



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

Date: 02/18/2022

Time: 10:10 AM

Location: CR 211 & Videoconference

Committee: Senate Ways and Means

Department: Education

Person Testifying: Keith T. Hayashi, Interim Superintendent of Education

Title of Bill: SB 2819, SD1 RELATING TO TEACHER COMPENSATION.

Purpose of Bill: Makes an appropriation to fund an experimental modernization project pursuant to section 78-3.5, Hawaii Revised Statutes, to make necessary discretionary salary adjustments. Repeals section 302A-624, subsection (c), Hawaii Revised Statutes. (SD1)

Department's Position:

The Hawaii State Department of Education (Department) supports SB 2819, SD1, which funds an experimental modernization project pursuant to Section 78-3.5, Hawaii Revised Statutes, to address compensation equity issues through necessary discretionary salary adjustments.

The proposed funding will allow the Department to implement discretionary pay adjustments to address equity and compression issues for teachers. The Department agrees that addressing the pay compression issue will positively impact both teacher recruitment and retention and looks forward to having meaningful discussions with critical stakeholders about this important endeavor.

However, Section 302A-624(c), Hawaii Revised Statutes, does not apply to the allocation of compensation proposed by this measure as this section deals with teacher reclassification. Furthermore, a similar provision is incorporated in the current Hawaii State Teachers Association collective bargaining agreement Article XX Salaries, Section

I - Professional Development.

Instead, to accomplish the intent of this measure, the Department recommends repealing Section 302A-627(a), Hawaii Revised Statutes, which states in part, "...so that the salary rating shall be equal to the salary ratings held by incumbent teachers in the department with the identical number of years of experience."

Thank you for your continued support during these unprecedented times. Please know that the Department is committed to working collaboratively with the Legislature to ensure the hiring and retention of qualified individuals throughout the Department's tri-level structure.

Thank you for the opportunity to provide testimony on SB 2819, SD1.



UNIVERSITY OF HAWAII SYSTEM

Legislative Testimony

Testimony Presented Before the
Senate Committee on Ways and Means
Friday, February 18, 2022 at 10:10 a.m.

By

Nathan Murata, Dean
College of Education

And

Michael Bruno, PhD
Provost

University of Hawai'i at Mānoa

SB 2819 SD1 – RELATING TO TEACHER COMPENSATION

Chair Dela Cruz, Vice Chair Keith-Agaran, and members of the committee(s):

Thank you for the opportunity to provide testimony on SB 2819 SD1, Relating to Teacher Compensation.

The University of Hawai'i at Mānoa, College of Education supports the intent of SB 2819 SD1, which provides an experimental modernization project aimed to address compensation equity issues and discretionary salary adjustments for experienced senior teachers by recognizing their professional service. Such discretionary adjustments may help encourage senior level teachers to remain in the profession thus increasing retention in our schools.



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

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

For Hearing on Friday, February 18, 2022 at 10:10 a.m.
Conference Room 211 and Via Video Conference

By

RYKER WADA
CHIEF NEGOTIATOR

Senate Bill No. 2819 SD1
Relating to Teacher Compensation

CHAIRPERSON DELA CRUZ, VICE-CHAIR KEITH-AGARAN, AND MEMBERS OF THE
SENATE COMMITTEE ON WAYS AND MEANS:

The purpose of Senate Bill No. 2819 SD1 is to make an appropriation to fund an experimental modernization project pursuant to section 78-3.5, Hawaii Revised Statutes, to make necessary discretionary salary adjustments; and to repeal section 302A-624, subsection (c), Hawaii Revised Statutes.

