 2020 10:23:10 PM

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020

10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Leilani Fitzgerald. I am a special education teacher for students with severe disabilities and autism at Leilehua High School in the Central district of O'ahu. I have been a teacher in this position for 10 years. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

During this coronavirus pandemic, teachers like myself have been working hard to provide our students with instruction given what limited resources we have and within narrow parameters. Despite what many in the public believe, teachers are not working one-hour days. We are spending our time collaborating, researching and trying to find the best ways to keep our students engaged and challenged in new ways. Distance learning is truly a new frontier for both us and our students.

Furloughs and cuts to teachers, educational staff and other state workers will only further exacerbate Hawaii's hard-hit economy. Teachers empathize with our students, their families and their situations. We work with students from every walk of life and who represent nearly every demographic – we truly understand the gravity of this situation. However, we have been earning our pay during this pandemic and to slash it at this time discredits our efforts and professionalism. It is also irresponsible. Hawaii's businesses depend upon everyone sharing their wealth. It's how an economy works. My family has made every opportunity to patronize local businesses during this time. We want them to stay open, to keep their employees. But pay cuts take money out of circulation. Should my pay be cut, I will not be able to share what little I will have with Hawaii's businesses because I will have my own financial problems to worry about. I cannot worry about keeping the neighborhood restaurant afloat when I am worried about my own bills.

Are furloughs the answer then? No. Furloughs will only deprive students with severe disabilities and autism (not to mention other students) of the important contact they need with their teachers and schools. Distance learning has already created problems for parents not equipped to provide their children with the necessary instruction and intervention needed for them to progress. Further, reduction of instructional minutes for these children may be a violation of Free and Appropriate Public Education (FAPE). Lawsuit, anyone?

Teachers understand the seriousness of our economic situation but pay cuts and furloughs are not the answer.

Thank you for this opportunity to testify on HB 2200, HD1.

Mahalo,

Leilani Fitzgerald

Central District

Oahu

LATE

Testimony before the Senate Ways and Means Committee

Re: HB 2200, HD1 Relating to the State Budget

Monday, May 11, 2020

10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Karen Kohagura. I am a second-grade teacher at Pahoia Elementary School in Senate District 2 on the island of Hawaii. I am submitting testimony in support of HB 2200, HD1.

I would like to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

If our salary is reduced, many of the senior teachers will be forced to retire, and many younger and newer teachers will leave the profession. Teachers will not be able to afford the high cost of living in Hawaii on a reduced salary.

I am very concerned, furthermore, about how the reduction in my salary will negatively affect our financial situation. My husband, Paul, is retired and collecting Social Security. I am a 30-year veteran educator, and I also have to collect Social Security to supplement our income. A pay cut will be disastrous on our finances and livelihood as we still have a mortgage to pay as well other living expenses.

Many students at our school, Pahoia Elementary, have been taught by substitute teachers instead of licensed teachers over the years. Reducing the salaries of teachers will cause an even greater teacher shortage. Our students have already missed the fourth quarter, a total of 46 days of instruction. They need to return to classrooms with highly qualified educators teaching them. These students are our future citizens and leaders. They are the future of the state of Hawaii.

Thank you for this opportunity to submit a written testimony.

Mahalo,

Karen Kohagura

Senate District 2, Island of Hawaii

From: [Jo-Ann Keliikuli](#)
To: [WAM Testimony](#)
Subject: House Bill 2200, HD1
Date: Sunday, May 10, 2020 8:12:33 PM

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Jo-Ann Keliikuli. I am a 5th grade teacher at Laie Elementary School in Windward, Oahu. I am submitting a testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse." The two main reason I would like you to support the bill is because we spend the necessary time and money to help our students and people like myself have our own financial difficulties too.

Just because we don't have our students in our classroom, Distance Learning takes up a lot of my time then normal school days which teachers like myself are willing to give. Our students need us to guide, instruct and assist when necessary. I find myself doing more research to make sure the standards are taught in a way students can continue to learn. As a grade level we meet to develop lessons plans that are easy to understand, research resources, contact our parents and students through text phone calls, email to make sure parents are aware of the assignments and students get the necessary help. I enjoy teaching and especially working with my students. I too need the money to help me in the classroom.

Like everyone, we all have financial difficulties and need every penny to make ends meat. I am the main Financial supporter of my family which consist of two sisters, two niece and my 83 year old mom who is paralyzed and need daily care. In order to keep up with the bills, I work at two other part time jobs. I pay all the utilities, food, medical bills and adult pampers for my mom. The pay I am currently receiving, helps and to have a pay cut will only put myself into more financial debts. Thank you for finding other ways to help with the crisis. A pay cut for any State worker isn't fair to ask because we are working hard to support our families too.

Please continue to support all State workers by finding other ways to fund, or overcome the financial crisis. If you have any further questions, please contact me at jkeli1@yahoo.com.

Mahalo,
Jo-Ann Keliikuli, Windward, Oahu

From: [Carol Ann Dorland](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200
Date: Sunday, May 10, 2020 10:21:04 PM

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020

10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Carol Dorland . I am a second grade teacher at Kihei Charter School in Kihei on Maui. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, “We don’t want to have an additional negative effect on the economy that might make matters worse.”

Next year will be my 27th year of teaching and my 3rd year of teaching on Maui. I’ve always enjoyed helping children learn, but have found that it brings more and more challenges each year. Teachers are called on not only to teach, but to fill the gap of mom/dad, hugger, snack-giver, school material supplier and more. This last year with the need for online teaching because of the virus, has been one of the most challenging that I’ve ever encountered. I’ve adjusted by putting even more time, money, and effort into trying to make sure that each of my students are able to learn. This makes living on a teacher salary difficult as I also have four children of my own. I rent because I can’t afford a home here. We own one car (year 2009) and take the bus to keep our costs down. We live very frugally. Much of our extra money goes back to my students and getting the materials that I need to teach.

I’m very worried that next year, I will be the supplier of even more school supplies, snacks, and resources among other things that will be needed to meet the needs of my students because many of them won’t have money for even the basics. In a time where I am asked to give the very most of my money, time, and effort - and am being told the I’m essential - I am also told that I might be getting a 20% paycut. This is not the “Thank You” that teachers are due. This is a slap in the face for our hard work. This is a HUGE loss for me and my family and my future students. So large, that I will either need to get a second job (which will make me a very tired and probably crabby teacher because I’m stretched way too thin) or that I have to consider leaving beautiful Maui in order to live within my means. So, I ask you, is it worth 20% to loose qualified teachers? Who will pay the biggest price for this cut and for how long? Teachers and our children should NOT be the way to balance your budgets. Children should NOT be the ones to pay for this crisis. Fight for the children of Hawaii and put them first. Find another way.

Mahalo,

Carol Dorland
Kihei, Maui

LATE

May 11, 2020

The Honorable Donovan Dela Cruz, Chair
Senate Committee on Ways and Means
Thirtieth Legislature
State Capitol
State of Hawaii
Honolulu, Hawaii 96813

Dear Senator Dela Cruz and Members of the Committee:

SUBJECT: HB 2200 HD1 - RELATING TO THE STATE BUDGET

Thank you for this opportunity to provide testimony. I would like to direct my first comment specifically to:
Page 25, line numbers 13-20. HTH501 - Developmental Disabilities, in opposition to staff and budget cuts.

I respectfully request you reconsider these cuts. I am (a parent/sibling/advocate)

Your story goes here. (*Why is consistency with your case manager important, if staff were cut what happens.*

What have you used the Waiver services for, how has it helped, what would happen if services were cut?

Could mention the changes with COVID 19 already, how detrimental further changes would be)

My second comment I would like to direct specifically to;
Page 25, line numbers 21-22. HTH501 - Developmental Disabilities, in support of increasing the ceiling to the Special Fund.

Your story goes here. (*These funds are much needed for staff development and providing technical assistance to provider agencies.*

During these changing times, new trainings need to be created, outreach needs to be increased. Caregivers like me need guidance and support.)

Thank you for this opportunity to provide comments to HB2200 HD1

Sincerely,

Kenichi K. Yabusaki, Ph.D.

LATE

HB-2200-HD-1

Submitted on: 5/10/2020 11:42:04 AM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Lorie Javier | Individual | Support | No |

Comments:

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020

10:30 a.m.

Dear Chair Dela Cruz and members of the Ways and Means Committee:

My name is Lorie Javier. I am a teacher at Challenger Center Hawaii in the Leeward District on Oahu. I am submitting testimony in support of HB 2200, HD1.

I am truly grateful to the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. Pay cuts during this challenging time would be devastating for anyone, but especially for the middle class worker whose wages are already barely enough to meet the cost of living requirements here in Hawaii. As Chair Dela Cruz said this past week, "We don't want to have an additional negative effect on the economy that might make matters worse."

If teacher salaries are cut, our public education system will certainly lose the very best teachers, the innovators in our profession, to other jobs and force the younger generation of teachers to move away from Hawaii. They will leave not because they want to, but because they have no other choice. Reduction in teacher salaries will exacerbate any recruiting efforts for a profession already struggling to put a qualified teacher in every classroom. Please support our Keiki and Hawaii's future by supporting our teachers, and avoiding any pay cuts or furloughs. Thank you for your service to the people of Hawaii.

Mahalo,

Lorie Javier, Leeward District Teacher, Oahu

LATE

HB-2200-HD-1

Submitted on: 5/10/2020 12:02:47 PM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Len Fergusen | Individual | Oppose | No |

Comments:

My name is Len Fergusen, a Special Education Teacher at Nanakuli High and Intermediate School. I've been at NHIS for 8 years and have witnessed a high turn over rate annually. We also have to rely on many substitute teachers due to the teacher shortage particularly in the field of Special Education. Often there are not enough substitute teachers to fill the vacant positions. If you propose and pass ANY pay cut for teachers you will be exacerbating the problem of teacher shortage and undermining our students chance for academic achievement. Please find another avenue of funding but don't put it on the backs of Hawaii's educators and students. If you could find the reasoning to fund the "train" with a 1/2% increase in GET another 1/2% GET increase would actually go to a good purpose. The families of my Nanakuli community were just barely making do before the Covid event, now they have been jobless, hopefully not homeless and it wouldn't be pono to put a lack of decent education upon them. Please consider your teachers and their keiki before you propose your budget initiatives. Thank you, Len Fergusen

LATE

HB-2200-HD-1

Submitted on: 5/10/2020 5:16:41 PM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| catherine Caine | Individual | Support | No |

Comments:

To: House Ways and Means Committee:

What a difficult time this is for all people in the State of Hawaii, and as our leaders it must be even more difficult in this unprecedented time. My heart and thoughts go out to you as face the daily challenges and choices.

As you look at this budget, I humbly encourage you to think deeply about what you need to do but consider the possible repercussions and the history of past economically difficult times.

I have been teaching in the State of Hawaii for the past thirty years. In 2008 state workers received a pay cut of 5% teachers included. However, there is a difference teacher were held at the 5% pay cut until 2014 while many other groups were not held at these pay cut levels for as long as teachers. This is the history I want you to consider.

If we want to talk about money let's talk about Federal Funds being used instead of cutting the pay of the people who have never recovered from the last economic crisis. Think about why the State of Hawaii is over a thousand teachers short. Also, I can say many of the experienced teacher may just decide to leave and the pension fund could be overwhelmed with retirees. Last but the most important budget idea is what about the students we serve especially in the lower economic areas of our islands. What happens to them and our society if we can't offer them a viable education to become a contributing tax paying citizen?

I support moving forward, using Federal Funds to supplement our state especially workers' pay.

LATE

HB-2200-HD-1

Submitted on: 5/10/2020 4:06:14 PM
Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|--------------|--------------|--------------------|--------------------|
| Gayla Sasaki | Individual | Comments | No |

Comments:

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020

10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Gayla Sasaki. I have been a teacher at Leilehua High School for 25 years in Central District on Oahu. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, “We don’t want to have an additional negative effect on the economy that might make matters worse.”

I am extremely against teachers (me) and first responders (firefighter husband) getting a pay cut. If teachers and first responders get a pay cut, my husband and I will need to get a second job to make ends meet. That means that I would have less time to plan for students and help with extracurricular (Asst. Athletic Director, coach, Class Advisor) activities. Every year, I purchase my students many school supplies and personal items since many are from low income families. With the state cuts to next year funding, our school is cutting field trips and purchasing for next year so supplies for students and teachers will be extremely limited. If we don't take a pay cut, I will still be able to buy students the items they can't afford so they can learn and teachers can buy what they need to teach students.

Mahalo,

Gayla Sasaki

Leilehua High School

LATE

HB-2200-HD-1

Submitted on: 5/10/2020 4:20:12 PM
Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|----------------|--------------|--------------------|--------------------|
| Micah Benavitz | Individual | Support | No |

Comments:

Good morning,

My name is Micah Benavitz. I am a teacher at Mililani High School in I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, “We don’t want to have an additional negative effect on the economy that might make matters worse.”

Many of my co-workers and myself are extremely worried if we recieve a pay cut. There are individuals whose spouses are currently unemployed due to the stay-home order, and those who both work for the DOE. If there are pay cuts, they will be forced to seek other employment or to move out of state creating a larger teaching shortage. We currently have a teaching shortage that is affecting the learning opportunities for our keiki. In certain districts there are classrooms with unqualified teachers, or long-term substitutes. If teachers recieve a pay cut, it will negatively effect the public education system by losing qualified teachers.

I have taught secondary education for nine years and my passion is teaching. My career allows me to give back to the community by helping our keiki prepare for post high school. When I enrolled at the university to obtain a masters degree in education, I knew that I would not make as much money compared to other career paths. Currently about 95% of my paycheck goes to my mortgage and it is difficult to finiacially support my family in Hawaii. If teachers recieve a paycut, I will be forced to seek a different career path increasing the teaching shortage.

Further, our state's economy has taken a blow due to Covid-19. It will take an educated workforce to climb out of this recession. Teachers play an important role in our state's economy and its future. Please do not cut off the nose to spite the face!

Mahalo,

Micah Anjin Benavitz

LATE

HB-2200-HD-1

Submitted on: 5/10/2020 2:01:47 PM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Joanne Kimua | Individual | Support | No |

Comments:

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020

10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Joanne Kimura. I am a Special Education Resource Science Teacher at Pearl City High School in Leeward District on Oahu. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

I continue to teach Special Education Science at my high school alma mater even if I have been eligible for retirement for almost a decade. Sadly, if I face a significant cut in pay, I need to step away from the job I still have a passion for and love. Special Education is a high need area, but finding a Special Education HQ in Science will be a challenge.

Our school currently is already being affected by budget cuts (cuts in funding and cuts in teaching positions) I feel very sad for the Special Education as well as General Education students in our school because their education will be affected. I feel any decisions should be based solely with the educational welfare of all students in the State of Hawaii in mind.

Mahalo,

Joanne Kimura
Leeward District, Oahu

LATE

HB-2200-HD-1

Submitted on: 5/10/2020 3:00:16 PM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Amy Zhang | Individual | Support | No |

Comments:

I am testifying in support of HB1632, HB 2200, HD1 and HB2725, HD1. I am supportive of the legislative package that provides the needed \$1 billion shortfall that will eliminate the need for any furloughs or salary reductions. I appreciate the hard work and understanding of the legislative leaders in finding innovative ways to fill the budget gaps and ensuring the stability of the public employee workforce as we move forward together in these difficult times.

LATE

HB-2200-HD-1

Submitted on: 5/10/2020 1:54:53 PM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|--------------|--------------|--------------------|--------------------|
| Hope McKeen | Individual | Support | No |

Comments:

‘O ke kahua ma mua, ma hope ke kÅ«kulu. ‘O nÄ• kahua, ‘o ke kai ‘oe, ‘o ka ‘Ä• ina ‘oe, ‘o nÄ• akua ‘oe, ‘o nÄ• kÅ«puna ‘oe a ‘o nÄ• kumu ‘oe. ‘O ia mau kahua ‘o ia ho‘i nÄ• kumu, ‘o ia mau kumu ‘o ia ho‘i ke kahua.

‘O Hope Pualani McKeen ko‘u inoa I’m a teacher at Ka ‘Umeke KÄ• ‘eo Hawaiian Immersion School in Hilo.

There first must be a foundation, and then the building after. We as teachers are the foundation for our students, as our teachers were a foundation for us. this ‘Ä• lelo no‘eau highlights the importance of having a Kumu to guide, support and learn from. It shows the importance of setting strong foundations to build later. It shows that it is not a new idea that teachers are in fact important to building strong communities.

We are at an unprecedented time in public education. This year we worked tirelessly to remedy previous acts of balancing the budget on teachers and public employees, by advocating at the legislature to reinstate step movements.

I am a Special Education Hawaiian Immersion teacher currently teaching online. My day starts at 7:55 am and ends well after 3 pm on any given day. I am tasked with making the very best attempt to service my students by collaborating with my colleagues, reaching out to families more than 5 times a day, meeting one on one with my students to address specific learning goals as well as document all my contact with children and parents every day. To put this in perspective, I barely even get a lunch break and many days forget to eat because I’m juggling all of these duties for my caseload, AND I’m considered having a small caseload of 14. It is beyond me how any SPED teacher could manage this with larger numbers. This hurts our students because they’re getting stressed out Kumu with not enough time to plan. Add a pay cut to that, I don’t know how many SPED teachers would be willing to stay in SPED for even less pay.

Furthermore, we already have a huge shortage of Hawaiian language immersion educators and teachers leading some classes that CANNOT speak Hawaiian. That

means their students aren't being given a proper immersion education. But I worry this shortage will only worsen if we have to endure pay cuts or the shortage differentials end. Please find the funds to give our keiki the immersion education they deserve.

Please support the foundation of Hawai'i by supporting fully licensed and skilled Kumu in teaching our keiki by giving them the professional pay they deserve.

LATE

HB-2200-HD-1

Submitted on: 5/10/2020 1:52:30 PM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Suzanne Olsson | Individual | Support | No |

Comments:

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020

10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is **Suzanne Olsson**. I am a **Special Education Teacher** at Iao Intermediate School in the **Baldwin Complex Area** on **Maui**. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

As a single mother, I can tell you that pay cuts or furloughs will cause me to become homeless or have to relocate elsewhere on the mainland to live with family over there. I cannot afford to lose my current pay- it would be devastating not only to me and my son, but also to my fellow teachers, librarians, counselors, and most importantly, our students. With my current pay, I'm just barely able to survive here and put food on the table. My second job, where I worked at corporate events to help with the bills is now gone due to COVID-19. Pay cuts will put undue stress onto teachers, their families, and our students.

We would face even more teacher shortages. Our students' education will be compromised if this happens. Also, there has been a profound shortage of special education teachers in Hawaii. With more shortages, we may not be able to provide free and appropriate education to our students (FAPE); students would suffer without enough professionals there to provide the support they need. Education is important and our students come first! Teachers work very hard for their students and cutting their pay would surely result in shortages.

Mahalo,

Suzanne Olsson, Baldwin Complex, Maui



HB-2200-HD-1

Submitted on: 5/10/2020 12:19:07 PM
Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Adam Smith | Individual | Support | No |

Comments:

Dear Chairman Dela Cruz and Members of the Committee,

I am very concerned about the limited access people have for health care during this unprecedented time. The effects of COVID-19 are not just worsening the economy of the state and the communities, but also worsening the health of the public. And I'm not just talking about infections from COVID-19 but the sexual and reproductive health of all peoples on the islands. With the shutdown and stay at home orders, many people have limited or no access to a provider and as unemployment continues to climb more citizens will lose their health insurance or be unable to afford accessing lifesaving and necessary sexual and reproductive healthcare. Now, more than ever, Hawaii must support a family planning program that helps uninsured patients and low-income patients. And Hawaii must invest in programs that have a proven track record of saving money and supporting families during financial hardships.

Family planning programs have been shown to save costs for families and for the government - for every \$1 spent on family planning programs taxpayers save almost \$7. Fully funding a program will ultimately save Hawaii money – that's because providing preventive care avoids the need for more expensive treatment and management down the road. Family planning also increases economic security by helping people pursue an education, get and keep jobs, and support their families.

The current funding proposed is absolutely inadequate for meeting the needs of health care throughout the state. The Legislature must provide at least \$2.4 million in the budget to insure our communities stay healthy throughout this crisis. Without full funding, the health and lives of people in Hawaii are at risk, especially for communities that already face historic barriers to health care – such as people of color, people with low incomes, immigrants, people living in remote or rural areas, and young people. Unless the Legislature invests in a family planning program, the health outcomes for these communities will only get worse.

By not fully funding family planning with the requested amount of \$2.4 million we would see devastating impact to our communities:

In 2018 alone, Planned Parenthood saw more than 4,200 patients and provided 9,000 STI tests, 400 pap tests, and 2,300 women with birth control.

If the legislature does not fully fund the state program, Planned Parenthood and other safety net providers may be forced to see fewer patients, shorten clinic hours, or reduce costly services like long-acting reversible contraception, which is the most effective form of birth control.

The loss of federal Title X funding is already being felt: People with low incomes who used to have access to free care are now being charged for services, sometimes \$50 or more for an STI test.

Right now, there is no longer a provider that offers free STI testing on Maui. This is especially scary for people who may not be able to afford to pay out of pocket for services or travel to access a provider as a result of COVID-19.

Without access to affordable or no-cost sexual and reproductive health care, people in Hawaii are being (and will continue to be) forced to delay care or forego it altogether. Life-threatening conditions, such as cancer and pelvic inflammatory diseases, will go undetected and untreated. When STIs go undiagnosed, the symptoms can lead to more serious infections that require costly emergency treatment and can even lead to infertility.

Funding a state family planning program will ensure low income and/or uninsured people across Hawaii get the health care they want, they need, and they deserve.

The majority of voters agree that the Hawaii Legislature should do more to protect access to reproductive health services, including abortion care, and 91% of Hawaii people believe reproductive health care is a critical component of health care. Funding a state family planning program will ensure low income and/or uninsured people across Hawaii get the health care they want, they need, and they deserve.

Access to comprehensive sexual and reproductive health care is fundamental to the health and economic security of people in Hawaii. Now is the time for the Legislature to be a leader and take action to ensure all people in Hawaii can equally access quality, affordable reproductive health care. This is both fiscally responsible and necessary to protect public health.

Fully funding a program will ultimately save Hawaii money – that's because providing preventive care avoids the need for more expensive treatment and management down the road. Family planning also increases economic security by helping people pursue an education, get and keep jobs, and support their families.

Therefore I urge you, please, for the sake of the communities of Hawaii, fully fund a state family planning program with an appropriation of at least \$2.4 million to ensure people across Hawaii have access to the health care they need.

Regards,
Adam Smith

LATE

HB-2200-HD-1

Submitted on: 5/10/2020 12:47:19 PM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| David R. Mireles | Individual | Support | No |

Comments:

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020

10:30 a.m

Chair Dela Cruz and members of the Ways and Means Committee:

My name is David Mireles. I am a College and Career Counselor at Kapaa High School in the DOE Kauai Complex on Kauai. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

I have been a teacher for 30 years, 15 of which I have served in the Hawaii Public School system. I have felt the effect of pay cuts in the form of Friday furloughs, the low pay due to compression on the teacher's salary, and low pay due to the high cost of living. I have had to supplement my wages for the last 5 years doing part time labor on various construction jobs and tutoring students of all ages in order to make ends meet for my family. I remember the pain of furloughs and how it drained our children's college funds and led to the short sale of the home I had worked so hard to acquire. I am afraid that another pay cut will lead to devastating effects on our family finances and dramatically impact our ability to pay our bills as our children attempt to finish their education.

