

JOSH GREEN, M. D.
GOVERNOR

SYLVIA LUKE
LT. GOVERNOR



WILBERT S. HOLCK
CHIEF NEGOTIATOR

STATE OF HAWAII
OFFICE OF COLLECTIVE BARGAINING
EXECUTIVE OFFICE OF THE GOVERNOR
235 S. BERETANIA STREET, SUITE 1201
HONOLULU, HAWAII 96813-2437

Statement of
WILBERT S. HOLCK
Chief Negotiator, Office of Collective Bargaining

Before the
HOUSE COMMITTEE ON LABOR & GOVERNMENT OPERATIONS
And the
HOUSE COMMITTEE ON JUDICIARY & HAWAIIAN AFFAIRS
Tuesday, February 13, 2024
9:30 a.m.
State Capitol, Conference Room 309

In consideration of
HB 1653 HD1, Relating to Education

Chairs Matayoshi and Tarnas, Vice-Chairs Garrett and Takayama and the members of the committee:

The Office of Collective Bargaining (OCB) respectfully opposes H.B. 1653 HD1, which provides annual salary step increases for public school teachers and educational officers who have completed a year's satisfactory service and comply with specified requirements.

Wages, hours, and other terms and conditions of employment are subject to negotiations as provided in Hawaii Revised Statutes, §89-9. We note that the 2016 legislature agreed when nearly identical provisions were repealed.

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



STATE OF HAWAII
DEPARTMENT OF EDUCATION
KA 'OIHANA HO'ONA'AUAO
P.O. BOX 2360
HONOLULU, HAWAII 96804

Date: 02/13/2024
Time: 09:30 AM
Location: 309 VIA VIDEOCONFERENCE
Committee: House Labor & Government
Operations

Department: Education

Person Testifying: Keith T. Hayashi, Superintendent of Education

Title of Bill: HB 1653, HD1 RELATING TO EDUCATION.

Purpose of Bill: Pursuant to a collective bargaining agreement negotiated for Bargaining Unit (5), provides annual salary step increases for public school teachers and educational officers who have completed a year's satisfactory service and comply with specified requirements. Effective 7/1/3000. (HD1)

Department's Position:

The Hawaii State Department of Education (Department) respectfully provides comments on this measure.

The Department appreciates the Legislature's efforts to improve the Department's ability to attract and retain quality employees to support Hawaii's K-12 public schools. Providing automatic step increases in teacher and educational officer salaries for each year of satisfactory service completed would provide a powerful tool to achieve that goal.

The Department provides the following comments for the Legislature's consideration.

The measure explicitly addresses the Legislature's intent to provide automatic step increases for both teachers and educational officers for each year of satisfactory service. Bargaining Unit 5 (BU5) covers more than just teachers, but also includes librarians, counselors, and resource teachers. The Department believes that adjusting the language to include all members of BU5 would be appropriate.

Additionally, the measure also includes mention of educational officers, who are covered by Bargaining Unit 6 (BU6). The Department believes adding language specifically referencing BU6 would be appropriate to maintain consistency.

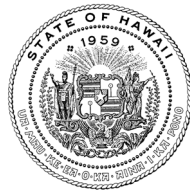
The Department believes that all of its employees serve in equal, yet diverse roles to help ensure student achievement. In light of this, the Department encourages the Legislature to consider including all other Bargaining Units to acknowledge the tremendous team effort it takes to ensure a successful Department. The Department urges the Legislature to consider including step movements for the following Bargaining Units to the measure:

- o Bargaining Unit 1- Blue-Collar Non-Supervisory Employees
- o Bargaining Unit 2- Blue-Collar Supervisory Employees
- o Bargaining Unit 3- White-Collar Non-Supervisory Employees
- o Bargaining Unit 4- White-Collar Supervisory Employees
- o Bargaining Unit 9-Registered Professional Nurses
- o Bargaining Unit 10- Institutional, Health, and Correction Officers
- o Bargaining Unit 13- Professional and Scientific Employees

The Department notes that the Hawaii Revised Statutes, Chapter 89-9 requires negotiations between the employer and exclusive representative with respect to wages. The exclusive representatives of the Department's bargaining units, with the exception of BU5, are poised to enter into negotiations with the State of Hawaii (employer) within the next year for new collective bargaining agreements, which end on June 30, 2025.

Finally, should the Legislature proceed with authorizing this measure, the Department respectfully requests that the legislature please simultaneously include the funds necessary to implement these step movements into the Department's base budget going forward.

Thank you for the opportunity to testify on HB 1653, HD1.