The Office of Collective Bargaining (OCB) **opposes** S.B. 2819 SD1 based on the following:

- 1) OCB believes this measure does not embrace the spirit of collective bargaining. As cited within "Attorney General Opinions" under 89-10, HRS, the "Legislature has power to pass law increasing salaries of one unit of state employees, but it would be inconsistent with the collective bargaining law to do so. Att. Gen Op. 74-6."
- 2) The definition of Employer does not include "Legislature". Att. Gen. Op. 74-6 states **"Noticeable by its absence from the definition of "public employer" is the Legislature.** Its role in the collective bargaining process appears to be limited to reviewing "all cost items," including wages, the implementation of which requires an

additional appropriation by the Legislature...It is apparent from the foregoing that the Legislature intended the parties closest to the employment relationship, that is, the public employer and the public employees, independently or through an exclusive representative, to negotiate in good faith a written collective bargaining agreement with respect to wages, hours and other terms and conditions of employment.

Thereafter, **upon reaching agreement and upon ratification thereof by the employees concerned, all cost items, the implementation of which requires an additional appropriation by the Legislature, are to be submitted to the Legislature for approval or rejection.** Even then, however, the Legislature appears to have limited its role to approving or rejecting the cost items, "as a whole."

- 3) The OCB also believes this measure is premature. Enacting legislation to appropriate funds for a single bargaining unit on salary adjustments yet to be negotiated significantly diminishes the Employer's ability to collectively bargain on the compensation of not only teachers, but all public sector employees. The OCB notes that historically, and in accordance with 89-10 HRS, cost items including wages, are submitted to the Legislature after agreement between the Employer and Union is reached and ratification by the concerned employees is complete. The OCB is extremely concerned about the unintended consequences this legislation may have on current and future negotiations affecting all 15 bargaining units.
- 4) As currently drafted, the measure requires that a memorandum of understanding be negotiated between the exclusive representative of bargaining unit 5 and the superintendent. The OCB comments that the governor and the Board of Education should also be included as parties to the negotiation in accordance with 89-6, HRS.

Based on the above, the OCB respectfully requests that this measure be **held**. Thank you for considering our concerns and for the opportunity to testify on this measure.



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

February 16, 2022

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

FROM: Coleen Momohara, Interim Director
Executive Office on Early Learning

SUBJECT: Measure: S.B. No. 2819 SD 1 – RELATING TO TEACHER COMPENSATION
Hearing Date: Friday, February 18, 2022
Time: 10:10 a.m.
Location: Videoconference

Bill Description: Makes an appropriation to fund an experimental modernization project pursuant to section 78-3.5, Hawaii Revised Statutes, to make necessary discretionary salary adjustments. Repeals section 302A-624, subsection (c), Hawaii Revised Statutes (SD1).

EXECUTIVE OFFICE ON EARLY LEARNING'S POSITION: Supports

Aloha. I am Coleen Momohara, Interim Director of the Executive Office on Early Learning (EOEL). EOEL supports S.B. No. 2819 S.D. 1 and defers to HIDOE as it relates to teacher compensation and provisions set forth in this bill.

EOEL is statutorily responsible for the development of the State's early childhood system that shall ensure a spectrum of high-quality development and learning opportunities for children throughout the State, from prenatal care until the time they enter kindergarten, with priority given to underserved or at-risk children. EOEL also administers the EOEL Public Pre-Kindergarten program in partnership with the HIDOE.

Addressing the pay compression issue will positively impact both teacher recruitment and retention. As an attached agency to the HIDOE, EOEL staff are employees of the HIDOE and EOEL Public Pre-Kindergarten Teachers and State Office Teachers may benefit from this bill.

Thank you for the opportunity to provide testimony.

DAVID Y. IGE
GOVERNOR



CRAIG K. HIRAI
DIRECTOR

GLORIA CHANG
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
SENATE BILL NO. 2819, S.D. 1

February 18, 2022
10:10 a.m.
Room 211 and Videoconference

RELATING TO TEACHER COMPENSATION

The Department of Budget and Finance (B&F) offers comments for this measure.