Furthermore, as a veteran educator, I can assure you that cuts to teacher's pay will have a negative impact on our students to continue learning and make great strides in their measurable educational goals and outcomes. Our keiki deserve the best teachers in the best educational environments. A pay cut will undoubtedly lead to teacher

shortages in schools that can hardly keep the great teachers they have now. The loss of learning opportunities from highly qualified teachers will lead to negative consequences for Hawaii's public school students. Please refrain from pay cuts and furloughs for teachers and counselors who do so much for students. Let's show our society how much we care about our students and those that work tirelessly to educate them.

Mahalo,

David R. Mireles

Kauai, Hawaii

LATE

HB-2200-HD-1

Submitted on: 5/10/2020 12:05:31 PM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Kimberlee Bassford | Individual | Support | No |

Comments:

I am testifying in support of HB1632, HB 2200, HD1 and HB2725, HD1. I am supportive of the legislative package that provides the needed \$1 billion shortfall that will eliminate the need for any furloughs or salary reductions. I appreciate the hard work and understanding of the legislative leaders in finding innovative ways to fill the budget gaps and ensuring the stability of the public employee workforce as we move forward together in these difficult times.

LATE

HB-2200-HD-1

Submitted on: 5/10/2020 12:42:42 PM
Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Christy Keaunui | Individual | Support | No |

Comments:

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Christy Keaunui. I am a teacher at Mililani High School in the Central District on the island of Oahu. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, “We don’t want to have an additional negative effect on the economy that might make matters worse.”

I have been a teacher with the State of Hawaii for the last seven years. I previously worked for a private school for eleven years, but made the decision to work to support our students in the public education system. I am proud of the work that we do every day for our students. Proposed pay cuts would be devastating to my family, my fellow teachers, and especially the thousands of students we serve.

My husband and I are both educators with the state and we depend on our salaries to pay for our immediate expenses such as a mortgage, student loans, and preschool tuition for our four year-old son. If our pay is cut, we would not be able to financially survive. We would have to look for new professions or possibly relocate.

The same holds true for my colleagues. We work tirelessly for our students and still struggle to make ends meet, but continue to dedicate ourselves to our profession because we believe in a quality education for all. Pay cuts would force many to look elsewhere for teaching jobs, either out-of-state or in the private sector.

Most importantly, these pay cuts would have long-lasting negative effects for the children of Hawaii. There is currently a teacher shortage in our state and pay cuts would only exacerbate the problem. Our children deserve the best education and we are short-changing them if we take away their resources. In addition, I am sure that we will see increased enrollment in our public schools as a result of this economic disaster. Parents of private school children will not be able to afford costly tuition and will turn to us to educate their children.

We must provide the most qualified teachers and resources for our students. This investment is crucial for our future. Education is the last place that we should look to in order to balance the state budget.

Mahalo,

Christy Keaunui, Central District, Oahu

LATE

HB-2200-HD-1

Submitted on: 5/10/2020 10:40:35 AM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Teena Michael | Testifying for WCC | Support | No |

Comments:

I am testifying in strong support of HB1632, HB 2200, HD1 and HB2725, HD1.

I am supportive of the legislative package that provides the needed \$1 billion shortfall that will eliminate the need for any furloughs or salary reductions.

I deeply appreciate the hard work and understanding of the legislative leaders in finding innovative ways to fill the budget gaps and ensuring the stability of the public employee workforce as we move forward together in these difficult times.

LATE

HB-2200-HD-1

Submitted on: 5/10/2020 10:57:18 AM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Mary Bonnetty | Individual | Support | No |

Comments:

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Mary Bonnetty. I am a Special Education Inclusion (3rd-5th grade) Teacher at Queen Kaahumanu Elementary School in the KMR Complex/Honolulu District on the island of Oahu. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, “We don’t want to have an additional negative effect on the economy that might make matters worse.”

After retiring from the military, I knew that I had another worthy calling in my life. I wanted to return to the distinguished profession of teaching students effective and efficient academic and social skill sets for college and career readiness. I did not choose to go back to the mainland because I felt that I was needed here. I love teaching students. It is truly my passion and commitment in life. Special Education is a truly demanding field. Hawaii has a dire need for effective teachers in the field of education. Our students will suffer academically and socially if the teacher pay cuts are approved. According to evidence-based data, Hawaii has a 4.9 percent teacher shortage rate when compared to the national teacher shortage rate of 2.6% (HDOE, 2019).

The devastation of COVID-19 in the field of education is unprecedented and will provide future research studies with evidence-based instruction, intervention, and assessment practices for the way ahead. If pay cuts or furloughs are forced on educators, the teacher shortage gap will widen due to the loss of funds to provide their basic needs in Oahu. The cost of living in Hawaii is a tremendous concern for me. How can effective educators like myself and others survive here if our paychecks are cut? I humbly ask you Sir to explore other federal and state funding measures, and not cut the pay of qualified teachers.

Mahalo,

Mary Bonnetty, Island of Oahu

LATE

My name is Liz Laliberte and I've been a special education teacher in Hawaii since 2006. I teach high school students who have struggled through their school years. However, they are hanging in there and working hard to finish their high school degrees, so they can go on to college or enter the workforce and be a contributing member of our community. The majority of my students lack things like two parents, a working car, stable housing, good health and other basics most take for granted. Not all, but some of our students look forward to school because they not only learn, but enjoy hot meals, a place to charge their phone and a social support system. As high schoolers, they mostly consider friends as their 'family' but a good many would also say their teachers are part of their extended family. At my school there are teachers who are more of a parent than their actual legal parents. They are stable, trusted adults who form the bond of resiliency with these so-called at-risk kids. Remember that famous study? The longitudinal study that partly took place on Kauai which showed that ONE trusted and significant adult can change the trajectory of a child's life for the better? Our schools are full of those trusted adults. What students don't receive from their home life, they often find at school.

Teachers and schools are a critical resiliency factor in our communities. Resiliency factors keep kids off drugs, out of the courts and jails, and on track to be economically self-sufficient. As a result, our communities spend less money on police, drug treatment and prisons. On the one hand it costs an average of \$40,000 per year to incarcerate a person in Hawaii. Schools, on the other hand, currently spend \$14,000 per student per year on average. Seems like a bargain to put funds into schools now, to save lives and money later.

Cutting teacher pay affects TITLE I schools more intensely than those in wealthier communities. Almost all Hawaii schools are TITLE I schools. TITLE I schools usually have the highest teacher turnover rate, which leads to the most unqualified teachers and long-term subs. Serving the neediest students means TITLE I schools should be the most stable, well-funded, well-equipped schools but unfortunately the opposite is true, and this crisis could make it much worse. At-risk students need *more* stability in their learning environments, not less. How is stability achieved? By ensuring people, programs and procedures stay constant, especially during times of stress and uncertainty. Study after study show stable, trusting relationships between teachers and students are a key resiliency factor in student success.

Imagine three months from now, when (hopefully) students can finally return to school, how important it will be for our schools to offer this stability and continuity. If it's true that Hawaii is already experiencing the highest percentage of unemployment claims per capita, we know many of our students' families will be affected. In extreme cases there could be evictions, utility shut-offs, extended family moving in together, cars getting repossessed among other disruptions. When arriving on campus, instead of breathing a sigh of relief, students may instead find unfamiliar faces and even fewer resources than before. Schools, instead of being a safe haven staffed by caring adults, could end up being yet an additional source of stress. Cutting teacher pay will undoubtedly force some teacher to retire early or move to the mainland. If teacher pay is cut in addition to first responder pay, my husband and I will take a 30% pay cut. We're not sure we can afford to live here if that's the case. Cutting pay for essential service such as police, teachers, firefighters, correctional officers is literally punishing people who are the backbone of our communities, who protect, serve, teach and help. With fewer of us, more students

will find themselves with teachers they don't know, who may not be qualified and trained, and who may not come back the following year. Cutting teacher salaries is a short-sighted 'solution' that will only create more serious and long-lasting problems down the road.

LATE

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020

10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Shannon Garan. I am an English Language Coordinator/Teacher at Linapuni Elementary in the Honolulu District on O'ahu. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

I am a veteran teacher of 24 years with the DOE. In my first year of teaching, we avoided a strike, which was a scary situation for me as a first-year teacher. However, I did go through the strike in 2001 and the furloughs in 2009-10. I was a single mom with a young child getting no extra financial support from the other parent. I somehow survived but was never able to feel financially stable. I was fortunate to have very supportive family and friends during those times and did not need to pick up a second job to make ends meet.

However, times are different now. Cost of living is higher. What makes it even distressing for me is I am not where I should be on the salary scale. Although my son is now an adult and able to contribute to the living expenses, I am afraid that I will have to pick up a second job to make ends meet. Please I urge you to ensure that teachers do not be subjected to any type of pay cuts.

Mahalo,

Shannon Garan, Honolulu District, O'ahu

LATE

HB-2200-HD-1

Submitted on: 5/10/2020 12:17:09 PM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Leinaala Vedder | Individual | Support | No |

Comments:

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020

10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Leinaala Vedder. I am a 21 year teacher at Kula Kaiapuni o Maui ma PĀ• 'ia (Hawaiian Immersion School at PĀ• 'ia on Maui. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

Having a 20% pay cut will drastically affect my life as well as the lives of my students in Kaiapuni, Hawaiian Immersion. My kuleana is my commitment to Kaiapuni Education and my IĀ• hui. I belong in Kaiapuni. However, a 20% paycut scares me to think that I might have to choose between being an educator in a public school or private school. The worst would be to leave my teaching profession just to support my children and family. There is already a shortage and need for highly qualified Hawaiian Immersion teachers. Families who choose Hawaiian Immersion education will be left with one less teacher. This will hurt Hawaiian Immersion students because they will not have the quality of education from a certified Hawaiian Immersion teacher in the classroom.

Mahalo,

Leinaala Vedder, Kula Kaiapuni o Maui ma PĀ• 'ia

LATE

HB-2200-HD-1

Submitted on: 5/10/2020 12:14:08 PM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Andrew Hood | Individual | Support | No |

Comments:

Below is abbreviated text you could use if you want be efficient:

I am testifying in support of HB1632, HB 2200, HD1 and HB2725, HD1. I am supportive of the legislative package that provides the needed \$1 billion shortfall that will eliminate the need for any furloughs or salary reductions. I appreciate the hard work and understanding of the legislative leaders in finding innovative ways to fill the budget gaps and ensuring the stability of the public employee workforce as we move forward together in these difficult times.

LATE

HB-2200-HD-1

Submitted on: 5/10/2020 12:09:35 PM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| bridget kannan | Individual | Support | No |

Comments:

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Bridget Cannan. I am a special education teacher at Kamali'i Elementary in [Baldwin-Kekaulike-Maui Complex Area](#) on Maui. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

I absolutely love teaching at Kamali'i and was planning to stay for the 2020-2021 school year, however, news of potential pay cuts has caused me to consider leaving Hawai'i. I feel especially for my colleagues who, during this time when unemployment rates in Hawai'i are the highest in the nation, are the sole financial supporters for their families.

If teachers' pay is reduced, many will leave the islands and students will be left unsupported. We can't do this to our keiki who will return to school in August needing qualified, motivated teachers to work harder than they ever have to make up for an entire quarter instruction impacted by a global pandemic.

Mahalo,

Bridget Cannan, [Baldwin-Kekaulike-Maui Complex Area](#), Maui

LATE

From: [Shane Sigetic](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Sunday, May 10, 2020 10:30:32 AM

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020

10:30 a.m.

Aloha Chair Dela Cruz and members of the Ways and Means Committee:

I am a Special Needs Educator at Na Wai Ola Public Charter School in the Keaau District on Hawaii island. I am submitting testimony in support of HB 2200, HD1.

Please allow me to mahalo your time in consideration of favoring the people and educators with regards to you, the Legislature in finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, “We don’t want to have an additional negative effect on the economy that might make matters worse.”

I am writing as a small representation of our community here on the islands. I am a teacher here in Hawaii. I am also community member. I am a husband, and a tax payer. I...am so much more.

Recent times have caused the entire world to shift perspective on what existence is, what our human existence is within the world. Our societies, cultures and families all unique yet sharing similar desire for betterment in all domains of life as we know it.

With the shift in perspective, and the reality of our former and under stress ‘ways‘ or system of living, it is clear that those in government who help guide our societies and cultures, must shift the perspective of our existence. Economic, social, health and other scopes of our community are under new stressors and are shifting.

While you help guide the educational programs offered to our communities here on the island, we as educators also guide the programs offered. Together the Board of Education and Teachers are guiding the education of our people. There are more contributions to this guidance from other parties, let us focus on the BOE and the teachers.

Resources are being shifted due to limited supplies and interruptions in supply chain. The prior status of resources available to students (our end product so to say), was always in question of being too little. Educators providing experiences and guidance to students using limited resources did their best and continually make progress.

We are aware that there may be an additional cut to resources, including those of teachers funding and pay. A question if I may. What type of meal (future) are we to provide our selves and communities if we continually omit ingredients (resources/funding)? What type of nourishment do we value in providing ourselves (Hawaii community)?

If the Chair Dela Cruz and members of the Ways and Means Committee and the Board of Education moves forward with subtracting resources from students, schools and teachers in the way of materials, staff and funds, then the Board of Education is sending a message that it is ok to feed our communities and even thinner meal. Will we expect the same results and achievements from schools, administrators, students, staff? How realistic is it to ask someone to complete and strive for 1st in the Tour de France while only being supplied with a unicycle?

An other thought. How is it right to compile and sign a contract to then renig on obligations in pay? Is this a just system and method for conducting business? Additionally, how is removing pay/resources from teachers a method of ensuring the future of our communities? Has it been proposed to cut all fiscal contributions to the entire education system? Starting with the head of the education system; the Board of education all the way down to personnel in the schools inclusive of teachers, custodians, office personnel. If the Board is going to cease funds, it might be seen as fair for them to cut across the board inclusive of themselves. It more than likely will not be viewed as smart or an educated decision, yet that's the board's kuliana.

Please highly consider your choices. I would urge in seeking federal relief funds to

supplement in these times of need. The nationally government and other world governments realize the impact of our recent COVID19 pandemic and have formalized plans of action to supplement their people. Let us not be lead by ignorance and fear. Let us be lead by Aloha.

Mahalo for your time.

Shane Sigetic, Keaau District, Hawaii Island

FERPA: The Family Educational Rights and Privacy Act of 1974 forbids you to disclose any information about students, which may be contained in this e-mail, to any other party, either outside your organization or outside of the purpose for this disclosure without first obtaining the written consent of the student.

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From: [Pana Kia](#)
To: [WAM Testimony](#)
Subject: HB 2200, HD1 RELATING TO THE STATE BUDGET
Date: Sunday, May 10, 2020 10:31:34 AM

LATE

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020

10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Pana Kia. I am a middle school math and science teacher at Ilima Intermediate in the Leeward District of Oahu. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

Investing in our future through continual funding of teacher salaries will be pivotal if we want to ensure the opportunity for quality educators and education. I will definitely need another job to be able to make up for a deficit which can only mean less time and energy for me to continue to be the educator I am now and the better one I work on becoming. I hope that we can continue to invest in our future by balancing the budget and weighing what is most important to education.

Mahalo,

Pana Kia, Leeward District of Oahu

LATE

From: [Melinda Martinez](#)
To: [WAM Testimony](#)
Subject: Testimony In Support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 am.
Date: Sunday, May 10, 2020 10:34:43 AM

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Melinda Martinez. I am a seventh grade ELA teacher at Maui Waena Intermediate on Maui. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

As everyone realizes, educator pay cuts would be truly deleterious. Personally, my pay would be reduced by \$10,800 if the governor's 20% reduction went into effect. I cannot afford that. I actually moved to Hawaii and absorbed \$10,000 in moving expenses from my own savings that will never be recovered. I hold three teaching endorsements, teaching licenses in two states, and a MAEd: I'm a committed educator. I also possess student loans that total approximately \$55,000: I'm also a committed student. Additionally, I'm a parent. Unfortunately, it is expensive to raise children on Maui and therefore they remain in Colorado with their father. I pay child support because sending 27% of my monthly income to Colorado is less of a financial burden than paying for housing and food that would be adequate for my 12 year-old daughter and my 16 year-old son. Cutting my pay would effectively decrease my child support but also decrease my ability to travel to the Mainland to see my children and thus increase my child support because the higher the number of nights one spends with their children, the lower their monthly child support obligations. It's a lose-lose situation.

I am the Pie Chart Teacher, featured in an HSTA article from September 25, 2019. If you process in a visual manner, scroll to the middle of the article and review the photograph that depicts my income allocation. I live frugally and because of a few minor changes (the October 2019 scheduled pay raise and refinancing my car), I have a few additional dollars in my pocket, but there is not much flexibility in my budget. A pay cut would cause me to have to obtain a second job which would place stress on me as a second year teacher who is still carefully honing her practice and crafting her skill, or seriously consider leaving the state, potentially even leaving the field of education entirely despite my high school graduation goal of teaching kindergarten.

In 2018, my school hired 13 new teachers. In 2019 I believe there were 11 new teachers. I know new teachers who have at this point committed to leave Maui to return to the Mainland because of the governor's pay cut proclamation. I know several tenured teachers who are pondering the same thought. Pay cuts will expand the current teaching shortage and all teachers will feel the inevitable squeeze of larger class sizes and fewer resources. Pay cuts send a message and the message I hear is, "You don't matter". Students hear the same message as do their families: "You don't matter". It's highly personalized. Pay cuts will not just affect Hawaii's teachers but students will be at a further disadvantage as they are denied a quality education from qualified, experienced, and dedicated teachers. Teacher pay cuts then become a social issue and will burden the economy in a much broader scope: pay cuts are not

the solution and while I absolutely applaud and thank you for this creative reallocation of government funds, it is clear that equal creativity must become part of a new funding schema. Perhaps the COVID-19 Crisis will serve as an eye-opening experience, an opportunity if you will, and Hawaii's elected officials will commit to devising the means to fully fund education and express that educators, students, families, and our shared culture is valued with the opportunity to a quality education.

<https://www.hsta.org/News/Recent-Stories/on-maui-educators-who-are-parents-worry-their-own-childrens-education-system-is-failing-them>

Mahalo,

Melinda Martinez, BKM, Maui



From: jiao_chen92@yahoo.com
To: [WAM Testimony](#)
Subject: Testimony for House Bill 2200, HD1
Date: Sunday, May 10, 2020 10:34:50 AM

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Jiao Chen. I am a math teacher at Ilima Intermediate School in Leeward District on Oahu. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

My husband came from China for me because I didn't want to resign from my teaching job. He came here without knowing English and no job so we are living with just my paycheck until he can find work. My parents allowed us to live in their house until June 2020 and now they want us to move out. During this pandemic, my husband had a hard time to find a job because not many places are hiring since he doesn't speak much English. He almost got hired before this pandemic happened but due to stay home order, the warehouse is closed and they are not sure when they will be open again. When I heard about a possible 20% reduce pay in Hawaii, my heart dropped. I cried a lot lately because a 20% pay cut will not allow my husband and I live in Hawaii. If a 20% pay cut happens, I have no choice but to leave this professional job and move back to China by December 2020. Because Hawaii is one of the highest costs of living in the nation.

I don't want to leave teaching job because I know I will have so much to grow starts this coming school year. I was working three jobs during this school year, but I lost two jobs due to this pandemic. I was tired after working three jobs for seven days a week but I have no choice because I need to support my family.

Our students deserve a qualified teacher and my family needs me to support our life. It would not be a good choice for all state workers if the cuts are this deep. So help us please!

Mahalo,
Jiao Chen, Leeward Distract, Oahu



From: [Jessica Tennison](#)
To: [WAM Testimony](#)
Subject: testimony in support of HB 2200, HD1.
Date: Sunday, May 10, 2020 10:44:37 AM

MONDAY, MAY 11, 2020

10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Jessica Huggins am a Special Education at Castle High in Windward on O'ahu. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

You must find a different way. Cutting 20% pay from teachers is absolutely, unacceptable. It will be a financial devastation for my family as my husband and I are both teachers. Together that is a 40% pay cut to our income. We need to provide for our family. A 20%pay cut will drive me to leave teaching and look for alternative work. WE DESERVE BETTER! WE ARE EDUCATORS FOR OUR KEIKI, OUR FUTURE!!!

Mahalo,

Jessica Huggins

From: [Carole McLean](#)
To: [WAM Testimony](#)
Date: Sunday, May 10, 2020 11:05:12 AM

LATE

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020

10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is **Carole McLean**. I am a **Special Education teacher** at Nimitz Elementary **School in the Central District** on the island of **Oahu**. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

I have worked for five years and spent \$60,000.00 to become a Special Education teacher. This is my second career and my second masters degree in education. I have sacrificed a great deal to teach the children of Hawaii and I am paying almost \$400.00 a month in interest only payments. My costs continue to rise as the principle is compounded daily. I have been working in various capacities for the DOE for the last ten years and finally earned tenure last year. Although I contribute in a hard to fill category of special education, it is difficult to keep up with my monthly bills. Ever since the shut down, my school's faculty meets in virtual meetings several times a week. We are required to submit weekly lesson plans and confer with our parents at least once a week. We are also required to submit voluminous paperwork on each student weekly and are now preparing Progress Reports. I am now working 10 hour days just to keep up and also on the weekends.

Please do not reduce teacher pay to balance your budget. We are doing everything we can and more to bear this burden.

Mahalo,

Carole McLean, Central District, Oahu

LATE

From: [Lucas Dembart](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Sunday, May 10, 2020 11:03:19 AM

To Chair Donovan Dela Cruz,

My name is Lucas Dembart, and I am a 7th grade English and Hawaiian Studies teacher at Wheeler Middle. I am submitting testimony in support of HB 2200, HD1. I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

I am reaching out to urge you to reconsider the proposed cuts to teachers' salaries for the following reasons:

- 1) Teacher pay in Hawaii is already among the lowest in the nation, especially when considering the cost of living. If our salaries are cut, many of us may not be able to maintain living here and might have to leave our positions, causing even more teacher vacancy than already exists, and therefore hurting the potential of our students to feel connected to their community.
- 2) Teachers are among a small group of professions with consistent pay throughout this recession, and we are one of the only sources of money being injected back into the economy by providing patronage to small businesses. If our salaries are cut, you would be directly cutting off part of small business revenue streams.
- 3) Many teachers have become the sole providers for their families during a period of astronomical unemployment rates. If you cut teacher salaries, you would cause further damage to the financial stability of thousands of families across the islands, and potentially increase the risk to property owners that rely on our incomes to continue paying rent and managing the property.
- 4) Teachers already work countless more hours than we are paid for, and even sacrifice part of our income to pay for classroom supplies which are not provided to us by the state. By cutting our salaries and continuing to rely on us to purchase our own resources, you are forcing us to invest less in our students and spend more time outside of school hours working to make up our income in a 2nd or even 3rd job.

Overall, the existence of this proposal is devaluing everything we work to achieve for our children and our communities as a whole, and you are severely limiting our ability to provide a stable and positive learning environment to hundreds of thousands of kids throughout the islands. Please consider how history will look upon a government that chooses to financially handicap the foundational workers of its education system and public services before finding alternative ways to limit funds being spent by the state.

Regards,
Lucas Dembart
Wheeler Middle School



From: [Cherie](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m
Date: Sunday, May 10, 2020 10:58:11 AM

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020

10:30 a.m.

Dear Chair Dela Cruz and members of the Ways and Means Committee:

My name is Terry. I am a Special Education Teacher on the Windward side of Oah'u. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, “We don’t want to have an additional negative effect on the economy that might make matters worse.” And I hope that you will continue to fight for this until we are able to find a better solution.