JOSH GREEN, M.D.
GOVERNOR

SYLVIA LUKE
LIEUTENANT GOVERNOR

LUIS P. SALAVERIA
DIRECTOR

SABRINA NASIR
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
Ka 'Oihana Mālama Mo'ohelu a Kālā
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

TESTIMONY BY LUIS P. SALAVERIA
DIRECTOR, DEPARTMENT OF BUDGET AND FINANCE
TO THE HOUSE COMMITTEE ON LABOR AND GOVERNMENT OPERATIONS
ON
HOUSE BILL NO. 1653, H.D. 1

February 13, 2024
9:30 a.m.
Room 309 and Videoconference

RELATING TO EDUCATION

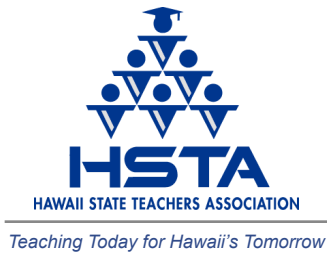
The Department of Budget and Finance (B&F) opposes this bill.

House Bill No. 1653, H.D. 1, provides bargaining unit (BU) (5), teachers and educational officers who have completed a year's satisfactory service and who have complied with the other requirements of Sections 302A-602 to 302A-639 and 302A-701, as applicable, an annual increment negotiated pursuant to a collective bargaining (CB) agreement. In addition, the bill provides longevity step increases for teachers and educational officers who have served satisfactorily for three years in their maximum increment step or in any longevity step and who have complied with the other requirements of Sections 302A-602 to 302A-639.

B&F opposes this measure because it is contrary to the CB process. This measure preferentially directs the outcome of CB negotiations for select BUs.

While the Legislature has the authority to set the scope of CB, the Legislature did this in setting up a process in Chapter 89, HRS. This bill disrupts that process due to its partial return to directly legislated wages and working conditions for public employees.

Thank you for your consideration of our comments.



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Osa Tui, Jr.
President

Logan Okita
Vice President

Lisa Thompson
Secretary-Treasurer

Ann Mahi
Executive Director

TESTIMONY TO THE HAWAII HOUSE COMMITTEE ON LABOR & GOVERNMENT OPERATIONS

Item: **HB1653 HD1 - Relating to Education**
Position: **Support**
Hearing: **February 13, 2024, 9:30 a.m., Conference Room 309**
Submitter: **Osa Tui, Jr. – President, Hawai'i State Teachers Association**

Chair Matayoshi, Vice Chair Garrett, and members of the committee,

The Hawai'i State Teachers Association **supports** HB1653 HD1. This bill, pursuant to a collective bargaining agreement negotiated for Bargaining Unit (5), provides annual salary step increases for public school teachers and educational officers who have completed a year's satisfactory services and comply with specified requirements.

HSTA will note that "longevity steps" on the salary schedule were phased out of the Unit 5 collective bargaining agreement at the start of the 1989-1990 school year.

Article XX of the current Unit 5 collective bargaining agreement has language that states:

The parties recognize that annual incremental step movements are a viable recruiting and retention tool. Teachers who are not at the top of the salary schedule and who have effective evaluations shall move to the next highest step of the corresponding class at the beginning of each school year. Annual incremental step movements are subject to funding.

This bill, if passed and funded, will satisfy the last sentence above and go a long way towards recruitment and retention of Hawai'i public school educators. As such, the Hawai'i State Teachers Association asks your committee to **support** this bill.