This measure appropriates unspecified amounts for FY 23 for the Department of Education and Charter Schools to fund teacher compensation as negotiated and executed in separate memoranda of understanding between the Superintendent of Education/governing board of each State Charter School and the Hawai'i State Teachers Association, Bargaining Unit 5, for an experimental modernization project pursuant to Section 78-3.5, HRS.

B&F is concerned that appropriating funding for cost items before negotiations are complete and agreements are reached could adversely impact the collective bargaining process.

B&F also notes that, with respect to the general fund appropriations in this bill, the federal Coronavirus Response and Relief Supplemental Appropriations Act requires that states receiving Elementary and Secondary School Emergency Relief (ESSER) II funds and Governor's Emergency Education Relief II funds must maintain state support for:

- Elementary and secondary education in FY 22 at least at the proportional level of the state's support for elementary and secondary education relative to the state's overall spending, averaged over FYs 17, 18 and 19; and
- Higher education in FY 22 at least at the proportional level of the state's support for higher education relative to the state's overall spending, averaged over FYs 17, 18 and 19.

Further, the federal American Rescue Plan (ARP) Act requires that states receiving ARP ESSER funds must maintain state support for:

- Elementary and secondary education in FY 22 and FY 23 at least at the proportional level of the state's support for elementary and secondary education relative to the state's overall spending, averaged over FYs 17, 18 and 19; and
- Higher education in FY 22 and FY 23 at least at the proportional level of the state's support for higher education relative to the state's overall spending, averaged over FYs 17, 18 and 19.

The U.S. Department of Education has issued rules governing how these maintenance of effort (MOE) requirements are to be administered. B&F will be working with the money committees of the Legislature to ensure that the State of Hawai'i complies with these ESSER MOE requirements.

Thank you for your consideration of our comments.

DAVID Y. IGE
GOVERNOR



JOHN S.S. KIM
CHAIRPERSON

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

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

FOR: SB 2819 SD1 Relating to Teacher Compensation
DATE: February 18, 2022, 10:10 AM
COMMITTEE: Committee on Ways and Means
ROOM: Conference Room 211 & Videoconference
FROM: Yvonne Lau, Interim Executive Director
State Public Charter School Commission

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

The State Public Charter School Commission (“Commission”) appreciates the opportunity to submit this testimony in **SUPPORT OF SB 2819**. This measure appropriates funding for an experimental modernization project pursuant to section 78-3.5, Hawaii Revised Statutes, to make necessary discretionary salary adjustments. Repeals section 302A-624, subsection (c), Hawaii Revised Statutes. (SD1)

The Commission appreciates the support and attention of this committee and the Senate in ensuring that public charter schools are included in the effort to address teacher salary inequities.

Thank you for the opportunity to provide this testimony.



'AHA KAULEO

STATEWIDE COUNCIL FOR KA PAPAHAHA KAIAPUNI

Date: February 16, 2022

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

From: Kahele Dukelow, Luna Hoomalu (President)
Aha Kauleo Statewide Council for Ka Papahana Kaiapuni
Advisory to the Office of Hawaiian Education

Aloha mai e na lala o ka Aha Olelo - Chair Dela Cruz, Vice Chair Keith-Agaran, and Members,

The Aha Kauleo (AKL) is a council of parents, teachers and administrators of Kaiapuni or Hawaiian language immersion schools across the state. We advocate for increased and improved support of Kaiapuni schools and work closely with our school communities, the State Department of Education through the Office of Hawaiian Education, the Board of Education and the University of Hawaii through its Hawaiian language, Hawaiian studies and education programs.

The AKL strongly supports SB2819 SD1, to fund an experimental teacher compensation modernization project to address the compensation equity issues and make the necessary discretionary salary adjustments for teachers whose current base salary does not reflect their years of professional service.

Prioritizing teacher salaries will help to address the massive, unprecedented teacher shortage in our state by attracting new teachers into the system with the promise of fair compensation and work to retain present teachers.