I was recruited from Chicago 9 years ago as a special ed teacher with a Masters degree in Special Ed, and mother of a young child. I was shocked when I arrived that we were working without a contract, with a paycut, with paying a large amount of our own medical insurance, and that most of my years of service would not be counted (none of this vital information was ever relayed to me by DOE beforehand). When I point blank tried to find out several times, and again one month before I was to leave Chicago to begin teaching in Hawaii, no one would tell me my salary, nor disclosed the above info. At that late point I had to make a decision - to continue with my plan to come or to look for a job in Chicago. Assuming that I would be paid fairly and without any knowledge of Hawaii politics, I had faith in my prospects and DOE and decided to continue with my plan to come.

When I got my first paycheck, I was utterly dismayed at its incredibly low amount and assumed there was a mistake. After consulting with my sasa and principal, and not getting anywhere, I drove down to the accounting office on

Punchbowl to try to get some answers. That was fruitless as well. In addition, I had just found out that teachers did **not** receive annual pay raises, something that I had **never** heard of, and could not fathom the rationale for. In late September I began thinking about my alternatives. I loved Hawaii, its people, its culture, and most of all my students and families, but couldn't fathom how I could ever make it here when my rent (for a shack, but the lowest I could find) was almost as much as my monthly salary. Needless to say my \$10,000 savings was being depleted quickly. Thanks to craigslist, I realized that rent was much more reasonable on the Big Island and that Fall Break went to visit to see if I could transfer there instead. I was told by District that I could not. Without any other job prospects at the time, I decided to begin taking PD classes so that I could try to earn more money, and my family helped support my daughter and me from the mainland so that we could eat and pay bills. At that time I tried to get on SNAP, but made several hundred dollars more than it allowed for me to qualify. After months of searching, I finally found a studio (with no kitchen) for my daughter and I to live in, which saved me about \$600 per month. Friends and family on the mainland thought that we were crazy to stay, but being a hopeful and optimistic person, I decided to make it work here and got another job and kept taking classes because we truly loved Hawaii and I did not want to give it up without a fight.

We struggled, and continued to struggle, to make it financially, but felt very hopeful with the events of recent years to our contract and decided to play it year by year. If we are subject to salary cuts, at a percentage even more than when I arrived 9 years ago, then this will be my final year of teaching. It is simply a matter of economics, of being able to support myself and my daughter. This is sad for us because I have worked so hard here and am so close to being at the farthest end of the salary scale, but receiving a pay cut will make it unsustainable; as my family on the mainland can no longer help out, and my mother is now living with me due to her financial situation.

I have met so many awesome younger teachers, from Hawaii and the mainland, and appreciate all of their energy and innovative ideas, but feel their financial hardship as well, because any pay cut to them, will force their hand to find alternatives to teaching. If this pay cut is implemented, we will lose many, many teachers and the domino effect will be catastrophic to our students, families, as well as our economy; as it is us middle class residents that helps to sustain our economy.

Without enough teachers, we are inevitably tying the hands of our future

generation to reach their potentials, thus **affecting all of us**, and perpetuating this sad and vicious circle for education in Hawaii. We teachers beg you, Mr. Ige, and the Congress to PLEASE, PLEASE be forward thinking, and not knee jerking, and do not reduce our salaries, as the effects will be indelible and everlasting; especially at a time when we were just beginning to turn the corner for the better for education, our students and our future here in Hawaii.

Sincerely and Mahalo,

Terry

Special Ed Teacher, Oah'u

LATE

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020
10:30 A.M.

Chair Dela Cruz and members of the Ways and Means Committee:

Aloha,

My name is Karen Veriato. I am a 3rd grade teacher at Na'alehu Elementary School in Hawaii District (Ka'u, Kea'au, Pahoia Complex) on Hawaii Island.

I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

I work at a hard-to-staff rural school with a high ELL population and widespread poverty. It is difficult to keep teachers here because of the location. Many dedicated teachers commute about 70 to 120 miles round trip to work. Currently, we do receive a differential, but the gas and wear and tear on the vehicles for a long daily commute costs more than the extra pay. By reducing pay by 20%, plus possibly losing the differentials, the cost to some teachers is actually greater than 20%. The pay reduction probably takes us back to about six years ago and we may never recover from such a drastic pay cut placed on our backs and the backs of other public service employees.

The high turnover of teachers impacts the students. Every few years we need to recruit a new group of teachers. The teachers get their training

here then transfer to a school closer to their home. A drastic 20% pay cut will mean that we may, in the future, need to staff classes with substitute teachers. Students deserve a consistent quality education with a certified teacher.

Teacher pay is prorated throughout the year. We already earned the pay for June and July. It is egregious to cut our summer pay as of June 1.

Teachers are working under unprecedented conditions. We created student packets and some teachers are using Google Classroom for lessons. We are working even harder now. To be faced with the prospect of drastic pay cuts is demoralizing and may lead teachers to leave the profession sooner, including early retirement.

Pay reduction for teachers and other public service employees is detrimental to the Hawai'i economy. Please reconsider and look at other ways to balance the budget.

Mahalo,
Karen Veriato
Ka'u District
Island of Hawaii

LATE

HB-2200-HD-1

Submitted on: 5/10/2020 6:43:59 PM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Kori Shlachter | Individual | Support | No |

Comments:

Chair Dela Cruz and members of the Ways and Means Committee:

My name is **Kori Shlachter**. I am a former teacher at Kahuku High & Intermediate School in **the Windward District** on **O'ahu**. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

As educators, we are dedicated to helping our students and families. In 2009, the "Furlough Friday" were devastating on my colleagues and especially on our students. One of my friends, a counselor at my school, had to take on a second job working at Sports Authority in the shoe department in order to make ends meet - and to pay for his son's college tuition. His story is not unique. I can tell you stories about other friends and family who have endured struggles in paying for rent and buying food for their families. Despite the financial woes caused by the furloughs, they persisted and did their best to teach their students.

Today, if a paycut for teachers is instituted my younger sister, who currently teaches 2nd grade at Ka'a'awa Elementary School, will not be able to pay for her rent in a few months. She is so committed to her career, school, and her students, that it pains her to think about what could happen. Right now, students across the state and nation are suffering. She puts in so much of her time and effort into developing an online "enrichment" curriculum and is constantly trying to figure out ways to support families who have technology needs. She is always building ways to connect students to their learning. If there is a paycut, she will have to find another job to supplement her income; which means less time for her students. This is her greatest fear.

Thank you for supporting our teachers, counselors, librarians, and other public employees. They are the ones supporting our entire state. We appreciate the creative measures being discussed to protect them.

Mahalo,

Kori Shlachter

Honolulu, HI

LATE

HB-2200-HD-1

Submitted on: 5/10/2020 7:19:40 PM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Eric Paul Shaffer | Individual | Support | No |

Comments:

I am testifying in support of HB1631, HB 2200, HD1, and HB2725, HD1. I support the legislative package that provides the needed \$1 billion shortfall that will eliminate the need for any furloughs or salary reductions. This support would also be beneficial to state and workers in this time of need. I appreciate the hard work and understanding of the legislative leaders in finding innovative ways to fill the budget gaps and ensuring the stability of the public employee workforce as we move forward together in these difficult times.

Best, Eric Paul Shaffer

HB-2200-HD-1

Submitted on: 5/10/2020 7:30:20 PM

Testimony for WAM on 5/11/2020 10:30:00 AM



| Submitted By | Organization | Testifier Position | Present at Hearing |
|-----------------|--------------|--------------------|--------------------|
| haley van noord | Individual | Support | No |

Comments:

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020

10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Haley van Weemen van Noord. I am a 7th grade science teacher at Lahaina Intermediate school in the Canoe Complex on Maui. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

have completed over 60 hours of professional development, earned National Board Certification, and I have mentored new teachers for the past 5 years. Even with the extra pay for these additional "extra curriculars" it is still just barely enough to get by. At the START of the 2019-2020 school year I started clearing my classroom, "just in case." Unfortunately it seems as "just in case" arrived with Covid-19.

When teacher pay is jeopardized, its more than just balancing the budget on the backs of educators because;

1. EVEN MORE students will go without licensed teachers because pay cuts would drive senior teachers into early retirement.
2. Students will be left with MORE long-term subs and unqualified teachers if new and existing educators leave the profession unable to afford Hawaii's high cost of living on a reduced salary.

3. Lastly, the foundation to any community and economy is our intellectual wealth. This would certainly hurt all of us.

In a time where the future of Hawaii's economy can no longer be solely dependent on tourism, we must invest in the future of Hawaii. Our keiki deserve it.

Mahalo,

Haley van Weemen van Noord, MS, NBCT

LATE

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020

10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is **Cheryl Nomiya**. I am a **Teacher at Waipahu Elementary School** in **Leeward District** on **Oahu**. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, “We don’t want to have an additional negative effect on the economy that might make matters worse.”

Even before this pandemic, many students and their families lacked the socioeconomic security to learn. The move to distance learning, although, necessary, only exacerbated those difficulties. Under the current conditions, students rely on their teachers as a source of stability and continued support. This is especially true of students whose parents do not speak English as a first language or are in danger of losing work. Moreover, a majority lacks computers and internet, much less a stable home. Only a quarter of my kindergarteners have access to electronic resources that enable them to continue their education through distance learning. For those who lack access to these electronic resources, packets of paper materials are their only option.

For kids like mine who have already been left behind, the pandemic has left them in the dust. Taking away school days and quality teachers only exacerbates the situation.

Mahalo,

Cheryl Nomiya

Leeward District

Oahu

LATE

HB-2200-HD-1

Submitted on: 5/10/2020 7:40:08 PM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---|---------------------------|---------------------------|
| Robert Underwood | Testifying for Kaunakakai Elementary School | Support | No |

Comments:

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020

10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is **Robert Underwood**. I am a **3rd grade teacher** at **Kaunakakai Elwemewntary School** in the **Maui District** on **Molokai**. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

I have been teaching at Kaunakakai Elementary School since 2003. I currently teach regular 3rd grade during the day, and I teach instrumental music as part of our school's after school program. I started the instrumental music program from scratch about 10 years ago, volunteering my services for many of those years.

I am the breadwinner for my household, so if my teacher pay is reduced it will be very difficult to cover the cost of living on Molokai. Furthermore, teacher furloughs and staff reductions will have a negative impact on our keiki.

Mahalo,

Robert Underwood, Maui District, Molokai

LATE

HB-2200-HD-1

Submitted on: 5/10/2020 7:57:09 PM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Melissa Hawkins | Individual | Support | No |

Comments:

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Melissa Hawkins. I am a Kindergarten teacher at Hawai'i Technology Academy Public Charter School in the Leeward District on Oahu. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

As it stands, my annual salary is just enough to help keep my family housed comfortably and able to live a simple lifestyle. I work a second job on weekends and over the summer to supplement my income, although currently there is no extra work available to me because of the pandemic. For a few years now we have considered moving to the continental U.S. so we can enjoy the benefits of affordable, newer housing and a higher teacher salary. Any salary cuts, change in retirement benefits or big increases in health care costs will push my family to make an easy decision: time to leave Hawaii.

I hope the state will consider that teachers are professionals, who have earned professional pay. We are already underpaid as it is; any cuts will be detrimental to teachers and the students we serve. Pay cuts will work against all of the recent progress we have made toward improving education in the state of Hawaii, particularly when it comes to ensuring that students are taught by qualified teachers. We have so much more good work to do. Please give us the chance to continue this good work, instead of having to figure out how we will pay bills, or which state we will be moving to because Hawaii is unaffordable.

Mahalo,

Melissa Hawkins

Leeward District, Oahu

HB-2200-HD-1

Submitted on: 5/10/2020 8:13:34 PM

Testimony for WAM on 5/11/2020 10:30:00 AM

LATE

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| derek monell | Individual | Support | No |

Comments:

Aloha,

mahalo for looking at ways to avoid cutting teacher compensation. I am always curious when all the campaign rhetoric about the importance of educating our keki will finally be backed up with action. Times are tough and tough choices will have to be made. What is really important and what will be the long term return on our public dollars? If it's not just rhetoric, then preparing Hawaii's youth should be at the top or close behind healthcare. The "Shepard's" are the dedicated teachers who are on the front lines encouraging students. Cutting teachers pay will only make our state run system more of a farce. Currently we have over 1,000 vacant positions, cutting pay will only exacerbate this. Additionally , cuts may cause veteran teachers, like myself, to consider early retirement. The retirement compensation system is based you last high 3 years, a pay cut and why wouldn't I retire early?

The state has a rainy day fund, this is a torrential monsoon, use it!

I love teaching but not at slave wages in Hawaii. We have borne the brunt before, taken pay and health cuts, , it's time to decide weather education is truly a priority or just a sound bite.

mahalo

Derek Monell

AP World History / Economics

Kealakehe High School

HB-2200-HD-1

Submitted on: 5/10/2020 8:31:32 PM

Testimony for WAM on 5/11/2020 10:30:00 AM



| Submitted By | Organization | Testifier Position | Present at Hearing |
|-----------------|--------------|--------------------|--------------------|
| Angela Huntemer | Individual | Comments | No |

Comments:

Now is the time to shift our economy to one which is designed for the future. We must flatten the curve of the virus and also that of climate disruption which threatens to destroy our lives and the ecological jewel we call home.

It is time to leave behind - rampant tourism, support for fossil fuel businesses and development in unsustainable areas such as close to the ocean, or on suitable agricultural land/ moratorium on up-zoning.

The natural beauty of our islands with its unique suite of animals and plants must be a priority for the longterm health. Money and effort must be deployed to protect our watersheds and oceans. A new mix in our economy is in order. One which promotes:

Green energy - rooftop solar, micro grids and non-profit utility companies, waste reduction, incentivizing working from home and 4 day workweeks.

Ecosystem protection - Land conservation, elimination of invasive plants and animals, planting of natives only in all public areas, enhancement of law enforcement and education.

Agriculture that is clean and sustainable for local use and hemp and cannabis industries with finished products such as clothing and cannabis for export.

Mahalo,

LATE

HB-2200-HD-1

Submitted on: 5/10/2020 8:41:31 PM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Elissa Fiedler | Individual | Support | No |

Comments:

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020

10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Elissa Fiedler. I am a Kindergarten teacher at Kahakai Elementary School in Kealakehe Complex on Hawaii Island. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

Fun fact: my friends who are currently on unemployment due to COVID-19 are getting paid MORE by the government than I am as a 4th year teacher with a master's degree. This is not right. Cutting our salary by an additional 20% should not even be considered as an option. You are not giving teachers any incentive to choose to continue teaching, when unemployment is somehow a better paying option. I already personally know teachers who have packed up their things and bought their tickets back to the mainland as soon as they first heard about a potential paycut. We simply cannot afford it. We are single moms, we have college debt, we have mortgages, we need to be able to feed our family - and many of us already spend part of salary on our students and our classrooms. We are dedicated to our students and our communities, and the success of our students leads to the future success of the economy! If teacher salary cuts are implemented, we will lose so many more teachers. The shortage that already

exists will become worse. If you want to help our economy, if you want to plan at ALL for the future, cutting teacher salaries is a very bad idea.

Our keiki deserve a future that is well planned for. Our keiki deserve qualified teachers. Let's not jeopardize these things.

Sincerely,

Elissa Fiedler, M.S.Ed

LATE

HB-2200-HD-1

Submitted on: 5/10/2020 8:49:05 PM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Beate Arendale | Individual | Support | No |

Comments:

To whom it may concern,

I have been a public school teacher since 1997 currently working as an AP literature teacher and senior English teacher at Kekaulike High school on Maui. I have suffered several financial hardships over the years including the 2001 strike and the 2009 furloughs. I kindly ask you not to give teachers a 20% paycut in June because many teachers such as myself will consider taking an early retirement or as for my younger colleagues will leave the state for better paying jobs on the mainland or in private schools. The children of Hawaii deserve a qualified teacher in every classroom.

Respectfully,

Beate Arendale

LATE

HB-2200-HD-1

Submitted on: 5/10/2020 9:38:07 PM
Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Juli Patao | Testifying for UHPA | Support | No |

Comments:

Since the following bills support each other.

I am testifying in support of HB1632, HB 2200, HD1 and HB2725, HD1. I am supportive of the legislative package that provides the needed \$1 billion shortfall that will eliminate the need for any furloughs or salary reductions. I appreciate the hard work and understanding of the legislative leaders in finding innovative ways to fill the budget gaps and ensuring the stability of the public employee workforce as we move forward together in these difficult times.

I trust our Legislature to make the best decisions that impact Hawaii's people.

Thank You -- Juli Patao

HB-2200-HD-1

Submitted on: 5/10/2020 9:48:28 PM

Testimony for WAM on 5/11/2020 10:30:00 AM

LATE

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Mike Goljuch, Sr. | Individual | Support | No |

Comments:

I am in strong support HB2200, HD1 that adjusts the budget but does not make teachers suffer an unnecessary pay cut.

LATE

HB-2200-HD-1

Submitted on: 5/10/2020 10:06:03 PM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Joelle Branch | Individual | Comments | No |

Comments:

The Honorable Donovan Dela Cruz, Chair
Senate Committee on Ways and Means
Thirtieth Legislature
State Capitol
State of Hawaii
Honolulu, Hawaii 96813

Dear Senator Delacruz and Members of the Committee:

SUBJECT: HB 2200 HDI-RELATING TO STATE BUDGET

Thank you for this opportunity to provide testimony. I am a parent of a 20 year old son named Monroe who has autism. I am pleading with u to increase funding for consumers with special needs, their families, and the direct workers that are the lifelines. I am the mom of a 20yo autistic son named Monroe who has the type of Autism that presents violent behaviors. In 2017 he was placed in the psychiatric ward at Queen's Medical Center Kekela 3 times which totaled a period of 6 months. Thanks to the Keli'i Foundation and others who stepped up to provide our family with supports we were finally able to obtain eligibility with the Developmental Disabilities Division after my son was deemed ineligible 3 times even with being placed in a psychiatric ward. He now has services through the developmental disabilities division and is now in our home and able to be in the community thanks to his dedicated team of amazing direct service workers who are our life line. Soon after Monroe was able to obtain services with the Developmental Disabilities Division I was then diagnosed with breast cancer and battled for my own life all of 2018 into 2019. The services provided to Monroe by the direct service workers were crucial as it was a time of uncertainty for our entire family which I am sure due to COVID 19 many families may be experiencing similar uncertainty with care for their loved ones with special needs. I am not looking for pity by talking about my situation with breast cancer I am using it as a tool to demonstrate the importance of increased funding for direct services for our vulnerable population as we never know when a family member will no longer be around to support these special individuals. I wish our family's story was unique but it is one of many heartbreaking stories I have heard for other families with struggles to be able to have services for their loves ones and I am hoping speaking out about our story will help provide an increase of services to allow all families to have supports. If someone told me in 2017 that my son would be

able to live in my home and be in the community and no longer in a locked facility I would not believe them but thanks to the supports he receives from his direct service providers our family is blessed everyday to have him home with us.

Thank you for this opportunity to provide comments to HB2200 HD1

Sincerely,

Joelle Branch

LATE

HB-2200-HD-1

Submitted on: 5/10/2020 10:15:44 PM
Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|------------------|--------------|--------------------|--------------------|
| Alicia Miyashiro | Individual | Support | No |

Comments:

Chair Dela Cruz and members of the Ways & Means Committee:

Aloha! My name is Alicia Miyashiro. I am a district resource teacher for the Kauai Complex Area Office on Kauai. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on on the economy that might make matters worse."

As the sole supporter of my family I rely on my income to sustain my family's needs. My husband is disabled and receives his monthly social security check. My income supports my family as his benefits aren't that substantial. We struggle, and I also have two part-time jobs to provide for the needs of my ohana. I haven't been able to work my part-time jobs due to the COVID-19 virus. If my pay is cut, or if I have to be furloughed, my family will struggle to survive.

Please don't cut teachers' pay. Thank you for your time and support.

Mahalo,

Alicia P. Miyashiro, District 2, Kauai

LATE

HB-2200-HD-1

Submitted on: 5/10/2020 11:15:35 PM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|--|---------------------------|---------------------------|
| Abdul Karim Khan | Testifying for University of Hawaii System | Support | No |

Comments:

I am testifying in support of HB1632, HB 2200, HD1 and HB2725, HD1. I am supportive of the legislative package that provides the needed \$1 billion shortfall that will eliminate the need for any furloughs or salary reductions. I appreciate the hard work and understanding of the legislative leaders in finding innovative ways to fill the budget gaps and ensuring the stability of the public employee workforce as we move forward together in these difficult times.

TESTIMONY BEFORE THE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET



MONDAY, MAY 11, 2020. -- 10:30 am

Dear Chairman Dela Cruz and members of the Ways and Means Committee:

My name is Eleyne Fia, and I am a school counselor at James Campbell High School located in the Leeward District on the island of Oahu. I am submitting testimony in SUPPORT of HB 2200, HD1.

First, I would like to respectfully thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of paycuts or furloughs to our educators in our public schools, including our charter schools, or any other state employees. As Chairman Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

Personally, a cut to my and other state workers' income would push us to be a part of the long lines of waiting for free food and vegetable give outs. Instead of helping or cutting down on my own food so that someone else may hopefully have a space in that long line, I will be there, waiting long hours while instead, I would rather be planning for my students and building on my programs at my school. Difficult choices will have to be made, for our time, medical bills and house bills needing to be paid, food for my own family – this is my family's own survival.

I cannot do the work that's needed if I have to sacrifice my time to find another way to support my family. My husband is a teacher, so for our family, cuts equate to about **a 40% income reduction** for us. This could be almost a \$30,000 income reduction. We have two children in college. While we would never force our children to leave college, we don't know how we will pay for their education. Our oldest is **pursuing education** and will himself be eventually entering the field to teach middle school science. These cuts will be discouraging for him and many other future young educators to enter the field of teaching. Why should they? They have the knowledge, awareness and skills to obtain a much more lucrative field. But teachers sacrifice their possible financial paths for the sake of Keiki.

A cut to a teacher's income means so much more to sacrifice than money. The ripple effects are devastating and will be felt for years to come.

Thank you for taking the time to read my story.

Sincerely,
Eleyne Fia
Leeward District, Oahu

HB-2200-HD-1

Submitted on: 5/10/2020 11:48:41 PM

Testimony for WAM on 5/11/2020 10:30:00 AM



| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Lenora Loo | Individual | Support | No |

Comments:

I am testifying in support of HB1632, HB 2200, HD1 and HB2725, HD1. I am supportive of the legislative package that provides the needed \$1 billion shortfall that will eliminate the need for any furloughs or salary reductions.

I thank you for your time and effort to find ways to fill the budget gaps while ensuring the stability of the public workforce during these difficult times.

LATE

HB-2200-HD-1

Submitted on: 5/10/2020 11:52:14 PM
Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|----------------|--------------|--------------------|--------------------|
| Cathleen Oyama | Individual | Support | No |

Comments:

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Cathleen Oyama. I am a school counselor at Waikele Elementary School in Leeward District on Oahu. I am submitting testimony in support of HB 2200, HD1.

Thank you for working to find solutions for our state’s economic loss due to COVID-19, without the implementation of pay cuts. It is my belief that the governor’s proposed pay cuts, besides having an additional negative effect on our economy, would also result in an increase in teacher shortages.

Both my husband and I are hard-working and dedicated public school educators who have nearly 30 years of service each. If the governor’s proposal of a 20% pay cut for two years is implemented, that would be the equivalent of BOTH my husband and I being out of work for nearly 2.5 months for each of the two years, without the possibility of receiving unemployment benefits. After taking out loans to put our two daughters through college, this would be a devastating blow to our family’s finances and would quite possibly necessitate my retirement in order to draw benefits while seeking fulltime employment elsewhere.

I believe that our situation is not unique. Our state cannot afford to lose more teachers. Thank you for your efforts in finding a resolution that does not include pay cuts for state employees.