**TESTIMONY FROM THE DEMOCRATIC PARTY OF HAWAII
HOUSE COMMITTEE ON LABOR AND GOVERNMENT OPERATIONS**

FEBRUARY 13, 2024

HB 1653, HD1, RELATING TO EDUCATION

POSITION: SUPPORT

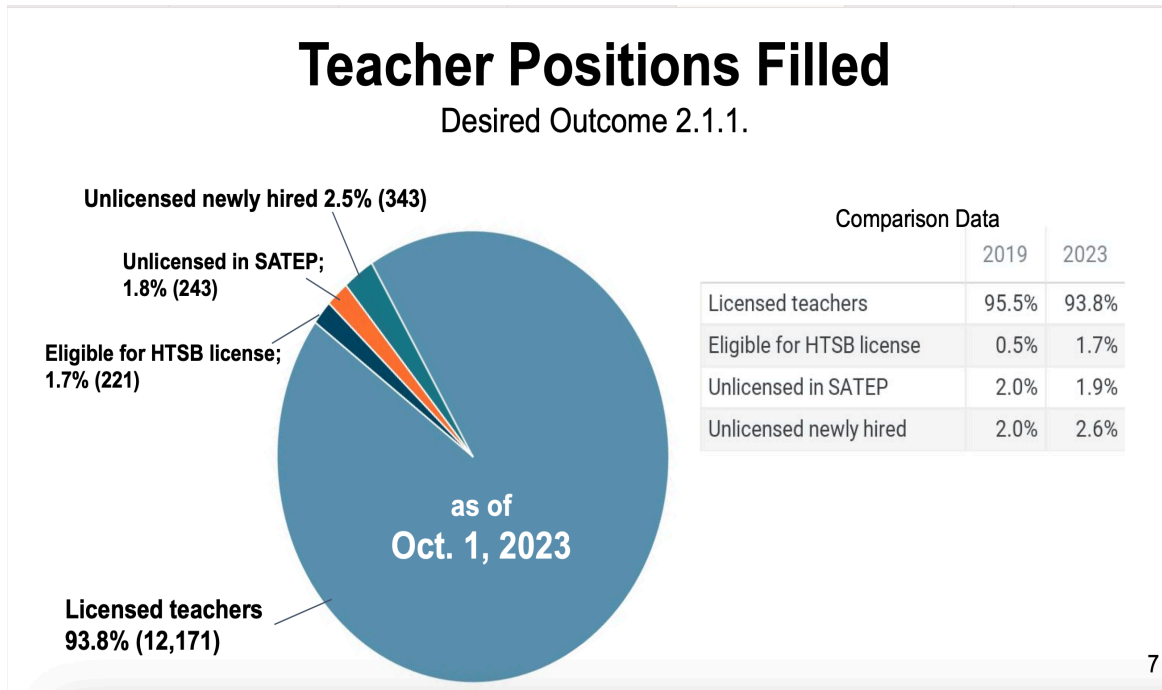
The Democratic Party of Hawaii **supports** HB 1653, HD1, relating to education. Pursuant to the “Education” section of the official Democratic Party of Hawaii platform, the party believes, “Educators should be paid professional salaries to ensure that all children are taught by qualified teachers.”

Teachers are the most important professionals in increasing student achievement. According to numerous studies, however, Hawaii’s average teacher salaries are the lowest in the nation when adjusted for cost of living. A 2020 study conducted by APA Consulting on behalf of the Hawaii Department of Education found that when compared with other high-cost geographic locations, Hawaii teachers are paid \$7,700 to \$26,000 less than their peers in school districts with similar costs of living, depending on length of service.

While that pay gap is decreasing because of the State Legislature’s effort to fund differential pay increases and resolve salary compression in recent years, teachers are still underpaid compared to other professions that require a similar level of education. **Restoring guaranteed annual increments, more commonly known as “step increases,” would significantly help to alleviate that gap.**

Additionally, low teacher pay adversely impacts the State’s ability to recruit and retain quality classroom leaders. **While Gov. Josh Green recently said in**

his State of the State address that the teacher shortage had been cut by 50 percent, this figure is not entirely accurate. In fact, by other measures, the teacher shortage is getting worse. According to a presentation provided to the Hawai'i Board of Education by DOE officials on January 13, 2024, **the number of licensed teachers employed by our state's public school system has fallen from 95.5 percent of total positions in 2019 to 93.8 percent in 2023.**



As of October 1, 2023, the department had over 800 teaching positions that were filled by educators who fell into the categories of unlicensed newly hired (emergency hires), unlicensed but in the process of completing a state approved teacher education program, or eligible for a teaching license that has not yet been acquired. **While the DOE may only be actively recruiting for roughly 200 positions, that is almost certainly because many positions are currently filled by unlicensed teachers and emergency hires.**

Strengthening teacher compensation, as this bill modestly proposes, improves educator retention. A Stanford University analysis found that raising teacher wages by 10 percent reduces high school dropout rates by 3 to 4 percent. Similarly, a Florida study showed that pay raises reduced teacher attrition by as much as 25 percent for hard-to-fill subject areas, with children's learning growth gaining from more exposure to experienced educators. When our state

implemented differential pay increases for special education, Hawaiian immersion, and hard-to-staff positions, vacancies in those areas fell dramatically.

To deliver the schools our keiki deserve, we must pay teachers what they're worth. It is the least we can do for the hardworking educators on whom our children's and our society's future depends.

Mahalo nui loa,

Kris Coffield

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Abby Simmons

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HOUSE BILL 1653, HD1, RELATING TO EDUCATION

FEBRUARY 13, 2024 · LGO HEARING

POSITION: Support.

RATIONALE: The Democratic Party of Hawai'i Education Caucus **supports** HB 1653, HD1, relating to education, which, pursuant to a collective bargaining agreement negotiated for bargaining unit (5), provides annual salary step increases for public school teachers and educational officers who have completed a year's satisfactory service.

Teachers are the most important professionals in increasing student achievement. According to numerous studies, however, Hawai'i's average teacher salaries are the lowest in the nation when adjusted for cost of living. A 2020 study conducted by APA Consulting on behalf of the Hawai'i Department of Education found that when compared with other high-cost geographic locations, Hawai'i teachers are paid \$7,700 to \$26,000 less than their peers in school districts with similar costs of living, depending on length of service.