Me ka oiaio,
Kahele Dukelow, Luna Hoomalu
Aha Kauleo

Membership: Alo Kehau o ka Aina Mauna (Honokaa High, 9-10), Ke Kula o Ehuuikaimalino (K-6), Ke Kula o Ehuuikaimalino (7-12), Ka Umeke Kao HI PCS (K-6), Ka Umeke Kao HI PCS (7-12), Ke Kula o Nawahikalaniopuu Iki PCS (K-8), Ke Kula o Nawahikalaniopuu (Hilo High, 9-12), Ke Kula Kaiapuni o Hana (K-5), Ke Kula Kaiapuni o Lahaina (6-8), Ke Kula Kaiapuni o Lahainaluna (9-12), Ke Kula Kaiapuni o Maui ma Kalama (6-8), Ke Kula Kaiapuni o Maui ma Kekaulike (9-12), Ke Kula Kaiapuni o Maui ma Paia (K-5), Ke Kula Kaiapuni o Nahienaena (K-5), Ke Kula Kaiapuni o Lanai (K-1), Kualapuu PCS (K-6), O Hina i ka Malama (Molokai Middle, 7-8), O Hina i ka Malama (Molokai High, 9-12), Ke Kula Kaiapuni o Anuenue (K-6), Ke Kula Kaiapuni Anuenue (7-12), Ke Kula Kaiapuni o Hauula (K-6), Ke Kula Kaiapuni Hawaii o Kahuku Academy (7-12), Ke Kula Kaiapuni o Kailua (9-10), Ke Kula Kaiapuni o Nanakuli (K-6), Ke Kula Kaiapuni o Puohala (K-8), Ke Kula o Samuel M. Kamakau PCS (K-6), Ke Kula o Samuel M. Kamakau (7-12), Ke Kula Kaiapuni o Waiiau (K-6), Ke Kula Kaiapuni o Waimanalo ma Blanche Pope (K-2), Kawaikini PCS (K-6), Kawaikini PCS (7-12), Ke Kula Niihau o Kekaha PCS (K-6), Ke Kula Niihau o Kekaha PCS (7-12), UH Hilo-Hale Kuamoo, UH-Hilo-Ka Haka Ula o Keelikolani, UH-Hilo Kahuawaiola, Brigham Young University, Aha Punana Leo, Kamehameha Schools Bishop Estate, UH-Manoa COE, UH-Manoa Kamakakuokalani, UH-Manoa Kawaihuelani & UH-Maui E Hooulu Lahui.



2/26/2022
Hawai'i State Capitol
415 S Beretania St.
Honolulu, HI 96813

SB 2819 Relating to Teacher Compensation

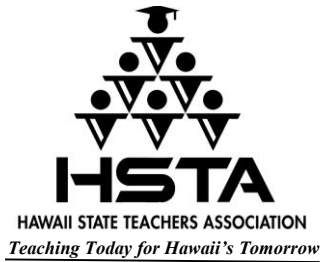
Aloha Chair and presiding members,

The Hawai'i Association of School Psychologists (HASP) supports SB 2819, relating to teacher compensation. HASP appreciates that this bill addresses teacher compensation equity issues and makes the necessary discretionary salary adjustments for highly qualified and experienced teachers.

Educator turnover is higher than it has ever been; the demands of a teacher are higher than it has ever been; and yet, teacher compensation has remained inequitable and insufficient for job requirements. Now, more than ever, the State must take action to ensure equitable compensation for the monumental role teachers play as educators. HASP urges legislators to take immediate action to support Hawai'i's teachers in the public school system by passing SB 2819, relating to teacher compensation.