Mahalo,

Cathleen Oyama, Leeward District, Oahu

LATE

HB-2200-HD-1

Submitted on: 5/11/2020 12:41:01 AM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Roberta Shibuya | Individual | Support | No |

Comments:

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Roberta Shibuya. I am a teacher at Waiakea Elementary School in Hilo on the Big Island. I am submitting testimony in support of HB 2200, HD1.

The past 8 weeks have felt like 8 months. We have been through an enormous amount of change in such a short period of time and We have seen humanity, generosity, and kindness in our community that only strengthens my faith in the people of Hawaii. But there is also a fragility. There are so many unknowns, uncertainties, and anxiety. The greatest one, is that of financial security.

As teachers we had to get real creative real fast. Within a week we learned how to collaborate with our peers online, hold meetings, and make decisions. We also met our class and taught lessons ... online. Talk about a paradigm shift. Comfortable or not, we did it. Skilled or not, we figured it out. Is this ideal? No we would much rather be teaching our kids at our school in our classroom but we took a terrible situation and made it better and we will continue to make improvements till May 28th and beyond. Because that is what we do. It's just like what you do, you get creative and find ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees.

Both my husband and I are public school teachers and we love what we do. I am asking you all to do what teachers do, get resourceful. Every month our paychecks go back into the classroom. Who do you think buys the popsicle sticks and pays for the pictures that are printed on those treasured Christmas tree ornaments that come home each year? Who do you think goes to KTA to buy and then make Valentine's cupcakes and Green Eggs and Spam for Dr. Seuss's birthday or the mochi for girls and boys day every year? Who do you think buys the rubber slippers from Longs afterschool because the little child in their class came to school without a pair? These are honestly just a FEW examples of what our paychecks go to every month. If teachers were to actually list everything that they buy each year for our kids....it would astonish you.

So I am thanking you for all of your hard work in revising the state budget. I know you have an insurmountable task during this inconceivable time but just know that every year teachers also face insurmountable tasks and what do we do? We jump in and we get creative because that is just what we do!

Mahalo,

Roberta Shibuya, Hilo, Hawaii

LATE

HB-2200-HD-1

Submitted on: 5/11/2020 5:18:54 AM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|--------------|--------------|--------------------|--------------------|
| De Austin | Individual | Support | No |

Comments:

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020

10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Dezireen Austin and I am an middle school educator from Maui Waena Intermediate School, on Maui Island, part of the Baldwin-Kekaulike district.

I am submitting testimony in support of HB 2200, HD1. I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees.

At the first mention of possible pay cuts, several of my colleques commented that they would either return to the mainland, find other work or just simply retire early.

A few of my veteran teacher friends mentioned that our professional pay has never fully recoverd from the days of the "Furlough Fridays" a few years back, and what little progress has been made, was slated to be improve a little more, just prior to the COVID-19 pandemic.

This overall response of "I just give up being here" was disheartening and extremely concerning.

I am already aware, as you should be, too, of the extreme teacher shortage we have here in Hawaii. The side benefits of Hawaii's beauty and gracious welcome of her students are not a replacement for actual earnings which reflect the professional experience, degrees and educational backgrounds of teachers entreated to be teach here, unfortunately.

Cutting the pay of public servants would only tear open the hole in the dike which is swelling with teacher dissatisfaction, burn out and, for many, near-poverty levels of living where second jobs are absolute necessities.

If a teacher has to have a second job, how focused can he or she be on being the best teacher possible for students? If we hope to have teachers long-term, how affordable will be for that teacher to have a family or even consider saving for a home?

I don't understand this constant battle to support professional teacher pay. Education is our best investment in our communities and should be treated as such. Teachers help shape and educate children to grow up to be responsible, responsive citizens of a democratic society and to grow opportunities for themselves, for our island home and for the future.

Please support passage of this bill and continue to work to find ways to improve our government budgetary system so that our schools may be fully funded and staffed with long-term teachers; clean, comfortable, safe facilities; and supplied with all the necessities that would help our children and our communities make progress toward a positive future for themselves and for the future for all of us.

Mahalo,

Dezireen Austin

Maui

Kekaulike-Baldwin District

LATE

HB-2200-HD-1

Submitted on: 5/11/2020 5:48:37 AM
Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Lisa Barnard | Individual | Oppose | No |

Comments:

Aloha,

I oppose the drastic cut to salaries in order to temporarily address the budget during this crisis. While it will help balance the budget in the short run, the lasting impact on our families it would have will overwhelm other sectors. we need to be able to afford to live in Hawaii, feed and educate our keiki, and strengthen the economy by supporting local businesses. We don't want to have more leave the state, more be on public assistance, more homeless, more on drugs or in prison. Common sense dictates we need to stimulate the economy, not paralyze it at this time.

i am a highly qualified teacher near retirement age in an already impoverished district serving families with high needs. Many of my friends are single parents with school age children to support, feeling desperate right now in the face of such damaging cuts to their livelihoods. Please consider solutions with less devastating long term impact on our families and children.

LATE

HB-2200-HD-1

Submitted on: 5/11/2020 7:19:49 AM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Anne Alves | Individual | Support | No |

Comments:

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020

10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Anne Alves. I am an English teacher at Kapolei High School in the Leeward district on Oahu. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

If we have to cope with a 20% salary cut, I will undoubtedly need to take on a second job. It's pretty ironic that back in 2014 I applied to the MEdT program at UH Manoa so

that I could eventually focus on just one job; one important, all consuming job. And here we are, six years later, with student loan debt and years of experience, facing the potential of earning even less than I did before going to graduate school. I give my all to my students and to my work, and have thrice been given a “highly effective” EES score. I know what it takes to be the teacher my students deserve and I also know that I need to be compensated in a way that doesn’t force me to take on a second job. My partner and I made the responsible decision to buy a modest Makakilo townhouse and set roots in the community. If we do not want to defer on those mortgage payments, I will undoubtedly need to take on a second job. In turn, the time and energy I will then be capable of giving my students will lessen, and their education will suffer. I have only so much of myself to give before I burnout.

No educator should have to take on additional jobs in order to make ends meet. But the reality is that I am one of the lucky ones who is only facing this issue today. Many colleagues of mine were already working a second job or already had a “side hustle” to make ends meet. What’s going to happen to them? We will lose them to the mainland, without a doubt. We already lose good educators annually because of our low wages and high cost of living. This is pushing our educators over the edge. The Hawaii teacher shortage crisis intensifies every year. This continues to be a serious problem. And if our educators leave the state, what will happen to the students? Already we have a shortage of teachers and substitutes. What’s going to happen when more are forced to leave?

In terms of the economy, I don’t understand how it isn’t crystal clear that a 20% pay cut to most state employees would have a massive negative impact on our local economy. It’s so simple. If less comes in than less goes out. If we cannot even afford to pay our mortgage, how will we be able to pay for anything that will stimulate our economy? We already live paycheck to paycheck as it is.

Mahalo,

Anne Alves, Leeward, Oahu

LATE

HB-2200-HD-1

Submitted on: 5/11/2020 7:20:01 AM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Jonathan Kissida | Individual | Support | No |

Comments:

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020

10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Jonathan Kissida. I am a Kindergarten teacher at Kilauea Elementary School in the Kauai, Kapaa and Waimea Complex on the island of Kauai. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

Pay cuts and furloughs would further stress a teacher's ability to survive in the field of education and to live in Hawaii. The education of Hawaii's keiki depends on the support of teachers and their families. Many of us, me included, are already struggling to survive due to the high cost of living and current salaries. I, as well as other dedicated teachers, want to continue to be a teacher and positive role model for Hawaii's keiki now and in the future. We hope the Chair Dela Cruz and members of the Ways and Means Committee will find a way to continue supporting our dedication to the education of Hawaii's keiki so that the future of Hawaii will SHINE bright!

Mahalo for your time and consideration,

Jonathan Kissida

LATE

HB-2200-HD-1

Submitted on: 5/11/2020 7:26:38 AM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|-----------------------|---------------------|---------------------------|---------------------------|
| Grace Tsubaki-Noguchi | Individual | Support | No |

Comments:

LATE

From: alohamouse@hawaii.rr.com
To: [WAM Testimony](#)
Subject: Testimony in Support of HB2200, HE1, Committee on Ways and MEAs, Monday, May 11, at 10:30 am
Date: Sunday, May 10, 2020 6:20:47 PM

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Janet Baker. I am a General Education teacher (certified in General Education and Special Education) teaching in a Special Motivation Program at Pearl City High School in Leeward District on the island of Oahu. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

When I moved to Hawaii to teach back in 1994, I did so knowing my annual salary would be significantly less than it was on the mainland and that my day to day finances would be tight, but I made the move anyway. For the next 26 years, I chose to stay here and teach even though paying rent and bills on a teacher's salary in Hawaii continued to be a struggle. I endured the hardships of the strike and furlough Fridays and I still chose to stay here. Now, we are once again faced with pay cuts and/or furloughs due to this COVID-19 crisis. I don't know if I, or my fellow educators, can survive the financial and emotional toll that this will take on us.

Aside from the educators, pay cuts/furloughs will take an even greater toll on the students. They have already lost the rigorous in-class education for one quarter of this school year. If educators have to endure pay cuts/furloughs, many will choose to retire (if possible), move to the mainland to teach, or leave teaching all together. Hawaii already has such a shortage of teachers – especially in Special Education – any many of the current teachers don't even hold the necessary certifications. If the experienced/certificated teachers are forced to leave, our students will end up being taught by uncertified, inexperienced people. Our students deserve better than that! We all do!

Mahalo,

Janet Baker, Leeward District, Oahu

LATE

From: [Chantel Moreno](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Sunday, May 10, 2020 5:14:53 PM

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020

10:30 a.m. Chair Dela Cruz and members of the Ways and Means Committee:

Aloha! My name is Chantel Moreno. I have been working at Kualapu'u Public Conversion Charter school for the past thirteen years in a variety of positions. I am currently the Reading Facilitator and Student Services Coordinator, but have spent most of my years here as a Special Education Teacher. I am submitting testimony in support of HB 2200, HD1.

I want to mahalo the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

Pay cuts and/or furloughs will definitely hurt my family's bottom line. I am the bread winner of my family and am barely able to cover the expenses of our simple life here on Moloka'i on a very tight budget. I have considered moving to the mainland in search of a cheaper cost of living and better wages, but truly believe in serving the keiki of our lahui. However, any reduction in my pay may be the straw that breaks the camel's back. I may have no other choice than to leave my beloved home and find work in another state that has a lower cost of living and decent wages for teachers. Additionally, our students--our keiki will suffer if pay cuts/furloughs were to be put in place. Pay cuts will push teachers into retirement and other teachers to either leave the state or leave the profession. Hawai'i already has a difficult time finding highly qualified teachers that are willing to come here and an even harder time with keeping them here. Pay cuts/furloughs will make it harder for the department to recruit, hire, and keep teachers. For these reasons, I support HB 2200.

Respectfully Submitted,

Chantel Moreno

Kualapu'u Public Conversion Charter School, Moloka'i

LATE

From: [Javen-reith Aranaydo](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Sunday, May 10, 2020 5:11:46 PM

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE
RE: HB 2200, HD1 RELATING TO THE STATE BUDGET
MONDAY, MAY 11, 2020
10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Javen Aranaydo I am a Special education teacher at Mililani Mauka Elementary School in central district on Oahu. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, “We don’t want to have an additional negative effect on the economy that might make matters worse.”

I am a recent graduate out of college and I have an excess amount of student loans. In addition to paying student loans the cost of living in Hawaii is very high. With a pay reduction it will put a financial burden on me and I will be forced to work additional jobs after hours. I would not want this to happen because I would lose quality time to plan with my colleagues. Without having the additional time to plan it will have a negative impact on my students.

Mahalo,
Javen Aranaydo, Central, Oahu

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LATE

From: [Sherene Hong](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Sunday, May 10, 2020 5:06:56 PM

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Sherene Hong. I am a fifth grade teacher at Ka'a'awa Elementary in the Windward District on Oahu. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

Teachers do not get enough money as is. As a teacher for 6 years, I have been working as a server at a restaurant on the weekend my entire career as a teacher because teachers do NOT get paid enough to even live in Hawaii. If you start a pay cut you will only upset teachers and you will lose highly qualified teachers. You should not be paying long term substitutes and just pay teachers more. I know teachers who have stopped and left teaching as a career because it is not enough pay to survive and so much work. If we got paid for every hour we worked not during the school day, it would be worth it. There is not other job where you have to take home your work and get a pay cut!!

As a full time server, before I started my career, I made MORE than a teacher! Teachers are also parents and have a family to support. You need to think about the other people that are being indirectly affected because you think that teachers should get a pay cut. Teachers have always been unappreciated but we are the ones who actually lead others and inspire them to finish college and get a job! We deserve to be paid more than what we are currently. We are the same as doctors and police officers. We are the same and deserve the same.

Students will also be affected because they were not be highly qualified teachers and there will be a constant wave of new hires because teachers are leaving the profession every year! Please think of all the people that pay cuts are affecting from teachers, students, and many families!

Mahalo,

Sherene Hong

Windward District

Oahu

LATE

From: [Betty Steed](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Sunday, May 10, 2020 5:02:15 PM

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020

10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Elizabeth Steed. I am a Student Services Coordinator at Hanalei School in the Kauai Complex on Kauai. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

I would like to state that I am very grateful to be able to continue with my employment and receive a paycheck. I was able to survive "Furlough Fridays" when those non-working days were used to help the State of Hawaii save money. But, I was unable to save any money. It has taken several years to try to catch up with what I had lost at that time trying to save for my well-deserved retirement. I have been working for over 22 years and have been stuck in my pay status for over 7 years without any significant increase, yet my responsibilities increase each year. With a pay cut, my hopes of a fairly decent retirement will be gone.

We have been working non-stop since schools have closed due to Covid-19. I believe teachers who had to quickly step up and restructure lessons to a new virtual world, address the needs of all students, maintain communication with families, and take care of their own children/families would be receiving a slap in the face and a sense of being underappreciated if there were to be pay cuts. I encourage you to find another way to make up the budget shortfall rather than

to take if from the teachers. That would be devastating for many as we know our cost of living is challenging. Many of my friends who are teachers, have lost their second income from the second job they have to help make ends meet. I hope, once we get back to school, I do not hear that my some of my colleagues have quit teaching. I encourage you to take the time to seek other avenues for funding the budgetary shortfalls.

Mahalo,

Elizabeth Steed, Kauai District, Kauai

LATE

From: [Gina Kim](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Sunday, May 10, 2020 5:01:06 PM

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Gina Kim. I am a teacher at Waipahu High School in the Leeward District on the island of Oahu. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

This is my 9th year teaching full time for HIDOE. I love my job and miss my students dearly during this time. Teaching is a difficult job that requires teachers to give with their whole heart. Public schools are not able to provide everything necessary to make learning fun and engaging for students due to financial restrictions so teachers often supplement classroom supplies with their own money. Anytime I wanted to do something that required materials outside of the basics like glue and paper, I often purchased it with my own money. I have taught social studies, piano, and Korean in my 9 years. I would have to say on average I spent anywhere from \$100-300+ on supplies and goodies for my students.

I am grateful to have a job but the reality is that a teacher's salary in Hawaii is not enough to survive. Even with my husband's income, it's difficult to make it month to month while supporting 2 children as well as my elderly parents. I often teach summer school when I can to help pay for bills or save it to use during the school year for fun projects. I also purchase technology such as a surface pro or other computer programs that help make learning more fun. With pay cuts, I know I will not be able to continue doing this and students will be the ones to lose out. I know at least a handful of amazing teachers who would need to leave the profession if their pay gets cut. Education is such an important part of our society. Please consider this when making any decisions that may affect education in any way.

Mahalo,

Gina Kim, Leeward District, Oahu

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LATE

HB-2200-HD-1

Submitted on: 5/11/2020 8:19:04 AM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Wendy Kuntz Hood | Individual | Support | No |

Comments:

I am testifying in support of HB 2200. I am supportive of the legislative package that provides the needed \$1 billion shortfall that will eliminate the need for any furloughs or salary reductions. I appreciate the hard work and understanding of the legislative leaders in finding innovative ways to fill the budget gaps and ensuring the stability of the public employee workforce as we move forward together in these difficult times.

LATE

HB-2200-HD-1

Submitted on: 5/11/2020 8:22:36 AM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Lisa Yanase | Individual | Support | No |

Comments:

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Lisa Yanase. I am a fifth grade teacher at Waialua Elementary School in Central District on Oahu. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

I understand the state is in a dire situation right now, but imposing a 20% pay cut will not help the situation. If you do this, how are we going to retain or encourage highly qualified teachers to teach our children? They will be the ones impacted the most. I have a daughter who did not have a certified teacher to teach her for the entire school year at Kapolei Middle School for math. It is the most difficult subject for her to learn. In fact she nearly failed the class this year. Without a certified teacher in that subject matter, it makes learning way more difficult for our students. We must retain and entice our new teachers to come to this profession, our children will suffer at our hands without them.

Our household has two teachers, if you cut our pay we will in fact suffer double the amount. We already went through furloughs and had to borrow from the equity to pay our bills, mortgage, cost of living. We are still paying for it. We can't go through another round and one that is even greater. PLEASE don't do this. I don't know how and where I will get the money for the mortgage. I will have to get another job which will take time away from my teaching and planning. This will make it harder for my students. I am hoping you will consider signing this bill in support of all state employees to help jump start our economy. If you cut all of our pay, you will definitely cripple the economy. People will be unable to spend money they don't have.

Thank you,

Lisa Yanase, Central District

LATE

From: [Claire Barroga](#)
To: [WAM Testimony](#)
Subject: TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE RE: HB 2200, HD1 RELATING TO THE STATE BUDGET MONDAY, MAY 11, 2020 10:30 a.m.
Date: Monday, May 11, 2020 8:21:54 AM

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Claire Barroga. I am a Kindergarten Teacher at Palolo Elementary School in Kaimuki-Roosevelt-McKinley District on O'ahu. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

I am originally from Maui, born and raised. Both my parents were educators - I saw their successes and struggles as they established themselves as professionals, with my mother eventually retiring as an administrator after working in the DOE for over 30 years. I witnessed the teacher strike in 2001 as a child, seeing my father walking out in the hot sun for hours while schools were closed, and I saw how furlough days affected both teachers and administration while working as a part-time teacher in 2009, most of whom had taken on a second or third job due to help make ends meet. Despite witnessing these debacles first hand, I still decided to pursue a career in education, because I was inspired by my parents in seeing the change they made with the people they encountered and educated throughout the years. My journey led me to Oahu, where I proved to myself that I could become an educator of my own volition, and I did... but not without a price.

The amount of debt I have accrued over the years through attaining my bachelor's and master's degree, as well as the out-of-pocket expenses I've spent as a beginning teacher buying supplies to create a conducive and supportive learning environment for my students has prompted me to take on a second job in addition to the after school classes I taught just to make enough for my monthly payments and living expenses. Due to the coronavirus epidemic, I have lost my additional source of income from my second job and have had to redo my entire budget, making sure I still have enough to pay for groceries. I aspire to be the best educator I can be, because I want to inspire my students to create a better society and world to live in for future generations to come, but not at the expense of financial struggle. For all the work as a union that we've put in for pay raises over the past two decades in order for teaching to be a more equitable occupation financially, this pay cut or any pay cut would be a major slap in the face for us all.

Mahalo,

Claire Barroga, Kaimuki-Roosevelt-McKinley District, O'ahu

LATE

From: [Brittany Hamilton](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m
Date: Monday, May 11, 2020 8:24:41 AM

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Britta Hamilton. I am a teacher at Kalama Intermediate School on Maui. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

The proposed pay cuts or furloughs would cause irreparable damage to the educational system on Maui and to teachers, students, and the community at large. As a teacher, I rely on my full salary to be able to afford my living expenses on Maui. My husband (whose corporate salary was much larger than mine) has recently lost his job due to COVID19 cut-backs, and we are already under severe financial strain as unemployment has not come through for his job. Having my salary reduced now would mean that we would not be able to afford living on Maui. I would have to quit my teaching job here since I would no longer be able to afford the living expenses in such an expensive area and move back to the mainland to live with family. I know that there are countless teachers who are in situations like this.

Similarly, students would be greatly affected as many teachers (like myself) would no longer be able to afford living in such an expensive area and would be forced to leave their job positions on Maui to live in a less expensive area. Maui already has a high teacher turn-over rate, and this would add to that in a most devastating way, causing students to lose their teachers and the quality of their education to be reduced.

Mahalo,

Britta Hamilton
7th grade ELA teacher, team Po'okela
Kalama Intermediate School, Maui
808.573.8735 x. 268

"Be not discouraged, keep on, there are divine things well envelop'd,
I swear to you there are divine things more beautiful than words can tell."
-Walt Whitman, "Song of the Open Road"

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LATE

From: [brad silva](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Monday, May 11, 2020 8:31:18 AM

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Brad Silva. I am a Special Education teacher at Keaau Middle School in the East Hawaii district on Hawaii Island. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

My wife and I are both teachers at the same school and pay cuts would be devastating to our family. The pay cut that both of us would be facing is basically our entire mortgage payment. To cut teachers pay at this time would also be devastating to our children. I already see unqualified substitute teachers teaching lines that have no certified teacher due to shortages and those students do not learn. It is basically high cost baby sitting...and a bad job of baby sitting too. I can write hundreds of things about why this is a bad idea, but I know you have hundreds more of the same type of email to get through that will be saying the same thing or worse.

Thank you for fighting for us and we are hopeful to be at the status quo.

Mahalo,

Brad Silva, East Hawaii District, Hawaii Island

LATE

From: PODONNELL2@hawaii.rr.com
To: [WAM Testimony](#)
Subject: HB 2200, HD1 RELATING TO THE STATE BUDGET
Date: Monday, May 11, 2020 8:32:33 AM

RE: TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020

10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Peter O'Donnell. I am a social studies teacher at Kohala Middle School on Hawaii Island. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

I teach so that I can help as many students reach their academic potential and become successful and contributing members of society and the State of Hawaii. We as teachers are already paid less than other states and this is compounded by the high cost of living and lack of housing for teachers. Prior to this current health crisis, the DOE proposed to pay hard to staff area teachers and special education teacher bonuses to make up for this pay gap to increase recruitment and retention of teachers. Now that is gone and teachers will continue to be paid lower wages than other states and now we are proposing pay cuts to existing teachers salaries.

I fear that students will be harmed ultimately by this action as many more

teachers will leave the field and the DOE will be forced to make emergency hires to fill these positions with unqualified and unlicensed candidates. This will have a ripple effect on the education system, and hurt the students in State of Hawaii by having teachers with no experience or training in charge of their education. This would be a monumental mistake and I urge you to reconsider punishing the students of Hawaii by damaging their chances of a quality education in the future.

Mahalo,

Peter O'Donnell, Teacher

LATE

From: [Naomi Kamauoha](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Monday, May 11, 2020 8:34:35 AM

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE
RE: HB 2200, HD1 RELATING TO THE STATE BUDGET
MONDAY, MAY 11, 2020
10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Naomi Kamauoha. I am a First Grade Teacher at Lincoln Elementary in Honolulu on Oahu. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, “We don’t want to have an additional negative effect on the economy that might make matters worse.”

I have been teaching for over 20 years and I love watching my little ones progress in their love for learning. Over the years, the needs of my students and their families have changed. Families are struggling to keep up with the cost of living and it has deeply affected my students learning. Being able to provide food for students who come to school late and hungry, purchasing needed supplies for my students to do their work, and creating curriculum activities that teach life skills will be affected if there is pay cut. My anxiety will increase as I worry about my family and students and not being able to provide for them. My students are like my family and it will hurt me to not be able to give them the basics needed to help them become successful in learning.