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To deliver the schools our keiki deserve, we must pay teachers what they're worth. It is the least we can do for the hardworking educators on whom our children's and our society's future depends.

Kris Coffield · Chairperson, DPH Education Caucus · (808) 679-7454 · kriscoffield@gmail.com



**Chair Matayoshi
Vice Chair Garrett**

House Committee on Labor and Government Operations

**Tuesday, February 13, 2024
9:30 AM**

TESTIMONY IN STRONG SUPPORT OF HB1653 HD1 RELATING TO EDUCATION

Aloha Chair Matayoshi, Vice Chair Garrett, Members of the House Committee on Labor and Government Operations,

The Hawai‘i State Youth Commission was first created through Act 106 in 2018, “to advise the governor and legislature on the effects of legislative policies, needs, assessments, priorities, programs, and budgets concerning the youth of the State.” The Hawai‘i State Youth Commission’s Education legislative committee is in **strong support** of **HB1653 HD1**.

As mentioned in the bill, teacher salaries in Hawai‘i are the lowest in the nation when adjusted for cost of living in the state. To focus on the education of Hawai‘i’s youth, we must sufficiently address the lack of fair compensation that Hawai‘i’s teachers are receiving. From the 2020-21 school year, the Hawai‘i Department of Education reported a teacher retention rate of 51%.¹ Reports from the Hawai‘i State Teachers Association identify the need for competitive compensation to retain teachers and ensure that Hawai‘i’s students can benefit from consistent

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<https://www.hawaiipublicschools.org/VisionForSuccess/AdvancingEducation/StrategicPlan/Pages/SPDR-2tr.aspx>

high-quality education.² When teachers stay in the profession for longer, they gain valuable experience and expertise to utilize for each new generation of students. Dedicated teachers who have been doing so already deserve pay that can support a stable livelihood in Hawai'i. Salaries with annual increases incentives the profession, which works towards filling the teacher shortage gap that has created inconsistencies and gaps in learning for students across Hawai'i.³

As the Youth Commission recognizes the importance of education in facilitating the next generation of thinkers, innovators, and leaders, we recognize the importance of teachers who guide the path for students to do so. The significance of this role has been long overdue for increased compensation. Therefore, the Hawai'i State Youth Commission strongly urges the committee to **PASS HB1653 HD1**.

Mahalo for the opportunity to testify,

The Hawai'i State Youth Commission
hawaiiistateyc@gmail.com

²

<https://www.hawaiipublicradio.org/local-news/2022-01-22/hawaii-teacher-retention-department-of-education>

³ <https://www.hsta.org/crisis/>



HAWAII GOVERNMENT EMPLOYEES ASSOCIATION
AFSCME Local 152, AFL-CIO

RANDY PERREIRA, Executive Director • Tel: 808.543.0011 • Fax: 808.528.0922

The Thirty-Second Legislature, State of Hawaii
House of Representatives
Committee on Labor & Government Operations
Committee on Judiciary and Hawaiian Affairs

Testimony by
Hawaii Government Employees Association

February 13, 2024

H.B. 1653, H.D. 1 — RELATING TO EDUCATION

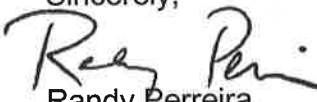
The Hawaii Government Employees Association, AFSCME Local 152, AFL-CIO wishes to provide comments on H.B. 1653 which seeks to provide annual salary step increases for public school teachers and educational officers who have completed a year's satisfactory service and comply with specified requirements pursuant to a collective bargaining agreement negotiated for Bargaining Unit (5).

During the 2022 Legislative Session, lawmakers appropriated funds to compensate teachers for their years of service in the classroom and correct their salary compression. While this appropriation is well deserved for the thousands of teachers who saw their compensation adjusted permanently, the HGEA represents over 27,000 other government employees whose working conditions, compensation plans, and benefits are equally deserving of the same attention and consideration. In addition, police officers, fire fighters, corrections officers, EMT's, blue collar employees and university faculty would be ignored under this proposal.

We believe all government employees are as significant as the teachers and urge the legislature to take a more holistic and comprehensive approach to its workforce plan and come up with multiple solutions to increase government workers pay and benefits to make it both attractive and competitive in the current job market. **Restoring step movements for only two groups of employees is unfair to the rest of the state's workforce, therefore if the legislature would like to restore the automatic step movement plan, then we urge the legislature to consider including ALL employees across 15 bargaining units.**

Thank you for the opportunity to submit comments for H.B. 1653. H.D. 1

Sincerely,


Randy Perreira
Executive Director

HB-1653-HD-1

Submitted on: 2/12/2024 12:27:09 PM

Testimony for LGO on 2/13/2024 9:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Dara Carlin, M.A.	Individual	Support	Written Testimony Only

Comments:

Stand in SUPPORT