Respectfully Submitted,

Alec Marentic, **Nationally Certified School Psychologist**
President-elect & Legislative Chair, Hawai'i Association of School Psychologists (HASP)
Association Email: hasp808@gmail.com



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Osa Tui, Jr.
President

Logan Okita.
Vice President

Lisa Morrison
Secretary-Treasurer

Wilbert Holck
Executive Director

TESTIMONY BEFORE THE SENATE COMMITTEE ON WAYS AND MEANS

RE: SB 2819, SD1 – RELATING TO TEACHER COMPENSATION

FRIDAY, FEBRUARY 18, 2022

OSA TUI, JR., PRESIDENT
HAWAII STATE TEACHERS ASSOCIATION

Chair Dela Cruz and Members of the Committee:

The Hawaii State Teachers Association **strongly supports SB 2819, SD1**, relating to teacher compensation. This bill makes an appropriation to fund an experimental modernization project pursuant to section 78-3.5, Hawaii Revised Statutes, to make necessary discretionary salary adjustments.

We suggest for consideration, regarding the allocation of funds for those affected at charter schools to be appropriated to EDN612 as a separate line item, instead of EDN 600 which is for WSF funds for per pupil allocations, to avoid confusion and to ensure these funds are distributed, after negotiations, to those who are affected by salary compression at our public charter schools.

We calculate the amounts needed for BU 5 members affected by compression to be, with 62.78% fringe added, about \$88 million for BU 5 members at the Department of Education and \$6 million for BU 5 members at our public charter schools.

This bill is needed to address compensation equity issues and to make the necessary discretionary salary adjustments for approximately 8,700 experienced teachers by recognizing their professional service to the department of education and our public charter schools through discretionary salary adjustments, as negotiated between the superintendent of education and the exclusive representative of collective bargaining unit (5) Hawaii State Teachers Association. [See table at end of testimony]

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 licensed teachers, to fill vacancies resulting in thousands of students each day in a class without a licensed teacher. Our teacher shortage problem is further clarified in the DOE's 2020-21 Employment Report, which shows that teacher voluntary separations increased from 961 for SY2019-20 to 1,199 for SY2020-21, an approximate 25% increase. When looking only at retirements, the numbers went from 287 to 428 over the same time period – a 49% increase!



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Logan Okita.
Vice President

Lisa Morrison
Secretary-Treasurer

Wilbert Holck
Executive Director

Unlike many school districts in the country, Hawaii educators' years of experience are not automatically taken into consideration to determine when they earn salary movements. Hawaii public school teachers only receive increased pay for years of service if those rates are negotiated with the state, which has rejected increases during economic downturns.

The current distribution of teachers on each level of the salary schedule is inconsistent and compressed, contributing to senior teachers leaving. Current figures show nearly 5,000 certificated teachers alone clustered on just steps 9 and 11 with each step representing spans of 6 and 8 years of service, respectively. That's why the problem is called compression.

This lack of equity causing the compression in teacher salaries is impacting the retention of licensed, tenured teachers who are essential to closing the achievement gap to ensure equity and excellence for each student.

During 2013-2021, teachers were making step movements every other year. At that rate, teachers should reach their career salary (the top step, step 14B) after serving 22 years. Data shows that nearly 2,000 teachers are trapped on steps 12 through 14A with years of service ranging from 24 through 32 years. Teachers are leaving the profession disheartened and with no expectation of reaching their career salary. Fixing this problem will have an immediate effect on retaining our most experienced teachers who have honed their crafts the longest and know our students best.

During furlough years and times of economic downturns, tenured teachers with over 10 years of service have sacrificed higher salary increases when the steps were only adjusted up for newer teachers in efforts to recruit more during economic downturns, without a step advancement for teachers already working for years within the DOE and at our public charter schools.

Data from the 2020-21 school year shows that only 51 percent of teachers remained in the Hawaii DOE five years after hire. 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.

HSTA supports this bill that requests our state lawmakers to approve funding for a one-time salary adjustment to be negotiated as part of an Experimental Modernization Project for eligible teachers to address pay compression.

HSTA believes the teacher shortage extends throughout the profession, which is why all educators' compensation should be increased and this is one major step that will



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help right away. Research shows that teachers become more effective the longer they are in the classroom.