My family has endured furlough Fridays and raises that were given but taken due to increases in health premiums at the same time. We have had to pull out of opportunities to purchase a small apartment because of the pay cuts and this pay cut will eliminate our opportunity to find a place to buy or even to move my family of 4 into a 2 bedroom rental as we are currently in a 1 bedroom rental and are just making ends meet. We have made many sacrifices in cutting down expenses, not taking any trips for the last several years, and not going out to eat as often. I am also financially supporting my father, who is in a care home. The cost to support him increases annually and his income remains the same each year. This pay cut will tremendously hurt my family and my ability to help my students. I humbly ask you to please look for other ways to revise the state budget and not cut teachers pay.

Mahalo,
Naomi Kamauoha
Honolulu District
Island of Oahu

LATE

From: [Dustan Drexil](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Monday, May 11, 2020 8:35:24 AM

Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is David Higa. I am a teacher at Waikele Elementary School in Leeward District on the island of Oahu. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

Pay cuts are not the answers, there are a lot of people that are already struggling. As a teacher it's already hard enough to live in Hawaii on the salary that I have. I don't eat out and eat peanut butter and jelly sandwiches and instant ramen almost daily so I can pay for basic necessities such as a mortgage and car payments to get to work. I am unable to work another part time job because the current position I am in requires on average 60 to 70 hours per week of work. Cutting teachers' salaries would definitely impact my life and my ability to serve the public students. I would like continue to provide the best service possible to the children of Oahu and I hope that you would reconsider cutting teachers' pay. That way I can continue to focus my best efforts to serving our students of Hawaii.

Mahalo,
David Higa
Leeward District
Oahu

Please excuse typos. Message sent from hands free voice to text email.

LATE

WAMtestimony@capitol.hawaii.gov

Chair Dela Cruz and members of the Ways and Means Committee:

My name is **Laura Fukumoto** I am a **teacher assigned as a Math Coach who works with both teachers and students** at **Aliamanu Elementary School** in **the Central District** on **Oahu**. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

I have taught for 51 years. Why, because I absolutely my children and teaching and motivating both my colleagues and students, and because I just happen to be a darn good educator. I had the honor of winning the Presidential Award for Math and Science and have been a National Certified Teacher since 2004. In addition, because I was able to pass that Certification process on my very first try and with a very high score, the Hawaii Standards Board hired me to design a curriculum for future facilitators who would help their fellow teachers through the rigorous process of National Certification. I also was hired to be the main facilitator of that process in the central District for the next 11 or so years.

When I received the Presidential Award for Math and Science, I had the honor of flying to Washington D.C. and meeting President Obama. His speech changed my life dramatically. He said, "The country with the best missile and missile defense will survive – all others will not. Math and Science, then, is very important. Motivating our students to love math and science is critical. In the international math test, America is 13th from the top and our enemies are all above us." For that reason, I have started a program at my school where I teach the top 16-17 4th, 5th, and 6th graders in small groups (for 30 minutes a day) in addition to working with individual teachers (one on one), helping them to inject visual/tangible teaching strategies to help the struggling math learners. The student program that I have designed is extremely rigorous. My strategies are all visual and help students solve difficult math problems 3-4 years above their grade level. I am a very healthy and alert 76-year-old teacher who was planning to teach for a few more years and was really expecting the 3+% increase in pay for the next 2 years, the pay cut may cause me to quit. The loss? 60 kids per year will not have the benefit of our Accelerated Math program. Perhaps one of them would have been the one to design the missile/missile defense to save our nation.

Mahalo,

Laura Fukumoto, Central Oahu District, Oahu

LATE

From: [Troy Freitas](#)
To: [WAM Testimony](#)
Subject: Teacher Pay Cut
Date: Monday, May 11, 2020 8:38:38 AM

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Troy Freitas. I am a full time teacher at Radford Hlgh in Central District on Oahu. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

I have been working in the department of education for 21 years. I have realized that anyone who has put in this much time would be making much more money and living a better lifestyle. I love what I do and enjoy teaching and loving on kids, but I have strongly considered changing jobs. With a 20% cut and most likely not going back to my regular pay for years it would not be worth my time. Does that sound like a good deal to you, WORK 20 YEARS AND TOP OFF AT A PAY OF \$60,000 A YEAR! This is very bad. We were fighting for a raise with respect to appropriate steps that should have been done years ago, but we teacher fall short again. I understand the situation and feel no cut will be a sacrifice I am willing to make.

Mahalo,

Troy Freitas

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LATE

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Paula ODonnell. I am a 2nd grade teacher at Kohala Elementary in West Hawaii on Hawaii Island. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

Today I want to share with you how pay cuts or furloughs will affect my family. I am an educator on the Big Island. I have taught for 30 years. I have been teaching on the Big Island for 7 years. Because I only have 7 years in the DOE, my salary is still at a lower step. My husband has 5 years in the DOE. If both salaries are significantly reduced, it will affect us in a major way. We are renting a home here and with salary reduction, I am not sure if we will be able to pay rent. We love our community. Our own children went through the school system here. But with this reduction we may not be able to sustain a life here. The families here in Kohala love our school. They appreciate me as an educator. If I had to tell my parents that I have to leave the school and go back to the mainland. The families in Kohala would be upset. If I have to get a second or third job, I will not be able to give my 100% as an educator. Here in Hawaii, our salary does provide comfort but not lavish things. We can pay our bills. My husband and I live a very simple but self rewarding life. Without great educators, our keiki and our schools will lose out. Please consider this testimony when making a decision.

Mahalo,

Paula ODonnell, West Hawaii, Hawaii Island

LATE

HB-2200-HD-1

Submitted on: 5/11/2020 8:34:19 AM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|----------------------|--------------|--------------------|--------------------|
| Delia Anne Gallagher | Individual | Oppose | No |

Comments:

Dear Sirs,

I have been a teacher at James Campbell HS for 7 years, and I love my school and my job.

I have just recently reached a wage that allows me to actually have a meager savings account and not live paycheck to paycheck, ***after 7 years!!***

I did not come into education expecting to become rich, I did so because I love history and sharing my love of it with young people. I believe that if we do not adequately understand the past, we cannot navigate a better future for all.

If you cut my salary, I do not think I will be able or willing to remain in Hawai'i with our exorbitant cost of living. I do not believe I am alone in this, especially new teachers who have to wait many years to reach a wage that will sustain their lives here.

I suggest that you instead, find another way to balance the budget, Governor Ige was elected primarily because of teacher support, it would be a travesty if he does the same thing to us that former Governor Abercrombie did.

I ask that you protect us, rather than sacrifice us.

Respectfully,

Delia Anne Gallagher

LATE

HB-2200-HD-1

Submitted on: 5/11/2020 8:40:41 AM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Samantha Cook | Individual | Support | No |

Comments:

Chair Dela Cruz and member of the Ways and Means Committee:

My name is Samantha Cook. I am a Grade 4 teacher at Holualoa Elementary in Kealakehe District on the Big Island of Hawaii. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the stat budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

We have been brainstorming and strategizing as a school system how to encourage teachers to come to our schools. As you know, we have a trained teacher shortage every year which directly affects students' quality of education, placing well-meaning but untrained long-term subs into classrooms that basically "limp through" the school year. Cutting teacher pay will only make this situation worse. Veteran teachers will retire early, leaving vacancies that can't be filled because teacher can make more elsewhere.

Personally, I'm barely making enough to live as it is and as much as I'd like to own my own house and become more established here, after 8 years of teaching that dream seems just as far away as ever. Students need stability, schools need staff that know the culture and values of their population, and this will not happen with increased teacher turnover due to budget cuts.

Mahalo,

Samantha Cook, Kealakehe District, Big Island

LATE

HB-2200-HD-1

Submitted on: 5/11/2020 8:41:38 AM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Meicha D'Auria | Individual | Support | No |

Comments:

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020

[10:30 a.m.](#)

Chair Dela Cruz and members of the Ways and Means Committee:

My name is **Meicha D'Auria**. I am a **Special Education Teacher** at **Maui Waena Intermediate** in **Baldwin-Kekaulike Complex** on **Maui**. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

The budget cuts that have specifically been proposed to lessen the amount of funding for our keiki is atrocious. The amount of effort, time, and quality of work that I and my fellow invest into all of our children of Hawaii is worthy of the wages (and truthfully worthy of much larger amounts than we currently receive). The mere suggestion that our state government would think to take away from our already miniscule earnings shows the level of esteem that those individuals hold both our field of work, and the value that they hold for our children and their future. It is appalling that some individuals' priorities are so warped.

It is a proven fact that when a society deprioritizes the education of it's citizens (in terms of health, safety, and education) that the entire social structure subsequently suffers. Instead, if we support maintaining our current investment and 'finding the funding elsewhere', then we can atleast rest assured that our children's future will still be protected. We must protect their future and well being, and this begins with advocating for their education to only increase in quality and overall improvement.

Mahalo,

Meicha D'Auria, BKM Complex, Maui

HB-2200-HD-1

Submitted on: 5/11/2020 8:42:21 AM

Testimony for WAM on 5/11/2020 10:30:00 AM

LATE

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Carol Hasegawa | Individual | Support | No |

Comments:

I am testifying in support of HB 2200, HD1; HB2725, HD1; and HB1631.

I support the legislative package that provides the needed \$1 billion shortfall to eliminate the need for any furloughs or salary reductions.

I appreciate the hard work and understanding of our legislative leaders and encourage all to come together to find and implement innovative ways to bridge the budget gaps in these difficult times.

Ensuring the stability of the public employee workforce is an essential step to meeting the near and long term challenges and needs facing all of us.

From: [Jennifer Gillette](#)
To: [WAM Testimony](#)
Subject: RE: HB 2200, HD1 RELATING TO THE STATE BUDGET
Date: Monday, May 11, 2020 8:56:41 AM



Chair Dela Cruz and members of the Ways and Means Committee:

My name is Jennifer Gillette I am a Kindergarten Inclusion Teacher at Holualoa Elementary in Kealakehe District on the Big Island. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, “We don’t want to have an additional negative effect on the economy that might make matters worse.”

I have been a dedicated special education teacher for most of my 14 years of teaching. Currently I reside at a school that is in a hard to staff location where we have up to 10 positions that have not been filled for next year. The bonuses that were going to be filled next year would be incentives for teachers to stay. It seems as though this will not be happening. If these positions are not filled, the teachers will not be hired, impacting education greatly. Filling non-certified teachers to fill positions is going to negatively impact our children’s education and social emotional success in which directly impacts our future of the community. This year I took a general education position due to the challenges, stresses, complications of a special educator. I agree to be a special education teacher next year due to the incentive of special education. This cut in salary not only impacts my decision of which position I take next year. It also makes me consider other options including leaving the profession. The cut in pay is an insult to my dedication and qualifications to teach our youth. During this time of economic stresses I have had to put in even more time to reach our children's needs. Cutting my pay does not make me want to work harder, but you know I and many other teachers will for the children because we actually care about the futures of these children’s lives. Up until this point, I felt valued, supported and backed by our government. Unfortunately, even with a thought of cut towards teachers unbearably depressing.

I am a parent also. I will have two kids going through the DOE school system and I am appalled at the thought that thinking cutting teacher pay will support my children. A decision to cut pay only further hinders my child’s and other children's success. My kids will be fine because they have a teacher as a mom,... but this is NOT about

ME.. This is about the future of our children. Lack of highly qualified teachers = lack of learning for our children. Let's not make this decision about me. MAKE IT FOR THE CHILDREN.

Please reconsider your thoughts on cutting teachers' pay. PLEASE find a way to balance the budget.

Jennifer Gillette

Saddened Dedicated Hawaii DOE Teacher

LATE

From: [Kaylan Ramirez](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Monday, May 11, 2020 8:59:38 AM

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020

10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Kaylan Ramirez. I am a 7th Grade English Teacher at Samuel Enoka Kalama Intermediate School in the Baldwin-Kekaulike Complex on the island of Maui. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

I am concerned for the well being of myself, my family, my fellow educators, my students and my community. I know that pay cuts would drastically affect my family, in that I would have to work a second job to make ends meet or consider leaving the profession of teaching. This would deeply saddened me, as I have worked very hard to become a teacher. I've taken on an enormous amount of debt to get my bachelors degree, teaching credentials, and master's degree in education. Pay cuts will force some of my fellow educators into early retirement, creating more burdens of vacant positions to fill. The ones that will be hurt the most from pay cuts will be the students and families in every community across the state. Our keiki deserve to be in schools that are filled with highly qualified educators that lovingly care for them and their educational foundations and emotional well being on a daily basis. Lastly, our economy will suffer, as more people will be finding it difficult to pay for basic necessities driving more to welfare and food stamps and less monies spent in our state.

Mahalo,

Kaylan Ramirez, Baldwin-Kekaulike Complex, Maui County



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Kaylan Ramirez
7th Grade English
Kalama Intermediate School

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LATE

From: [Alaina Valente](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Sunday, May 10, 2020 10:00:09 PM

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020

10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Alaina Valente. I am a 3rd grade teacher at Pearl City Elementary in Leeward District on O'ahu. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

As you know, our school year together was abruptly cut short due to the COVID-19 pandemic. I have been doing virtual teaching since April 19 right after I found out we would not return to campus. I teach reading and math every day. Prior to doing virtual teaching, I provided online assignments through Google Classroom. I would provide feedback to students daily on their assignments upon completion. I still continue to provide feedback to students via Google Classroom even though I am teaching them virtually twice a day.

As an educator of 12 years, I urge you to support additional funding and budgetary options to address the coronavirus crisis and how it has effected educational funding, especially students and educators. More money is needed for the Education Stabilization Fund to help fill state budget gaps so students don't suffer and educators aren't laid off. It was extremely discouraging to learn that Governor Ige has made a devastating decision to implement a 20-percent salary cut for most public employees, including teachers, and 10-percent salary cuts for first responders.

It is discouraging to think that after all of our hard work we are going to have money taken from us. Many teachers will have to get a second or third job, many will move back to the mainland, and many will leave the profession completely. We want to provide the education our keiki deserve without having to work multiple jobs or apply for welfare to support our own families.

Educators should not have to beg for the salary we were promised. Educators should not have to beg for the salary we are working hard for daily. Educators should not have to quit teaching in order to seek jobs that will provide us with the salary we need to pay our skyrocketing housing costs.

I urge you to support taking all of these steps—they truly are essential. A tremendous MAHALO for your time and ALOHA, and consideration of the support for our keiki, the future leaders of Hawaii. We are all in this together.

Thank you,
Alaina Valente
3rd grade teacher
Pearl City Elementary

LATE

HB-2200-HD-1

Submitted on: 5/11/2020 8:49:48 AM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Jasmine Inman | Individual | Support | No |

Comments:

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020

10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Jasmine Inman. I am a Special Education preschool teacher at Pearl Harbor Kai Elementary School in Central District on Oahu. I have been teaching for about 11 years, all of which in Special Education. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue loses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

My husband and I both work full-time, and right now we're barely able to make our mortgage payment every month. We live modestly in a one-bedroom condo with our toddler. If I were to get any kind of a paycut, we would have to make some tough choices as a family. Either I would have to find a different job(s), and/or we would have to seriously consider moving to the mainland where the cost of living is cheaper AND the teacher salary is higher.

We love Hawaii, and I love teaching, and I would hate to have to leave either because of financial necessity. It would break my heart to have to walk away from a job, and the kids, that I'm so passionate about. I know of so many other colleagues who are also living paycheck to paycheck, and reducing our pay would have devastating effects on them, as well as the students we service.

Thank you for supporting education!

Mahalo,

Jasmine Inman, Central District, Oahu

LATE

HB-2200-HD-1

Submitted on: 5/11/2020 8:52:55 AM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Jeff Zuckernick | Individual | Support | No |

Comments:

I am testifying in support of HB1631, HB 2200, HD1 and HB2725, HD1. I am supportive of the legislative package that provides the needed \$1 billion shortfall that will eliminate the need for any furloughs or salary reductions. I appreciate the hard work and understanding of the legislative leaders in finding innovative ways to fill the budget gaps and ensuring the stability of the public employee workforce as we move forward together in these difficult times.

Thank you

LATE

HB-2200-HD-1

Submitted on: 5/11/2020 8:53:56 AM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Tiffany Kawaguchi | Individual | Support | No |

Comments:

I am testifying in support of HB1631, HB 2200, HD1 and HB2725, HD1. I am supportive of the legislative package that provides the needed \$1 billion shortfall that will eliminate the need for any furloughs or salary reductions. I appreciate the hard work and understanding of the legislative leaders in finding innovative ways to fill the budget gaps and ensuring the stability of the public employee workforce as we move forward together in these difficult times

LATE

From: [Donna Montalvo](#)
To: [WAM Testimony](#)
Date: Monday, May 11, 2020 9:09:05 AM

My name is **Donna Montalvo**. I am a **teacher** at **Kalama Intermediate SCHOOL** in **Maui DISTRICT** on **Maui**. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

I have been teaching for 35 years, With the last pay raise, of 19%,

which we had to get over a 4 year period, and next school year,2020-2021,

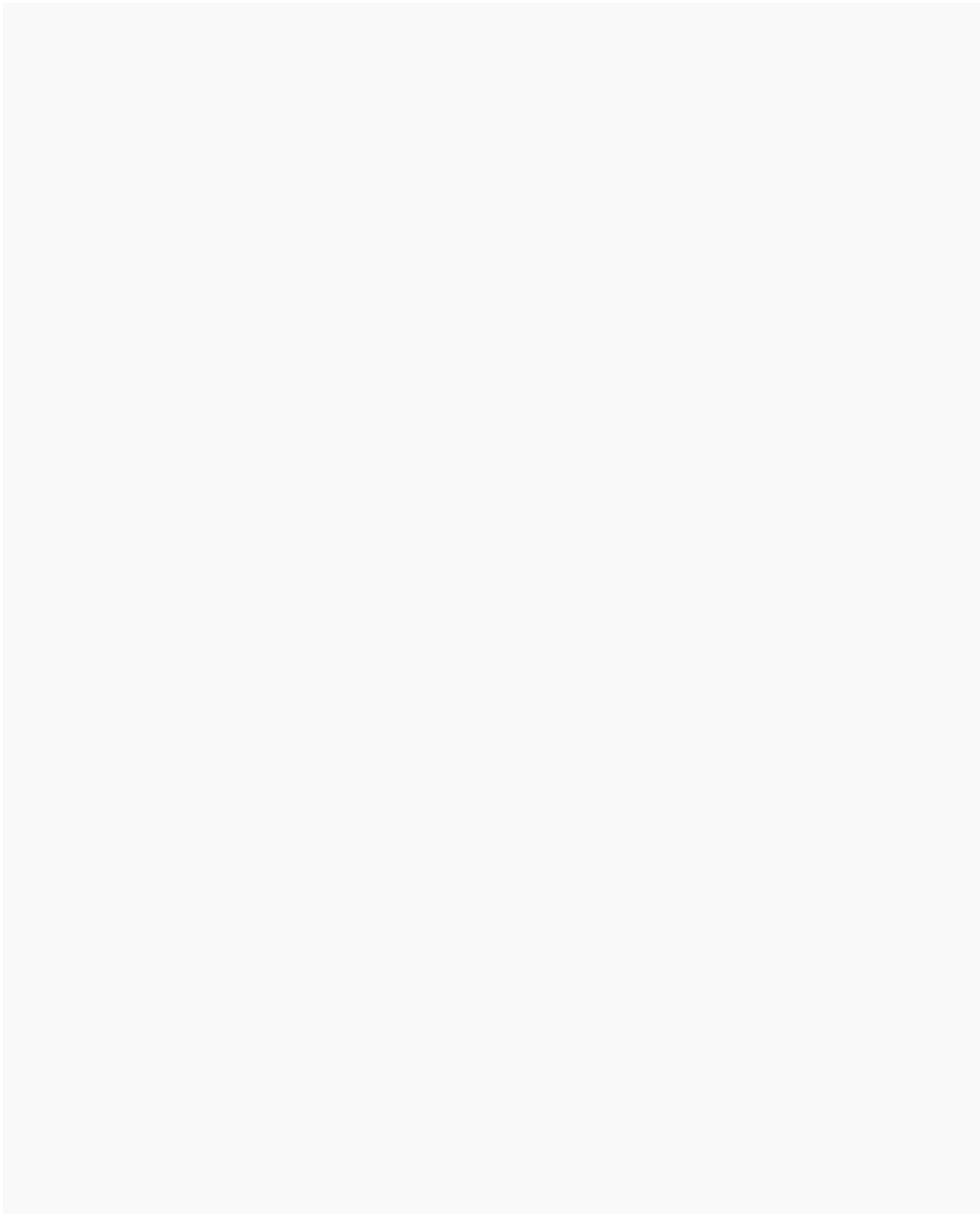
we would complete the last installment, now if we take a pay cut of 20%, or 25%, our last contract meant nothing, and we worked for a few years without a contract. This is not right!

I know the state will be hurting, but the federal monies should be coming in, and other sources. But to cut the teachers, first response personnel,

and nurses, is so wrong. Please reconsider and look at other sources.

Mahalo,

Donna Montalvo, Maui



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LATE

HB-2200-HD-1

Submitted on: 5/11/2020 8:55:47 AM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Helena Costa | Individual | Support | No |

Comments:

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020

10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Helena Costa. I am a fourth grade teacher at Ha'aheo Elementary in Hilo on the Big Island. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

The 20% pay cut proposal is terrifying. As a member of an old Hilo family, I chose to come home to Hawai'i to raise my family, and invest in my community. During this pandemic, I have done my best to bring normalcy and continuity to my students, in whatever ways work best for my individual families, and to find new ways to reach them. I have had many conversations with my teacher friends and coworkers as I try adapt my work to our current situation, and to plan for the many various realities that may be next school year. We are doing what we do best- working together to inspire each other to come up with new solutions to best support our keiki.

However, I now hold both the fear and outrage at the proposed cuts. Fear, because I am the breadwinner for my family. A 20% cut equates to a \$12,000 reduction in pay for me. I already have no cushion- my entire paycheck covers my mortgage, utilities, food, A+, work expenses and the few added expenses of having a child in Hawai'i. I am very careful, so besides my mortgage, I am debt-free- my student loans are paid off, and I live within my means. I have an incredibly tiny savings- less than one paycheck, because our pay is already not enough for the work we do and the place where we live.

Teacher pay in Hawai'i has been stagnant for decades- it does not match the increase in cost of living at all. A practical example is the difference between my mother and I; she was also a teacher in Hilo. 30 years ago, when she bought our home, she paid \$60,000. 5 years ago, when I bought mine I paid \$330,000. I live 5 streets away from our old home, which means a home in the same exact neighbor now costs almost 6 times as much. I make maybe \$10,000 more than my mother did, and I hold three degrees, am rated highly effective and have been an educator in Hawai'i for almost a decade. We are already sorely underpaid, and struggling to keep up with the cost of living increases. Kamaaina who work and invest in our communities deserve to be able to live here.

As I move forward, worrying about next year, I have looked into the options to help make up the approximately \$1000 reduction in pay that will occur each month. Will I be able to supplement with SNAP? No, I will be less than \$200 above the cut-off. Can I reduce my mortgage? No, I have already refinanced to a very doable rate- when I am being paid my current salary. You are putting us in the impossible situation of not being able to afford our basic needs, while being just above the cut-off for assistance. We also are being asked to either revamp our entire teaching practice (if we continue distance learning) or put ourselves in jeopardy (because if Corona is in the islands, it will be in the schools. And I'm sure you have heard the pushback from the thousands of teachers who know our already PACKED classrooms do not have room for social distancing). And now we are being asked to navigate and innovate in that already very stressful situation, to help our keiki stay afloat educationally, and also not be able to provide for our families. The mental health of our teachers will be decimated, as well as the physical health.

Secondly, I am outraged, because these proposed budget cuts come at the end of a long year of work for us. There is no option in Hawai'i for 10 month teachers to collect our pay over those ten months- part of each paycheck is saved to be paid out over June and July, during which we are technically not working. We are two weeks away from ending our work year, and yet the proposal is to start pay reductions in June. That is stealing- there is no other word for it. No other state worker in Hawai'i is being asked to give back money they have already completed services for. A teacher friend made the analogy that it is like asking someone to mow your lawn for \$100, and then only giving them \$80 when they are finished.

Our keiki deserve to have parents and teachers who are able to mentally and physically support them during this time. This job requires a lot of energy, patience, love and time. It requires us to be in a healthy state so we can support the emotional, academic and physical needs of the children. There are other options than to balance the budget on some of Hawai'i's most invested workers. Please be creative and find those ways, so we can continue to do our jobs effectively.

Mahalo,

Helena Costa, Hilo, Big Island

LATE

HB-2200-HD-1

Submitted on: 5/11/2020 8:57:00 AM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Ashley Katamoto | Individual | Comments | No |

Comments:

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Ashley Katamoto and I have been working for University Laboratory School, a public charter school in the Honolulu District for 7 years. I teach visual art to grades 6-12. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

I believe in the public school system, I am a product of it and I want to continue working for it to serve Hawai'i's keiki. I also strongly believe in the charter school system in its ability to offer students and families the choice and opportunity for more specialized education programs. If the state moves forward with pay cuts, I believe that a number of teachers/librarians/counselors will be forced to either leave their profession in search for other work, leave the public school system in search of work in the private sector, or possibly even leave the state to teach elsewhere. Veteran teachers/librarians/counselors will most likely look at retirement, and new incoming teachers/librarians/counselors or teachers-in-training may look at other career paths. Teachers/librarians/counselors like me, in beginning to middle of their careers, may have to look to finding second jobs to supplement their income. Not to mention, our already underpaid teachers will probably be cutting back any extra spending as I know I have already done so at the threat of losing 20% of my pay.

All of these possibilities that come with pay cuts will gravely hurt our students, their families, and our economy. Furloughs, will have a trickle down effect as teachers may be forced to take leave without pay and schools may resume "furlough" Fridays. Beyond the issue of 20% less learning hours with our students, that also means that young families will have to find childcare for their children who are not in school five days a week or think about taking a day off of work if they are able to. All of this leads to two things, our children are not adequately prepared for their futures and our economy will continue to tumble further into a recession.

Thank you again for taking the time for looking at other options to the proposed pay cuts and looking at the budget for how we can continue to offer the children of Hawai'i the best public

education possible. And thank you for all that you are doing for our state during this unprecedented time.

Mahalo,

Ashley Katamoto, Honolulu, Oahu

LATE

HB-2200-HD-1

Submitted on: 5/11/2020 9:01:09 AM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Lynn Charton | Individual | Support | No |

Comments:

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020

10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Lynn Charton. I am a first grade teacher at Kekaha Elementary School on Kauai. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

Personally, if I were to suffer a payout or furlough, I will have to retire so that I can draw on my pension from California. I will make as much money on my pension, with less taxes, than I would teaching at a reduced salary here.

In addition, my students on the westside in Kekaha and Waimea, Kauai, are going to suffer. Our westside suffers dreadfully from teacher shortage and substitute shortage. It's far to drive out here, and we find it hard to staff classrooms with licensed teachers. This only hurts the children. We then have to increase class sizes due to lack of funding. It makes my heart break to think about our westside youth getting less teacher attention.

Mahalo,

Lynn Charton, Kekaha School, Kauai

LATE

HB-2200-HD-1

Submitted on: 5/11/2020 9:07:54 AM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Andrew Akana | Individual | Support | No |

Comments:

I am testifying in support of HB1631, HB 2200, HD1 and HB2725, HD1. I am supportive of the legislative package that provides the needed \$1 billion shortfall that will eliminate the need for any furloughs or salary reductions. I appreciate the hard work and understanding of the legislative leaders in finding innovative ways to fill the budget gaps and ensuring the stability of the public employee workforce as we move forward together in these difficult times.

LATE

From: [David Napier](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200 HD1, Committee on Ways and Means
Date: Monday, May 11, 2020 9:05:18 AM

Chair Dela Cruz and members of the Ways and Means Committee,

My name is Dave Napier. I am a counselor at James Campbell High School in the Leeward District on Oahu.

I am submitting testimony in support of HB 2200, HD1

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

Any possible pay cut would severely impact my family. Right around Spring break my wife lost both her parents due to several medical issues. Their care and their funeral services are expensive...just the plot/service is over \$30,000. They also incurred bills for their medical care. Unfortunately, my wife spent several days in the hospital in February. While we do have medical insurance our share of the costs was over \$2,000. She was recently diagnosed with cancer and has spent more time in the hospital. While she is trying to work, she struggles with the effects of the chemotherapy treatment she is receiving. She is already working a reduced amount which lowers what she is paid and if she needs to stop working to focus on her health; she will only get paid TDI. Our son is a senior in high school and will attend college in the fall.

While I am writing to share my own story and how a pay cut would affect my family I am concerned about how pay cuts would hurt our students. One of the largest problems within our local schools is our inability to keep and attract good teachers. Hawaii is a beautiful place to live in but it is also expensive. If we cut pay, why would people considering a career in education pursue it when they can make more in other fields or locations? I also know teachers who would need to leave the field if we have pay cuts or get second jobs. Within the HSTA, there are several families that have both parents that are teachers; this would amount to a 40% pay cut for them. Finally, any cut in teacher pay will only slow the state's recovery. It will probably take years for the tourism industry to return to where things were...we need to do all we can to support our local economy which means we need local people getting back to work and getting paid so they can support local business.

Thank you for your consideration,
Dave Napier

LATE

HB-2200-HD-1

Submitted on: 5/11/2020 9:10:06 AM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| David Kingdon | Individual | Support | No |

Comments:

LATE

HB-2200-HD-1

Submitted on: 5/11/2020 9:10:07 AM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|--------------|--------------------|--------------------|
| Richard H. Ornellas | Individual | Support | No |

Comments:

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Richard Ornellas. I am a 12-year tenured Teacher delivering Special Education services, inclusion in US History, and AVID College and Career Prep at Molokai High School in District 13 on Molokai. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, “We don’t want to have an additional negative effect on the economy that might make matters worse.”

We all suffer in the pandemic. Yet pay cuts or furloughs for public school educators will immediately depress financially and emotionally both teachers and students. I turn 72 years-young in June 2020. While I could retire, I continue teaching our Molokai High School students because they inspire and motivate my life, and not for financial reasons. Teaching is a career and not a job. I know teachers on all islands serving their students with dedicated professionalism and high expectations. Any pay cut tells teachers, already struggling with high-costs-of living, that teachers’ work for students is not valued. In the new frontier of distance learning, right now, teachers scramble to navigate teaching, student conferences, teacher collaborations, interdisciplinary planning, and web conferences on accountability, academic and financial plans, Chapter 19 consequences, and accreditation. Who knew we could communicate complexity from separate rooms, miles apart?

Most critically, all adults must consider student trauma, especially in high school. The times are unprecedented. Many families struggle with no food, no jobs, no money, and no hope. Who, now, can students turn to when their families are so stressed? Teachers! Teachers, now, are only an email or web conference away. Teachers teach through relationships with individual students. When a teacher is devalued, students are devalued. Devalued students don’t become valued

workers. Rather than cut pay, invest in students, teachers, and a bright new Hawaii future!

Mahalo,

Richard Ornellas

Molokai High School, District 13

From: [Keoni Dunn](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Sunday, May 10, 2020 8:10:03 PM

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020

10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Keoni Dunn. I am a teacher and ELL Coordinator at Kaimuki Middle School in the Honolulu District on O`ahu. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

When the governor announced pay cuts affecting teachers I was stunned. There was no warning, nor negotiation. I felt deeply disrespected on a personal and professional level. I have been teaching for eight years full-time, and have been teaching either part-time or substituting for five years prior to that. I am a teacher leader certified to teach secondary English for grades 6-12, and am finishing my Master's degree as a Literacy Specialist. I currently teach English Learners in grades 6-8. The pay cuts would mean I would be making less than my very first year of teaching. This would make it almost impossible to live in the state of Hawai'i because of the high cost of living and low pay.

While some might say that we are lucky to still have jobs, I would ask them this - who would you rather have teaching your children a highly qualified professional most likely with an advanced degree or someone just filling the role? If you continue with these cuts there are many teachers who will leave the profession or the state. This will lead to underqualified hires or larger classes. Additionally because of the low pay attracting new teachers to the profession will be very difficult. The ones most affected by teacher pay cuts will be the students - either because their teachers will be working more than one job to survive, their classes are too large, or they may be taught by an unqualified individual. Our most at-risk populations are the students who will suffer the most. Teachers are professionals - like doctors, lawyers, and dentists. Please treat us with the respect we deserve.

Mahalo,

Keoni Dunn, Honolulu District, O`ahu

<http://www.avg.com/email-signature?utm_medium=email&utm_source=link&utm_campaign=sig-email&utm_content=webmail> Virus-free. www.avg.com <http://www.avg.com/email-signature?utm_medium=email&utm_source=link&utm_campaign=sig-email&utm_content=webmail>

LATE

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020

10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Joshua Dela Cruz. I am a school counselor at Keone'ula Elementary School in the Leeward District on Oahu. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

I have been part of the DOE family for 19 years now. I was a student teacher that was affected by the 2000 Teacher strike. I remember starting off as a High School Science teacher at Waianae High School in 2001 and how much joy it brought me to see the awe and wonder of students in my science labs regardless of what happened the year before. It is still a pleasure to see my former students that recognize me and still thank me after 19 years. I still remember getting \$31,000 that year as a first-year teacher. It isn't much but I felt on top of the world. It was a painful decision to leave the Waianae Coast not because of the distance to drive, the lack of classroom funds or the lack of resources. It was solely because of the gas prices and my out of pocket expenses. At that time, gas was rising to \$5.00 a gallon and paying \$60 twice a week was draining my savings.

A few years later, Furlough Fridays hit the teachers very hard and I found myself moving back to my parents' house to help me stay afloat financially. I also took on two part-time jobs because of the dip in my salary. Those years have gone, and many veteran teachers have remained loyal to our keiki and the profession. I understand that the DOE has been finding different ways to recruit our teachers. However, this bill is an opportunity to retain those veteran teachers in the classroom. Us veteran teachers

have been through the struggles of shifting from iSped, Common core, Furlough Fridays, and other directives trickling from the top. This is a blow to those who remained in the DOE during all those years of gas prices and inflation and Furloughs. I, as an educator, don't feel valued anymore. I am considering early retirement as many of my colleagues are contemplating as well because of this pay decrease decision. If that is the case, the State is going to not only deal with a teacher shortage but an exit of veteran teachers whose salary advancements were overlooked. Many of us are looking for that extra incentive to continue working for our communities and fulfilling our passion rather than leaving the profession at 55 years old. If this bill passes, this will allow me to stay in this profession longer and help younger teachers, our keiki, and our community.

Mahalo,

Joshua Dela Cruz, Leeward District, Oahu

LATE

HB-2200-HD-1

Submitted on: 5/11/2020 9:15:30 AM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Kelie Augustine | Individual | Support | No |

Comments:

I am testifying in support of HB1631, HB 2200, HD1 and HB2725, HD1. I am supportive of the legislative package that provides the needed \$1 billion shortfall that will eliminate the need for any furloughs or salary reductions. I appreciate the hard work and understanding of the legislative leaders in finding innovative ways to fill the budget gaps and ensuring the stability of the public employee workforce as we move forward together in these difficult times.

LATE

HB-2200-HD-1

Submitted on: 5/11/2020 9:16:34 AM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Bennett Zazzera | Individual | Support | No |

Comments:

I am testifying in support of HB 2200. I am supportive of the legislative package that provides the needed \$1 billion shortfall that will eliminate the need for any furloughs or salary reductions. I appreciate the hard work and understanding of the legislative leaders in finding innovative ways to fill the budget gaps and ensuring the stability of the public employee workforce as we move forward together in these difficult times.

LATE

HB-2200-HD-1

Submitted on: 5/11/2020 9:24:30 AM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Mary Esteban | Individual | Support | No |

Comments:

I am testifying in support of HB1631, HB 2200, HD1 and HB2725, HD1.

I am supportive of the legislative package that provides the needed \$1 billion shortfall that will eliminate the need for any furloughs or salary reductions.

I appreciate the hard work and understanding of the legislative leaders in finding innovative ways to fill the budget gaps and ensuring the stability of the public employee workforce as we move forward together in these difficult times.

LATE

HB-2200-HD-1

Submitted on: 5/11/2020 9:27:26 AM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|----------------|---------------------------|--------------------|--------------------|
| Trina Albright | Testifying for DOE Hawaii | Comments | No |

Comments:

My name is Trina Albright. I am a Math teacher at Kalama Intermediate in Baldwin/Kekaulike Complex on Maui. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, “We don’t want to have an additional negative effect on the economy that might make matters worse.”

As a public school Math teacher for 20 plus years, I have witnessed some amazing teaching and learning have been lucky to connect with my students. It is common knowledge that teachers are not paid what they are worth, but many continue to stay in Hawaii and give their students all that they can everyday. The possibility of pay cuts concerns me for three reasons.

- 1. The financial devastation the pay cuts will bring on the families of teachers**
- 2. The impact on the students, their emotional wellbeing and learning.**
- 3. The devastation and the economic impact on Hawaii as more people lose income.**

A 20% pay cut for DOE employees will financially devastate my family. We are both classroom teachers. Many teachers will try to seek another source of income, but that is difficult with so many other people out of work. As teachers realize that they will not be able to support themselves or their families, they will consider leaving the island, however that is even impossible with the travel restrictions. Most importantly is the impact on our students. How can teachers care for the needs of their students, which will be greater than ever, when they

are consumed with taking care of the needs of their family and economic devastation?

Lastly, the impact on Hawaii's economy will only get worse as more families are forced into poverty.

Mahalo,

Trina Albright

Baldwin/Kekaulike Complex

Maui

HB-2200-HD-1

Submitted on: 5/11/2020 9:41:48 AM

Testimony for WAM on 5/11/2020 10:30:00 AM



| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Richard Toynton | Individual | Support | No |

Comments:

Dear Chair Donavan Dela Cruz and committee members,

I've been an English teacher at King David Kalakaua Middle School for more than 10 years. I was born and raised in Hawaii, and have chosen a career that allows me to stay in the place that I love. However, the cost of living here is extremely high and Hawaii teacher pay is extremely low. A 20% paycut would probably force me to leave the place that I love to teach in Seattle where I can earn \$93,000 a year in a community with a lower cost of living.

Reducing teacher pay will not only harm me and my family, but the students I serve as well.

- More students would go without licensed teachers because pay cuts would drive senior teachers into early retirement.
- Students would be left with long-term subs and unqualified teachers if new and existing educators leave the profession, unable to afford Hawaii's high cost of living on a reduced salary.
- Friends of mine who teach in Seattle for nearly double my salary are actively recruiting former coworkers and myself to move into big homes in cities/suburbs with more transportation options than Honolulu.

Thank you for your consideration.

Richard Toynton

LATE

HB-2200-HD-1

Submitted on: 5/11/2020 9:52:24 AM
Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|------------------|--------------|--------------------|--------------------|
| Melissa Nakamura | Individual | Support | No |

Comments:

I am testifying in support of HB1631, HB 2200, HD1, and HB2725, HD1. I strongly support the legislative package that provides the needed \$1 billion shortfall that will eliminate the need for any furloughs or salary reductions. History has shown repeatedly that circulating dollars grow more dollars. Those still employed in Hawaii can help bring back a strong economy by contributing to that economy now through their disposable income. Now is not the time to cut salaries. I appreciate the hard work and understanding of the legislative leaders in finding innovative ways to fill the budget gaps and ensuring the stability of the public employee workforce as we move forward together in these extraordinary times.

HB-2200-HD-1

Submitted on: 5/11/2020 9:57:56 AM

Testimony for WAM on 5/11/2020 10:30:00 AM



| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Tina Matsuo | Individual | Support | No |

Comments:

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Tina Matsuo. I am a teacher at Waipahu Community School for Adults on Oahu. I have been a DOE Hawaii teacher since 1990. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, “We don’t want to have an additional negative effect on the economy that might make matters worse.”

Teachers in Hawaii, have put in countless hours of our own time to help each and every student to improve and grow. We have provided many resources with our own personal funds for our classrooms and students. With budget cuts, teachers will have to pay for more things out of our own pocket or students will be left without access to resources.

Since entering the DOE in 1990 as a teacher, I have been through a furlough, strike and years of no movement in step in pay. I have earned cost of living pay raises as part of HSTA negotiations with the State and, as a result, have had to apply for loans to cover shortfalls in income.

Please invest in students, schools, and teachers. Make people and Hawaii whole again! Thank you.

Mahalo,

Tina Matsuo

LATE

HB-2200-HD-1

Submitted on: 5/11/2020 10:00:01 AM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Deborah Kobayakawa | Individual | Oppose | No |

Comments:

May 11, 2020

The Honorable Donovan Dela Cruz, Chair

Senate Committee on Ways and Means

Thirtieth Legislature

State Capitol

State of Hawaii

Honolulu, Hawaii 96813

Dear Senator Dela Cruz and Members of the Committee:

SUBJECT: HB 2200 HD-1-RELATING TO THE STATE BUDGET

Thank you for this opportunity to provide my testimony. I'd like to direct my first comment specifically to:

Page 25, line numbers 13-20 HTH501-Developmental Disabilities, in opposition to staff and budget cuts.

I respectfully request you reconsider these cuts. I am a parent of an adult with Developmental and Intellectual Disabilities. The services my son receives through his case management is such a vital part of his lifeline to the successful life he leads. Our case manager is the person we can go to for assistance when we have questions, need to his tweak supports or when changes arise that require services to be discussed. In addition, should something happen to myself and my husband our case manager can help those we've designated to take over our son's care in picking up the pieces. This is crucial to a sustainable plan for our son who is now 30 years old.

Our son also utilizes the Medicaid Waiver to maximize an independent and productive lifestyle in spite of his many challenges. He has held a job for almost 10 years, lives in a group home and accesses adult day health programs for leisure and socialization. These services are very important to him and are what he wants in his life. They are all made possible through his Individual Service Plan, which we are doing later today, and rely heavily on the Waiver for him to access. This is his world and it makes him happy. The recent COVID-19 crisis has rocked our son's world. All of his programs stopped this included Special Olympics and the Summer State Games, Adult Day Health Program where his friends are, going out into the community with his Community Learning Specialist, then last and most difficult he had to take 8 weeks off from work as it was not safe for him any longer to be an essential worker in a grocery store. This has been very hard for him, but we are grateful that due to his excellent work history he has been on paid leave utilizing all of his unused paid sick leave and accrued vacation leave.

My second comment I'd like to direct specifically to:

Page 25, lines 21-25 HTH501- Developmental Disabilities, in support of increasing the ceiling to the Special Fund.

During these very uncertain times, now more than ever we need our provider agencies to have the training, staff developments and technical assistance they need to support our individuals like my son. They want nothing more than for things to return to the way they were and sadly it appears that this will not be happening. In order to help create new ways to provide services that continue to meet their needs in a variety of domains and settings this will take time and economic assistance. Caregivers like my son's care home manager, parents like me who are parenting our adult children "forever" in a way that you cannot even imagine unless you are one of us need your help. We must have the guidance and support of the systems of care that we rely on and that our loves ones

know and trust. Together we can help to make a new “normal” for them, but it will take time, money and a commitment to providing services in a new way.

Thank you for this opportunity to provide comments to HB2200 HD1

Sincerely,

Deborah Kobayakawa

Mother of Ian Nieblas

LATE

From: [Robert Chavez](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Monday, May 11, 2020 9:32:34 AM

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Robert Chavez]. I am a Special Education Teacher at Nanakuli High and Intermediate School in Nanakuli on Oahu. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, “We don’t want to have an additional negative effect on the economy that might make matters worse.”

I have been a teacher at Nankuli High and Intermediate for the past 8 years. This is a community that knows its fair share of crime and poverty. Not only does this community experience economic instability, this instability transfers into the educational setting. Turnover is high, teacher morale is low, and finding highly qualified teachers to teach the students in this area are nearly impossible to find due to these factors as well as low pay.

Recently, we were given a pay increase and even though the pay raise was small, it was life altering. This small pay raise allows my family to pay our mortgage on time to avoid late fees. It allows me to buy things my family used to go without, and most importantly, it allows me to use more of my take home pay instead of compiling credit card debt. Also, for the first time ever as a teacher, I can put some money into savings.

I'm not unique in this experience, many of my fellow teachers and their families experience this and much more. Pay cuts in the educational sector shouldn't be in the conversation about budget alignment. Hawaii's children need a quality education if they are to make it in a growing world economy and for this to happen, Hawaii has to be able to maintain highly qualified teachers. If pay cuts and furloughs happen, teachers will leave the profession and student achievement will suffer the consequences.

Mahalo,

Robert Chavez, Nanakuli High and Intermediate School, Nanakuli

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From: [Kahoane Aiona](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Monday, May 11, 2020 9:32:41 AM

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020

10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Kahoane Aiona. I am a 5th grade teacher at Holualoa Elementary in Kealakehe Complex on Hawai'i Island. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

I have been working at Holualoa Elementary since 2013, I started as a paraprofessional tutor (PPT) and have since earned my Masters degree in Education and am now finishing up my fourth full year of teaching my own classroom. Holualoa is also my elementary alma mater. To return my hometown and serve my previous school has truly been fulfilling. To be very clear, the potential of losing 20% of my pay, or any educator's pay would further DEVASTATE the status of public education in Hawai'i. If the state goes forward with this pay cut, you WILL lose teachers, period. Veteran teachers will retire early and teachers that are barely making ends meet will be FORCED to leave the profession. Most of all, OUR KEIKI are the ones who will lose out and suffer the consequences. The decision that is made will have repercussions for many, many years. I can only HOPE and advocate that the decision is one that will benefit teachers and students alike.

Mahalo,

Kahoane Aiona, Kealakehe Complex, Hawai'i Island

LATE

From: [Courtney D'Agostino](#)
To: [WAM Testimony](#)
Subject: TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE RE: HB 2200, HD1 RELATING TO THE STATE BUDGET MONDAY, MAY 11, 2020 10:30 a.m.
Date: Monday, May 11, 2020 9:36:46 AM

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Courtney D'Agostino. I am a 1st grade teacher at Holualoa Elementary School in [Hawaii District - Honokaa-Kealakehe-Kohala-Konawaena](#) on Hawaii Island. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse.

In the aftermath of this blindsiding pandemic, staffing every classroom with a qualified teacher is more important than ever. Students have been out of school for more than a month with families attempting some version of homeschooling, some of whom are reaching out to thank us and let us know it's far more challenging than they expected.

When school returns to in-person sessions, we will see that the achievement gap between students from families with resources and students from families who are struggling has widened. Even for students who were on grade level when we finished in-person classes in March, they have already missed out on at least a month of new learning material that would have been taught to them. This means that even students who were performing on grade level are now behind their peers from private schools or mainland public schools who have found ways to continue teaching new material.

By cutting teacher pay by 20%, the hope of confronting the new challenges we will see as a result of the coronavirus epidemic on top of the myriad challenges we already face in Hawaii's schools is dismal. I've talked with several educators who are considering retiring earlier than expected or leaving the state entirely if their pay is reduced. You must understand that your actions will directly push teachers out of the state. I would also remind you that given the timing, it is the most frictionless time of year for teachers to leave the state; we are not in the middle of a school year where leaving would let down a classroom of students. Leaving Hawaii in the middle of the summer makes it reasonably possible to seek employment as a teacher in another state. Please don't punish our keiki with such an inequitable and drastic cut to their teachers' livelihoods.

Mahalo,

Courtney D'Agostino

Hawaii District - Honokaa-Kealakehe-Kohala-Konawaena



From: [Cynthia Broc](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30am
Date: Monday, May 11, 2020 9:37:21 AM

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE
RE: HB 2200, HD1 RELATING TO THE STATE BUDGET
MONDAY, MAY 11, 2020

to

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Cynthia Broc. I am the Student Services Coordinator at Laie Elementary School in the Windward District on the island of Oahu. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

I am a veteran teacher who has been at Laie Elementary School for the past 28 years. I started out as a parent volunteer. Due to the shortage of special education teachers, even back then, I was asked to assist in the pre-school special education classroom in 1998 as a long term substitute teacher. I loved it so much I went back to school to get my teaching license. I taught for 12 years as a special education pre-school teacher and then moved into the Student Services Coordinator position where I have been for the past 8 years. I have experienced the Cayetano teacher strike, the Linda Lingle furlough Fridays. I have gone year after year with no pay raise or an increase in my pay accompanied by an increase in my insurance premiums. I have had to get a second job, sell my jewelry, and borrow money from my parents so my family has food on the table and a roof over their heads. My husband and I have lived pay check to pay check so our children could afford to go to college and we could afford to care for my husband's 96 year old mother in our home.

I know what it's like to be at a school with inexperienced special education teachers. But my school has created our own home grown program where we have nurtured, supported, and trained current employees so they can be successful special education teachers who will stay at our school. I have spent numerous hours assisting these teachers- going in their classrooms, helping them with their paper work, and guiding them through their special education meetings with parents.

If the choice is to reduce teacher's salaries to balance our state budget many of these

successful teachers will leave the profession which will do untold harm to our students. How will our students fare with the possibility of unlicensed and inexperienced teachers continuing to be the status quo in their classrooms. If my salary is reduced I will also be forced to retire early and leave the island as my family will no longer be able to afford to stay here on Oahu. My plan has been to continue to work and support my school for the next 5 years and volunteer there after my retirement but I will not be able to do this if my pay is reduced by 20%. I urge you to please come up with another solution to balance the state budget without affecting teachers and our first responders who are risking their lives so we can be safe.

Thank you for your time and consideration- Cynthia Broc, Windward District, Island of Oahu

LATE

From: [Lilian Rebamonte](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Monday, May 11, 2020 9:40:58 AM

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020

10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Lilian Rebamonte. I am a special education teacher at Holomua Elementary School (one of three multi-track schools in the state) in the Leeward District on Oahu. I would like to take this opportunity, out of a busy, stressful day of distance learning planning and teaching, virtual meetings, and special education paperwork to submit testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, “We don’t want to have an additional negative effect on the economy that might make matters worse.”

As a single parent and caretaker of my elderly mother, I already have an enormous amount of financial responsibilities and burdens and am forced to request help from other relatives and friends often. I have, on numerous occasions, pondered my ability and willingness to remain in Hawaii when I could easily return to a special education position in Nevada where I previously taught. With the differentials recently provided to Hawaii special education teachers, I have been able to remain right here in my home state, teaching students with special needs.

As decisions are made in the Legislature, please consider Hawaii's teacher shortage, especially those difficult to staff special education positions such as mine, and think about the effective and dedicated teachers who want to stay and teach in Hawaii. Most importantly, think about the keiki who will be affected if their teachers have to leave because they cannot afford to live in Hawaii and, instead, taught by unqualified,

untrained, and ineffective long-term subs and emergency hire teachers.

Thank you for your time and careful consideration!

Sincerely,

Lilian Rebamonte, Leeward District, Oahu

LATE

From: [Danielle De Meter](#)
To: [WAM Testimony](#)
Subject: TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE, RE: HB 2200, HD1 RELATING TO THE STATE BUDGET
Date: Monday, May 11, 2020 9:43:16 AM

MONDAY, MAY 11, 2020

10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Danielle DeMeter. I am a 3rd grade teacher at Holualoa Elementary in Kealakehe Complex on Hawaii island. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

I have been a teacher since 2005. I began my career in California. Employment has been a rocky road since the beginning. Jobs were hard to find, and then I experienced layoffs TWICE due to state budget cuts. Understandably, the state of California decided to cut positions instead of cutting pay, however starting my career in this environment did not set me up for financial success. Two years after being laid off a second time, I began my education career in Hawaii. It has been a struggle to afford a decent place to live on a teacher's salary. This limitation has affected my life **tremendously**. A cut in pay would be the proverbial last straw. I will not remain in teaching.

Additionally, my school is 6 to 8 teaching positions SHORT for next school year. It would take a small miracle to fill all of these positions in such a climate. We need to make the teaching profession here in Hawaii more attractive, not less. Honestly, I have been outraged by the governor's suggestions to cut pay, especially possibly on June 1st, which references pay *I have already earned throughout the past 10 months*. The level of disrespect for my profession by these suggestions is unacceptable.

Please consider the effects of your decisions not only on the teachers and other state employees, but the rippling effects to our communities.

Mahalo,

Danielle DeMeter, Holualoa Elementary, Kealakehe Complex, Hawaii Island

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LATE

From: [ezelweni](#)
To: [WAM Testimony](#)
Subject: Testimony in Support of HB2200, HD1, Committee on Ways and Means, Monday May 11 at 10.30am
Date: Monday, May 11, 2020 9:45:41 AM

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020

10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Glenda Bendell. I am a Special Needs Teacher at Baldwin High School in the Baldwin-Kekaulike-Maui District on Maui. I have been teaching for 3 years on Maui with the DOE. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

We all understand that your position is to balance the budget in a realistic and practical manner. However, we do not, as a community, feel that the budget shortfalls should be placed squarely on the backs of the Students and teachers of the islands. The teachers are currently doing whatever it takes to keep it together to manage to financially survive the cost of living on Maui. Reducing the monthly take home salaries of any teacher right now would impact their ability to make it each month. This translates into teachers leaving the profession and leaving the islands and destabilizing the school

environment for the students directly. Life in the classroom and learning opportunities for our students lies with the state providing resources, NOT DIMINISHING RESOURCES. Please take into account the tremendous responsibility we have to ensure a more prosperous future for our younger generation. Please find alternatives to simply shrinking the funding for education.

Mahalo,

Glenda Bendell

Baldwin-Kekaulike-Maui District

The highest levels of performance come to people who are centered, intuitive, creative, and reflective - people who know to see a problem as an opportunity.

[Deepak Chopra](#)

LATE

From: [Keola Tom](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m
Date: Monday, May 11, 2020 9:46:09 AM

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Keola Tom and I am from the island of Maui. My hardworking wife is a poorly paid teacher for the State of Hawaii which is why I am submitting testimony in support of HB 2200, HD1.

First of all, I would like to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators and for our State employees. It saddens me that the first thing that the Governor wants to do to make up for economic loss is cut pay for teachers and state workers. My wife is amongst the hardest working group of teachers in the State, yet in the end, they end up getting stepped on and thrown on the side as the solution to pay the States rail bill is cut teacher's pay. Majority of my friends are teachers, and I see the struggle from all of them, especially when it comes to pay. These teachers are amongst the worst paid professionals in the United States of America, yet they dedicate their lives to children...yes your children. I have observed on numerous occasions my wife spending OUR FAMILY time doing school work on weekends (not getting paid). She has spent our hard earned money buying things for her class and office because things were simply needed for the kids. She has sacrificed all she can, and the worse thing is that she never complains. This is why I am writing to stop this non-sense as I know there are alternatives to amend the budget to stop stealing from teachers pockets.

Should the teacher's pay get cut, they will have no alternatives but to move back to where they came from. This includes moving in with family members because they can't afford rent, moving back to the mainland because that is the only affordable solution, or even just quit to work somewhere else where they'll probably make twice as much. Classes will increase in size, and the people that are going to be teaching your kids are not qualified. Think about having someone just released from prison (due to Covid-19 concerns), teaching your kids because unfortunately they meet the minimum requirements in the classroom and there's no more qualified

teachers to choose from.

The only thing stopping teachers from leaving is their tremendous dedication to the children of this state. How can teachers afford to pay bills, buy food, pay rent, when their pay are amongst the worst in the nation living on an island where the cost of living is one of the highest in the nation? It boggles my mind that the first thing that is suggested is to cut the pay of teachers. We should leave the rail where it sits and end the worst fiscally irresponsible project in the history of Hawaii. We need to stand up for what is right and support our Teachers, not screw them over again.

Mahalo,

Keola Tom

Husband of hard working Teacher, Island of Maui

LATE

From: [Myles De Coito](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Monday, May 11, 2020 9:46:14 AM

Aloha Chair Dela Cruz and members of the Ways and Means Committee,

I pray this email finds you well. My name is Myles De Coito. I teach at Laupahoehoe Community Public Charter School on Hawaii Island. I am the coordinator for the school's virtual learning program. I work with students K-12.

I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

As I write this, my life is a rushing wind of three forces... DAILY (SUN-SAT):

- Schooling my three children at home: ages 5 (Pre-4), 7 (Gd 1), and 11 (Gd 5).
- Working with my LCPCS students and families as well as our admin and my fellow faculty.
- Developing business strategies to implement ASAP in the event that my pay is cut.

The third pillar does come with a certain amount of tension. Cuts to teacher salaries would be devastating to our existing cadre of dedicated faculty and would further imperil the teaching shortage we already have.

A cut to my salary would, of course, negatively impact our family. The quality of instruction and services delivered by myself and my fellow teachers will also be impacted as many of us would necessarily need to diversify income with side jobs and businesses.

In times of deficit, it is considered economically sound to invest in infrastructure-- even if it means going into debt. It is so that there is a stimulus in the economy. Invest in the infrastructure of education. Invest in teachers.

Mahalo,

--

Myles De Coito, Laupahoehoe Community PCS, Hawaii Island

Email: mylesdecoito@gmail.com

(808) 936-0358

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LATE

From: [Dale Kenui](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Monday, May 11, 2020 9:47:08 AM

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Dale Kenui I am an SSC (Student Services Coordinator) at Mililani High School in Central District on Oahu. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

Throughout my years with the DOE/at Mililani High School I have endured strike, Furlough Fridays and the ongoing difficulty I encounter – there is only one SSC at Mililani High School (Me), and I have not had an SSC clerk for over 4 years – trying to sign-up for and completing PD classes. Of course, I must try and complete PD classes because it is the only opportunity I have to accrue class movements. Despite serving 2-decades, due to my intense SSC work demands at Mililani High School, I have yet to reach Class-7. Still, the students and families I have worked with over the decades identify me as an "advocate" for their children with high/severe social-emotional, clinical/medical and (special) education needs. I am not an advocate. I'm simply adroit at following RTI, IDEA, MVA, Section 504 procedural protocols on behalf of students/families using evidence to justify that given supports are appropriate, in response for a given student's needs.

We have never recovered strike and Furlough Friday income losses; and never will. The never-abating reality of Hawaii teacher shortages, especially in hard to fill lower socio-economic neighborhoods and special education, is chronic. The annual shortages are a direct consequence of teacher (counselor-SSC) compensation relative to housing, transportation, insurance – cost of living. Teacher spending on the aforementioned, including out-of-pocket professional expenses for classrooms/offices, contributes to the economic engine. Please explore other venues of budget leveling capital, as opposed to teacher (counselor-SSC) pay cuts. Federal monies/loan and/or cease and desist of the Rail so those monies can be redirected to state budgeting needs, as the state responds to Covid19.

Mahalo,

Dale Kenui, Central District, Oahu

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LATE

From: [Nate Pontious](#)
To: [WAM Testimony](#)
Subject: TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE: HB 2200, HD1 RELATING TO THE STATE BUDGET MONDAY, MAY 11, 2020 10:30 a.m.
Date: Monday, May 11, 2020 9:49:07 AM

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Nate Pontious. I am an ELL Coordinator at Kauai High School in Lihue on Kauai. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

I moved here from New York City in July of 2010. I was working my first year at a charter school. Since then, I have had a good career in the Hawaii public school system: a 9th grade ELA teacher, department head, yearbook advisor, HSTA head faculty rep, and Negotiations committee rep, and now ELL coordinator--all at the same school. Next year will be my 10th year at Kauai High.

I have only just started to match my salary from my first year in New York.

A 20% pay cut is a step backwards, especially considering Hawaii has some of the lowest paid teachers in the nation.

Mahalo,

Nate Pontious, Central District, Kauai

LATE

From: [Vera Yamanaka](#)
To: [WAM Testimony](#)
Subject: TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEERE: HB 2200, HD1 RELATING TO THE STATE BUDGET MONDAY, MAY 11, 2020 10:30 a.m.
Date: Monday, May 11, 2020 9:52:42 AM

Chair Dela Cruz and members of the Ways and Means Committee:

Aloha, my name is Vera Yamanaka. I am a resident of Wahiawa and an English Learners (EL) teacher at Daniel K. Inouye Elementary School in Central Oahu. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

I am of age to retire and have been teaching over 33 years, however I continue to teach because I enjoy it and I love to see my students learn and grow. I truly believe I am a better teacher now than when I was younger. I continue to learn and apply what I learn to my teaching. My students benefit from my experience. I was assigned to teach EL students two years ago. Since then they have improved every year as evidenced by their results on the annual WIDA ACCESS 2.0 tests.

In my family, I make the most money, so you can tell our family is not well off.

But, I am grateful to be working at this time. However, pay cuts or furloughs would personally hurt me and my family. I think financially I would be better off retiring.

Unfortunately that would mean one less experienced teacher in the system, and our school. I not only teach, I volunteer after school as the robotics coach. Our school is on a military base and we always have trouble recruiting and retaining teachers. Therefore we have had to hire emergency hires, substitute teachers, who are not highly qualified. This translates to inferior education for our students.

Again, I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools.

Mahalo,

Vera M. Yamanaka

Daniel K. Inouye Elementary School

Central District of Oahu

LATE

From: [Jessica Guillermo](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30
Date: Monday, May 11, 2020 9:24:04 AM

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Jessica Guillermo. I am a teacher at Holualoa Elementary school in West Hawaii on the Big Island. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

I am writing as a teacher, mother, and wife of a sheriff. The imposed 20% budget cuts for educators and the 10% that is being targeted at first responders is absolutely unacceptable. I understand that these are unprecedented times but your proposed salary cuts are not the solution. The fact that you think it is OK to cut pay by 20% on top of notoriously questionable wages adds insult to injury and shows how much our culture values public education; when education is the foundation of a successful and prosperous society.

We currently suffer a statewide teacher shortage. This leads to larger class sizes and classes taught by unqualified (less qualified) adults (emergency hires and long-term substitutes as opposed to licensed, certified teachers). A pay cut will worsen the teacher shortage as many teachers are forced to leave Hawai'i, retire earlier, or as young people choose not to become teachers because they can't afford to live here. In my six years of teaching I have had to teach one year of first grade with 27 students and one year of second grade with 28. When these are supposed to be critical years to develop foundational skills that will support the rest of their learning. There have been several years where we hired a new teacher to fill an open position but they left because our teacher salary just simply could not make ends meet and left education for a more profitable career.

As a mother if proposed cuts are made my husband and I would both need to get second jobs to supplement our pay. This means my children will no longer have the support he needs at home to help him with his academics or provide structure at home because the time we would have spent with him would now be spent making up the extra income that YOU CUT with your "solution." Not only do my husband and I work but in the extra time we have we coach youth and high school sports. We coach in an area that supports and services a high population of underprivileged students. We keep many students off the streets and using drugs by providing them something positive to do with their free time. We have helped students receive academic and athletic scholarships to help them pursue higher education at college. These same students that went to college, never thought it was financially possible for them to attend.

Your decision to reduce teachers pay will have far reaching consequences that supersede the money saved during this crisis. I encourage you to really look at the long lasting impact of this decision as it will affect everyone in the community, not just the teachers and first responders. The children, our keiki will suffer the most. They will suffer from overfilled classrooms, they will suffer from burnt-out teachers, they will suffer from lack of resources, they will suffer from lack of positive role-models outside of the school setting, and they will suffer from lack of highly qualified teachers. I would not accept this for my children, would you accept this for yours? Please do not vote in support for Governor Ige's proposed reductions.

Mahalo,
Jessica Guillermo
West Hawaii, Hawaii Island

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LATE

From: [Jessie Garcia](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30
Date: Monday, May 11, 2020 9:56:40 AM

RE:HB22,HD1, Relating to the State Budget

Monday, May 11, 2020

10:30 a.m

Chair Dela Cruz and Members of the Ways and Means Committee:

My name is Jessica Lee Loy. I am a Kindergarten teacher at Holualoa Elementary School in the Kona District of Hawaii Island. I am submitting testimony in support of HB 2200,HD1.

I want to thank the Legislature for finding ways to revise the sate budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

Cutting teacher pay in a state that already has very high cost of living would lead to a loss of many veteran teachers be it either by moving to the mainland or early retirement. We would also be unable to recruit new teachers with such a huge disparity between what our state can pay vs. another state. Our state already has a huge shortage of teachers this would make that shortage even worse. Our students are our future, we need to invest in education not create a situation where we our education system is able to function.

Mahalo,
Jessica Lee Loy
Holualoa, Kona District
Hawaii Island

LATE

From: [Kate Wilson](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Monday, May 11, 2020 9:59:07 AM

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020

10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Kate Wilson. I am a teacher at Kaua`i High School in Kapaa-Kauai-Waimea Complex Area on Kaua`i. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, “We don’t want to have an additional negative effect on the economy that might make matters worse.”

I first started teaching four years ago, as an RTI reading teacher, then as a 9th grade ELA teacher, and next year I will be teaching fine arts. It is only this year that I have been able to get by on my teaching salary without a 2nd and 3rd job. I still take on part-time work occasionally in order to make ends meet. Working multiple jobs takes my attention and energy away from what I care about - planning creative and valuable learning experiences for our students. Needless to say, a pay cut would completely push me off the edge, financially. While I would hope to remain a teacher on Kaua`i, I would need to be able to afford basic living expenses. This could mean I would either need to find additional wage earning opportunities while teaching, find a different line of work that pays me what I need to live, or move and be a teacher elsewhere. I hope you listen to all of the teacher testimony coming in, as a pay cut would only serve to increase the teacher shortage that is already a sad situation for our keiki.

Mahalo,

Kate Wilson

Kapaa-Kauai-Waimea Complex Area

Kaua`i

From: [Trina Albright](#)
To: [WAM Testimony](#)
Subject: HB2200
Date: Monday, May 11, 2020 9:31:11 AM



My name is Trina Albright. I am a Math teacher at Kalama Intermediate in Baldwin/Kekaulike Complex on Maui. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, “We don’t want to have an additional negative effect on the economy that might make matters worse.”

As a public school Math teacher for 20 plus years, I have witnessed some amazing teaching and learning have been lucky to connect with my students. It is common knowledge that teachers are not paid what they are worth, but many continue to stay in Hawaii and give their students all that they can everyday. The possibility of pay cuts concerns me for three reasons.

1. The financial devastation the pay cuts will bring on the families of teachers
2. The impact on the students, their emotional wellbeing and learning.
3. The devastation and the economic impact on Hawaii as more people lose income.

A 20% pay cut for DOE employees will financially devastate my family. We are both classroom teachers. Many teachers will try to seek another source of income, but that is difficult with so many other people out of work. As teachers realize that they will not be able to support themselves or their families, they will consider leaving the island, however that is even impossible with the travel restrictions. Most importantly is the impact on our students. How can teachers care for the needs of their students, which will be greater than ever, when they are consumed with taking care of the needs of their family and economic devastation?

Lastly, the impact on Hawaii’s economy will only get worse as more families are forced into poverty.

Mahalo,

Trina Albright
Baldwin/Kekaulike Complex
Maui

Thank You,

Trina Albright

6th Grade Math Teacher

Kalama Intermediate School

(808) 573-8735

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LATE

From: [Allison Tanaka](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m
Date: Monday, May 11, 2020 9:23:44 AM

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE
RE: HB 2200, HD1 RELATING TO THE STATE BUDGET
MONDAY, MAY 11, 2020
10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Allison Tanaka. I am a teacher at Lehua Elementary School in Leeward District on Oahu. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, “We don’t want to have an additional negative effect on the economy that might make matters worse.”

My husband and I are both public school educators. He is an elementary school librarian at Kailua Elementary and I am a special education preschool teacher working with students who are deaf or hard of hearing. He began teaching in 1995 and I switched from teaching at a private school to the DOE in 1999. Reducing teacher pay will financially drain my family and negatively impact the statewide teacher shortage. Finding qualified substitutes with a hiring freeze to work in specialty areas, will be difficult if senior teachers take early retirement or teachers decide they need to find another job.

My husband and I have spent many years living frugally so that we could raise our two boys in Hawaii and be close with our families. They both attend public schools and have been blessed with wonderful teachers. My oldest son, a graduating senior, says that he would hate to see classrooms filled with unqualified teachers because he can look back and understand the value of a good education. He is looking forward to attending the University of Hawaii in the fall. He was fortunate to earn two scholarships, but he will need to finance the rest of his tuition, room and board, and expenses through financial aid because his educator parents are not able to help him financially. My youngest son will be starting high school in the fall. Knowing that he has an interest in band, ROTC, athletics, and academics, we may need to limit his participation in activities with additional fees. This is the reality of my family, from a teacher and student perspective.

We pulled through tough economic times and hardships at work. Retirement is not in our near future. We would love to continue to work with our students instead of considering working in school districts on the mainland where housing and the cost of living is affordable.

Mahalo.

Allison Tanaka, Leeward District, Oahu
National Board Certified Teacher

LATE

From: [Ann Saucier](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Monday, May 11, 2020 9:22:30 AM

Aloha:

I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

My name is Ann Saucier and I am a middle school teacher at Kalama Intermediate School. I am math certified 7-12 grades. I have been teaching on Maui for 16 years. Prior to that I worked as a software executive on the mainland making substantially more money. When I moved to the islands I wanted to give back to the community that I knew would give so richly to me and I chose to go back into teaching. I love working in middle school and working hard to make a difference in children's lives. Especially those that are in great need of support, guidance and love. I am a single mother of two children myself who receives no financial support from the father . I already struggle from pay check to pay check and taking a further cut would force me to look at other career options. Please consider the impact of your decision on all the students in our school system. You will lose hardworking dedicated teachers, not because they do not want to teach but because they cannot afford to teach. Also please keep in mind that when the economy is booming, the teachers are not getting significant pay increases or bonuses as they do in the private sector . We are our keiki s rock, we are the steady course that keeps them moving forward and catches them when they fall. Please don't disrespect us and our profession by cutting our pay and showing us how little you value our role in the community .

Mahalo,

Ann Saucier

Kalama Intermediate School

Maui District

--

Ann Saucier
Curriculum Coordinator
Kalama Intermediate School

575-8735 (x230)



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LATE

WAMtestimony@capitol.hawaii.gov

Chair Dela Cruz and members of the Ways and Means Committee:

My name is **Laura Fukumoto** I am a **teacher assigned as a Math Coach who works with both teachers and students** at **Aliamanu Elementary School** in **the Central District** on **Oahu**. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

I have taught for 51 years. Why, because I absolutely love my children and teaching and motivating both my colleagues and students, and because I just happen to be a darn good educator. I had the honor of winning the Presidential Award for Math and Science and have been a National Certified Teacher since 2004. In addition, because I was able to pass that Certification process on my very first try and with a very high score, the Hawaii Standards Board hired me to design a curriculum for future facilitators who would help their fellow teachers through the rigorous process of National Certification. I also was hired to be the main facilitator of that process in the Central District for the next 11 or so years.

When I received the Presidential Award for Math and Science, I had the honor of flying to Washington D.C. and meeting President Obama. His speech changed my life dramatically. He said, "The country with the best missile and missile defense will survive – all others will not. Math and Science, then, are very important. Motivating our students to love math and science is critical. In the international math test, America is 13th from the top and our enemies are all above us." For that reason, I have started a program at my school where I teach the top 16-17 4th, 5th, and 6th graders in small groups (for 30 minutes a day), in addition to working with individual teachers (one on one), helping them to inject visual/tangible teaching strategies to help the struggling math learners. The student program that I have designed is extremely rigorous. My strategies are all visual and help students solve difficult math problems 3-4 years above their grade level. I am a very healthy and alert 76-year-old teacher who was planning to teach for a few more years and was really expecting the 3+% increase in pay for the next 2 year; the pay cut may cause me to quit. The loss? 60 kids per year will not have the benefit of our Accelerated Math program. Perhaps one of them would have been the one to design the missile/missile defense to save our nation.

Mahalo,

Laura Fukumoto, Central Oahu District, Oahu

LATE

From: [Elizabeth Pine](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Monday, May 11, 2020 9:29:38 AM

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020

10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Elizabeth Pine. I am a 2nd grade teacher at Holualoa Elementary School in Kona on Hawai'i Island. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

Before the coronavirus crisis, Hawaii was taking solid steps toward improving the state of education for our keiki by addressing our more chronic crisis: that of our teacher shortage. It has been well established that considering Hawaii's cost of living, Hawaii's educators' hard work is rewarded with some of the lowest pay in the nation. Since I joined Hawaii's educators in 2010 as an emergency hire through Teach For America, I have been saddened to see many of my colleagues leave the state because there is so little incentive to remain a teacher here. In many dual-income households, when one spouse is not an educator, all it takes that spouse to get a job offer in another state for that educator to move. Yes, they loved their students, colleagues, and life in the aloha state, and I can't recall an instance where it was easy for them to leave. But many teachers cannot make the dream of homeownership a reality, let alone save for their own children's future, when they have been struggling financially for their entire careers. The only reason I have been able to remain a Hawaii educator is because my spouse is much more reasonably compensated for his work than I am.

In the aftermath of this blindsiding pandemic, staffing every classroom with a qualified teacher is more important than ever. Students have been out of

school for more than a month with families attempting some version of homeschooling, some of whom are reaching out to thank us and let us know it's far more challenging than they expected. When school returns to in-person sessions, we will see that the achievement gap between students from families with resources and students from families who are struggling has widened. Even for students who were on grade level when we finished in-person classes in March, they have already missed out on at least a month of new learning material that would have been taught to them. This means that even students who were performing on grade level are now behind their peers from private schools or mainland public schools who have found ways to continue teaching new material.

By cutting teacher pay by 20%, the hope of confronting the new challenges we will see as a result of the coronavirus epidemic on top of the myriad challenges we already face in Hawaii's schools is dismal. I've talked with several educators who are considering retiring earlier than expected or leaving the state entirely if their pay is reduced. You must understand that your actions will directly push teachers out of the state. I would also remind you that given the timing, it is the most frictionless time of year for teachers to leave the state; we are not in the middle of a school year where leaving would let down a classroom of students. Leaving Hawaii in the middle of the summer makes it reasonably possible to seek employment as a teacher in another state.

Thank you again for your thoughtful consideration of our keiki's and Hawai'i's future.

Mahalo,

Elizabeth Pine

2nd Grade Teacher

Holualoa Elementary School

Hawai'i Island

LATE

From: [Karen Miller](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB2200, HD1, Committee on Ways and MEans, Monday, May 11, at 10:30
Date: Monday, May 11, 2020 9:27:44 AM

To Whom It May Concern:

Please continue to nurture our keiki and help us build a better tomorrow. I ask you to continue to support our teachers as professionals and respect our career with no threat to our salaries. Our children are our future. Hawaii's society, our families, our communities, our teachers and our students will not benefit from a teacher pay cut or school closures due to furloughs as we experienced over a decade ago. Please encourage us to stay in the profession of our calling, continuing to improve our lives and the lives of our keiki.

Mahalo nui loa,
Karen Miller
Holualoa Elementary
STEAM and Multimedia Arts teacher
EdTech Coach

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LATE

From: [Lambrina Caracol](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means
Date: Monday, May 11, 2020 10:01:23 AM

Aloha,

My name is Lambrina Caracol. I am a Teacher at Leilehua High School in the Central District on Oahu. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

I would like to express my thoughts about teacher pay cuts. I will be entering my 3rd year of teaching and have such an amazing time getting to know the field. The staff and students are great and teaching has become my passion. However, with the proposed pay cut, I will not be able to keep doing what I enjoy, which is teaching students all the skills and knowledge they need to be career and college ready, and inspire our future generation to be good and effective citizens. I already work tirelessly everyday trying to service my students and their parents the best ways that I can, but at the same time managing how I will put food on my table for my own children. Living in Hawaii is already pretty expensive and I do not plan to move anywhere else, as Oahu is where I was born and raised. Please reconsider teacher pay cuts because happy and well taken care of teachers, results in happy students and great school environments.

Mahalo,

Lambrina Caracol

LATE

From: [Karol Wack](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Monday, May 11, 2020 10:03:08 AM

Dear Distinguished Members of the Legislature,

Last week was Teacher Appreciation Week and I was feeling excited to receive my effective rating for EES. Then I heard that once again, teachers may be hit with this drastic pay cut. I felt the opposite of appreciated, my rating was meaningless and a pit of anxiety formed in my stomach at the thought of how this cut will devastate so many, myself included.

We already have 1,000 vacant positions. Do the powers that be know the damage this cut will cause?! Teachers anywhere near retirement will leave, mainland teachers that came here to teach will leave because they will no longer be able to afford to stay and many others will leave as well to seek employment that will put food on their table and keep a roof over their head.

With this cut, I would make less than I was substitute teaching. I couldn't afford to support myself substituting, so I took a full time position this past year. Don't get me wrong, I don't do it for the pay, none of us do. The long hours, the weekends. I love my students, I love my school. Everything I do, I do for my students. I willingly give so much for them because that is what teachers do. But if you take 20% of my pay, I will have to leave the profession. I am single and support myself on a beginning teaching salary. The differentials that we began receiving in January made a huge positive difference in my life. I understand those will have to be taken away, but to cut a \$49k a year salary (before taxes) by almost 20% is saying that I mean nothing and that my students mean nothing.

Please stand with teachers, our keiki deserve better. There must be another solution. I don't want to leave my students and see our education system devastated by a mass exodus of teachers. It will harm our students and further cripple the economy. Mahalo for the opportunity to share my thoughts and feelings.

Sincerely,

Karol Wack
Special Education Teacher
FSC/Resource K-2
Honoka'a Elementary School
Hawaii Island

LATE

From: [kimberly](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, May 11, 2020 @ 10:30am
Date: Monday, May 11, 2020 10:07:11 AM

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020

10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Kimberly Mahoney I am a Special Education Teacher at Lanakila Elementary School in Honolulu District on Oahu. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, “We don’t want to have an additional negative effect on the economy that might make matters worse.”

I work at a Title 1 school and I feel any pay cuts or furloughs would make it even more difficult to keep experienced certificated teachers in a high needs area. This would only hurt our students and cause a greater divide in the achievement gap.

My family would also suffer from a pay cut or furlough, with my husband out of work since the pandemic began, we have been living on one income. If that income were reduced 20% our basic needs of paying rent, bills and buying groceries would be impossible with the cost of living in Honolulu.

Please consider other all other options before cutting the pay of teachers and essential workers.

Sincerely,

Kimberly Mahoney

LATE

From: [Tina M](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Monday, May 11, 2020 10:07:18 AM

HB 2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020

10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Tina Matsuo. I am a teacher at Waipahu Community School for Adults on Oahu. I have been a DOE Hawaii teacher since 1990. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, “We don’t want to have an additional negative effect on the economy that might make matters worse.”

Teachers in Hawaii, have put in countless hours of our own time to help each and every student to improve and grow. We have provided many resources with our own personal funds for our classrooms and students. With budget cuts, teachers will have to pay for more things out of our own pocket or students will be left without access to resources.

Since entering the DOE in 1990 as a teacher, I have been through a furlough, strike and years of no movement in step in pay. I have earned cost of living pay raises as part of HSTA negotiations with the State and, as a result, have had to apply for loans to cover shortfalls in income.

Please invest in students, schools, and teachers. Make people and Hawaii whole again! Thank you.

Mahalo,

Tina Matsuo

LATE

From: [Janis Prinslow](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB2200 HDT committee on ways and means, Mon., 11,10:30
Date: Monday, May 11, 2020 10:11:23 AM

My name is Janis Prinslow. I am a second grade teacher at Holualoa School on the island of Hawaii. I have been teaching for 37 years, 15 of them in Hawaii. I am testimony in support of HB2200. Chair Dela Cruz and members of the Ways and Means Committee:

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

When I moved to Hawaii fifteen years ago I felt confident that my son, who was a sophomore at the time, would get a good quality education. I feel if there are pay cuts for teachers at this time it will force some of them to have to leave and move to where the cost of living is affordable for a teacher. It will discourage many not to move to Hawaii because they can't afford to live here. We already have long term substitutes who are not highly qualified to be teaching an entire year at our school. I would not enroll my child in a school in Hawaii if this pay cut takes place due to lack of qualified, certificated teachers in the classrooms and would not advise others to either.

Mahalo,

Janis Prinslow, Hawaii Island

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LATE

From: [Joyce Vea](#)
To: [WAM Testimony](#)
Subject: Testimony in Support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11 @ 10:30
Date: Monday, May 11, 2020 10:16:47 AM

I am writing in support of House Bill 2200, HD1 to make sure that a reduction in public employees' salaries cannot be part of the solution to help budget state expenses.

Not supporting this bill (which will lead to reducing public employee salaries) will devastated the field of education. People will retire, people will leave to go back to the mainland, there will be more "open" positions that will be taught by non-licensed teachers - all this will lead to negatively impacting the education of our keiki.

Education should not be jeopardized during a pandemic. It is a very bad message that you'd send to our children, families, and society as a whole to devastate the field of education during this tim.

Joyce Vea

LATE

From: [Ryan Souza](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Monday, May 11, 2020 10:25:31 AM

My name is **Ryan Souza**. I am the husband of Kimberly Mahoney Souza who is a Special Education Teacher at Lanakila Elementary in Kalihi, on the island of Oahu. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

In this age of Covid, I understand the State's request to make cuts, but to a family who depends on husband and wife incomes to have a chance at a living wage in Hawaii a 20% pay cut is disastrous. I am an entertainer in Waikiki (for Tihati Productions) and we may never be able to return to the Luauas and conventions that were plentiful prior to Covid. This leaves one income at this point to keep us above water. I would humbly ask you to reconsider and think of what it takes for a family with dual incomes to survive here. We do not want to move from Hawaii to seek out better a better Pay to Living ratio, but we may have to if this cuts goes into effect.

Mahalo,

Ryan Souza, Makiki, Oahu

--



Aloha,
Ryan Souza
(808)840-9300



From: [Lori Hoover](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means
Date: Monday, May 11, 2020 10:29:09 AM

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Lori Hoover. I am a science teacher at Ewa Makai Middle School in the Campbell/Kapolei Complex on Oahu. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

In short, if I am furloughed or my pay is cut in any amount I will lose my condo. I just purchased my home last September in the only affordable place left on Oahu, Waianae, with the help of family. I barely qualified based on my pay this year. This would devastate me and my family who graciously helped me. I would be homeless and forced to either join the community in tents on the beach down the road or move off island to be a further burden on family members. I am 56 years old and I would lose all dignity if I suddenly became a burden on either the state or my family.

My personal devastation goes without saying, but the impact on students will also be a burden on the state for decades to come. Classrooms will be filled with unqualified personnel because there will not be many who could survive in the position if there are pay cuts. I hope you make the right decisions for our community.

Mahalo,

Lori Hoover, Leeward District, Oahu

Lori Hoover
Science E101
808-687-9549

LATE

From: [Julie Reyes Oda](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Monday, May 11, 2020 10:29:21 AM

My name is Julie Reyes Oda. I am a math teacher at Nanakuli High & Intermediate School on the island of Oahu. I submitting testimony in support of HB 2200, HD1.

I want to start by stating the obvious. We are in a national crisis and this has created financial uncertainties. I am also not going to repeat the testimony that everyone says about not cutting teacher salary/state employee salary. We need to have a plan to get through this.

I know you are in session for 6-10 days. If you can find a way to make this work financially with a promise that you will spend more time looking at making the state employees (salary is a huge budget expense) more efficient in the next year (and future) we can be valuable to all of the residents of Hawaii who pay all of our salaries.

Thank you,

Julie Reyes Oda
Ewa Beach, Oahu

LATE

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: HB 2200, HD1 RELATING TO THE STATE BUDGET

MONDAY, MAY 11, 2020

10:30 a.m.

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Edwin Ramones. I am a teacher at Kaleiopuu Elementary School in Leeward District on island of Oahu I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

A pay cut of any degree will greatly affect my family especially my children's education, future and dreams. I have two daughters currently attending the University of Hawaii, Manoa and Seattle Pacific University. My current salary allows me to contribute to paying their tuition which total close to \$65,000.00 per year. My salary also helps to take care of my mortgage. Please help me and my family. Thank you for taking time reviewing my great concern.

Mahalo,

Edwin Ramones, Leeward District, Oahu

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE
RE: HB 2200, HD1 RELATING TO THE STATE BUDGET
MONDAY, MAY 11, 2020
10:30 a.m.



Chair Dela Cruz and members of the Ways and Means Committee:

My name is Michael Lum and a Teacher at James Campbell High School in Leeward District on Oahu, am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

I was teaching during furlough fridays and many of my fellow teachers have been having a hard time as well as myself. It was in the beginning of my teaching career at the time and I was about moving out of my parents house to live on my own. When the state institute furloughs, I could not afford to move out on my own for the next 4 years while I save up. I feel that if they cut pay again this could happen again. People can not afford any housing and necessities of living.

Please help the teachers out by not cutting pay
Mahalo,

Michael Lum
Leeward District
Campbell High School

LATE

HB-2200-HD-1

Submitted on: 5/11/2020 10:17:10 AM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Aaron Koseki | Individual | Support | No |

Comments:

I am testifying in support of HB1631, HB 2200, HD1, and HB2725, HD1. I strongly support the legislative package that provides the needed \$1 billion shortfall that will eliminate the need for any furloughs or salary reductions. History has shown repeatedly that circulating dollars grow more dollars. Those still employed in Hawaii can help bring back a strong economy by contributing to that economy now through their disposable income. Now is not the time to cut salaries. I appreciate the hard work and understanding of the legislative leaders in finding innovative ways to fill the budget gaps and ensuring the stability of the public employee workforce as we move forward together in these extraordinary times.

Aaron Koseki

LATE

HB-2200-HD-1

Submitted on: 5/11/2020 10:18:05 AM
Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|--------------|--------------|--------------------|--------------------|
| skye | Individual | Comments | No |

Comments:

Chair Dela Cruz and members of the Ways and Means Committee:

My name is **Skye Darnell**. I am a **7th grade math teacher** at **King Intermediate School** in **Windward District** on **O'ahu**. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

My husband and I are both public school teachers. Both our children attend public schools. "Homeschooling" has raised an awareness, sparking comments from parents that educators are not paid enough as it is. During the stay at home order, we continue to do our jobs and try to maintain a sense of stability or normality for children. I also provide support to friends who don't want to see their children's academics slip, but don't know how to teach the material. Each educator has unique value to the system and although most teachers are not drawn to the profession for the salary, cutting pay and furloughing will most definitely affect morale. I trust in our state and school administrators to find ways to tighten operational budgets, without these measures. Thank you for your considerations and creative problem solving also.

Mahalo,

Skye Darnell

Windward District

O'ahu

LATE

HB-2200-HD-1

Submitted on: 5/11/2020 10:23:34 AM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|--------------|--------------|--------------------|--------------------|
| Kori Oros | Individual | Support | No |

Comments:

Chair Dela Cruz and members of the Ways and Means Committee:

My name is **Kori Harvey Oros** I am a Grade 3 Teacher at **Kipapa Elementary School** in **Central District** on **Oahu**. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

This past month, I lost a student. I wasn't able to reach her since March 13. I was on the verge of having a counselor go to her house and check on her. I posted an assignment on Google classroom, I hadn't been using it since a couple days ago. I got a notification that she was working her paper, so I quickly got on to her Google doc and started typing to her like a ghost. I dropped a WEBEX link real quick and had her click on it, and we got to see each other for the first time in 2 months. She is from the Federated States of Micronesia so she couldn't speak because there's 10 people living in her 2 bedroom apartment and she's trained herself to not talk out loud so as not to bring attention to herself. She hasn't left her apartment since March 13 and she said she was checking the Google classroom everyday to find me, her teacher and her classmates. Her mom had lost her job and her phone stopped working. When I was talking to her I could see how hard she was trying not to cry. Needless to say her mom got a new phone and she has my number and we text all the time and she joins our class meetings but only listens because she can't make sounds. Apps or Online Educational Programs can't do that. This is the kind of teacher I am, and after 20% pay cut I don't know if I can stay in the profession. Please pass the new plan!

I calculated the 20% paycut off of my current pay and found that my salary would equal what I was being paid my first year of teaching. My husband is teacher as well both of us teaching over 10 years and his salary would be cut even further. If this happens, we are not sure if we can remain Public School Teachers. It's not a matter of how much we love our students, it's a matter of us being able to afford our rent. Perhaps

unemployment benefits would be our survival option. 20% is too much. This would be devastating to our students.

Thank you,

Kori and Kris Oros - Both Public School Teachers

LATE

HB-2200-HD-1

Submitted on: 5/11/2020 10:25:52 AM
Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Denise Wheatley | Individual | Support | No |

Comments:

"I am testifying in support of HB1631, HB 2200, HD1 and HB2725, HD1. I am supportive of the legislative package that provides the needed \$1 billion shortfall that will eliminate the need for any furloughs or salary reductions. I appreciate the hard work and understanding of the legislative leaders in finding innovative ways to fill the budget gaps and ensuring the stability of the public employee workforce as we move forward together in these difficult times."

LATE

HB-2200-HD-1

Submitted on: 5/11/2020 10:42:16 AM
Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|--|---------------------------|---------------------------|
| Gregory Mohnkern | Testifying for University of Hawaii, Kapiolani Community College | Support | No |

Comments:

"I am testifying in support of HB1631, HB 2200, HD1 and HB2725, HD1. I am supportive of the legislative package that provides the needed \$1 billion shortfall that will eliminate the need for any furloughs or salary reductions. I appreciate the hard work and understanding of the legislative leaders in finding innovative ways to fill the budget gaps and ensuring the stability of the public employee workforce as we move forward together in these difficult times."

LATE

HB-2200-HD-1

Submitted on: 5/11/2020 10:52:40 AM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Sheila T Kitamura | Individual | Support | No |

Comments:

I am testifying in support of HB1631, HB 2200, HD1 and HB2725, HD1. I am supportive of the legislative package that provides the needed \$1 billion shortfall that will eliminate the need for any furloughs or salary reductions. I appreciate the hard work and understanding of the legislative leaders in finding innovative ways to fill the budget gaps and ensuring the stability of the public employee workforce as we move forward together in these difficult times.

LATE

From: [Heather Young](#)
To: [WAM Testimony](#)
Subject: Testimony in support of HB 2200, HD1, Committee on Ways and Means, Monday, May 11, at 10:30 a.m.
Date: Monday, May 11, 2020 10:56:24 AM

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Heather Young. I am a preschool special education teacher at Daniel K. Inouye Elementary School in Central District on Oahu. I am certified in Elementary Education, K-6 and Special Education, PreK-12. I also have a master's degree in Curriculum and Instruction. I have been teaching for twenty years. I have taught both special education and general education. I am submitting testimony in support of HB 2200, HD1.

I want to thank the Legislature for finding ways to revise the state budget and cover COVID-19 revenue losses without including any suggestions of pay cuts or furloughs for our educators in our public schools, including our charter schools, or any other state employees. As Chair Dela Cruz said this week, "We don't want to have an additional negative effect on the economy that might make matters worse."

Right now I am the only member of my family with a job. The position I am in is hard. Even before the Covid Pandemic and school shutdowns I and others in my grade level have had to take over and be care coordinators for students in other grade levels who we do not instruct. I am in a special education prek class and yet I have twelve students and have to write IEPs and run meetings for more students who are not in my class or even my grade level. This is due to the fact that there are not enough special education teachers. Instead the school is forced to hire long-term substitutes who cannot write IEPs or be the care coordinator for their student. This causes a lot more work for the certified special education teachers. During this break I have spent 12-16 hours a day working, usually I work all weekend as well. Learning new ways to reach my students, running meetings, learning new technology with little guidance at the beginning.

Hawaii has the highest cost of living and yet teachers continue to work at a pay far below the cost of living. Many teachers I know have second jobs. If teachers' salaries are cut or we are again furloughed, even more teachers will need second jobs. Yet the demands and expectations of teachers continues to grow. My mother taught school over twenty years ago and she cannot believe the amount of work we are asked to do now. I am worried that if teachers' salaries are cut, there will be even less people going into teaching, let alone special education. I know that if my pay is cut and I continue to have to be the care coordinator/write IEPs/run meetings

for students I do not instruct, due to a lack of special education teachers, I will have think seriously if special education is a place I can afford

This of course will impact students. If less and less people choose to go into education and teachers feel like they cannot afford to stay due to the salary cuts where does that leave students? It leaves them with long-term subs without experience, subs that do not have to stay for the faculty meetings or professional trainings. Subs that are not evaluated like long-term teachers are yearly. Or it leaves them in overcrowded classrooms due to the lack of teachers. Hawaii already has a hard time recruiting teachers. Many recruited teachers do not last in Hawaii due to the demands of the job, the high cost of living, and low pay. In the last few years alone I can name more than ten teachers who have left Daniel K Inouye to move to the mainland to teach. I have been tempted to go and only the fact that my family is here has kept me from leaving. Cutting teachers' salaries would only impact Hawaii for the worse.

Mahalo,

Heather Young, Central District, Oahu

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LATE

HB-2200-HD-1

Submitted on: 5/11/2020 10:53:09 AM

Testimony for WAM on 5/11/2020 10:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Lisa Morrison | Individual | Support | No |

Comments:

Chair Dela Cruz and members of the Ways and Means Committee:

My name is Lisa Morrison. I am an 8th grade teacher at Maui Waena Intermediate School. I am submitting testimony in support of HB 2200, HD1.

It's been clear over the course of the past few weeks that many of you stand in solidarity with the working class people of Hawaii, especially the state employees facing the threat of pay cuts. While we appreciate your support, now is the time for you to act in the best interest of Hawaii--the place and the people. Fund our salaries through whatever means necessary, because our backs cannot bear the burden of the state budget.

Also, as the parent of a child at Paia Elementary on Maui, I want the best teachers to stay and continue the great work they've been doing with my son. They need to be able to survive monetarily in order to do that.

Cutting our pay and losing teachers during a teacher shortage and a global crisis is no good solution for us or the children of Hawaii. If we are forced to leave, who will be there to pick up the pieces and help repair the harm already being done to our children? We are not ready to give up. Please don't give up on us, and please don't sacrifice us.

Respectfully,

Lisa Morrison