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.

We also appreciate the amendment added by the Senate Education committee to take off the cap of Class VII out of law, that will allow more classes to be negotiated during collective bargaining that will incentivize more teachers to take professional development courses to reclassify. We have to do more to encourage educators, especially those who have years and even decades of experience, to remain in the classroom. This proposal is part of a multi-phased plan to ensure that all of our keiki, regardless of where they live, what their special needs are or their ethnicity, are taught by highly qualified licensed teachers.

We need the legislature's help to end the teacher shortage crisis.

SB-2819-SD-1

Submitted on: 2/16/2022 8:06:56 PM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Logan Okita	Testifying for Hawaii State Teachers Association	Support	No

Comments:

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

I am submitting testimony in support of Senate Bill SB2819.

My name is Logan Okita and I am a National Board Certified Teacher at Nimitz Elementary in Central District and Vice President of the Hawaii State Teachers Association. This is my sixteenth year as a teacher in Hawaii.

I am in the middle of our salary schedule at step 11 along with 2,568 of my colleagues, many of whom have more experience than I do. I have missed step increases during my career and will hopefully reach the top of the salary schedule after my twenty-fifth year of teaching. This has not been the case for my colleagues who missed stepped increases during negotiations and are only on step 12 in their twenty-fifth year. Colleagues who I respect and have mentored me have said that they will retire or leave the profession if compression is not addressed soon. These educators have so much more to give to our students, but will not continue if they can never make it to the top of the salary schedule before they qualify for retirement.

Please vote in support of Senate Bill SB2819. Thank you for the opportunity to testify!

Sincerely,

Logan Okita, NBCT



Committee ON Ways and Means
Senator Donovan Dela Cruz, Chair
Senator Gilbert Keith-Agaran, Vice Chair

February 18, 2022

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

We support SB 2819 SD1, which makes an appropriation to fund an experimental modernization project pursuant to section 78-3.5, Hawaii Revised Statutes, to make necessary discretionary salary adjustments.

HE'E Coalition continues to be a fierce advocate for students in Hawai'i's public school system and will support measures to help our students thrive and reach the goal of college, career, and community readiness. We agree with the legislature that recruitment and retention of qualified teachers is critical to the success of our education system. We support any mechanism that supports teacher recruitment, retention, and teacher satisfaction, which will ultimately benefit our students.

Hui for Excellence in Education, or "HE'E," promotes a child-centered and strength-based public education system in which families, communities and schools are valued and empowered to help every student succeed. HE'E works to bring diverse stakeholders together to harness collective energy, share resources, and identify opportunities for progressive action in education.

Thank you for the opportunity to testify. Our support represents a 75% consensus or more of our voting membership.

Sincerely,

Cheri Nakamura
HE'E Coalition Director



Academy 21	Kamehameha Schools
American Civil Liberties Union	Kanu Hawai'i
Alliance for Place Based Learning	Kaua'i Ho'okele Council
*Castle Complex Community Council	Keiki to Career Kaua'i
Coalition for Children with Special Needs	Kupu A'e
Education Institute of Hawai'i	*Leaders for the Next Generation
*Faith Action for Community Equity	Learning First
Fresh Leadership LLC	McREL's Pacific Center for Changing the Odds
Girl Scouts Hawaii	Native Hawaiian Education Council
Harold K.L. Castle Foundation	Our Public School
*HawaiiKidsCAN	*Pacific Resources for Education and Learning
*Hawai'i Afterschool Alliance	*Parents and Children Together
*Hawai'i Appleseed Center for Law and Economic Justice	*Parents for Public Schools Hawai'i
*Hawai'i Association of School Psychologists	Special Education Provider Alliance
Hawai'i Athletic League of Scholars	*Teach for America
*Hawai'i Children's Action Network	The Learning Coalition
Hawai'i Nutrition and Physical Activity Coalition	US PACOM
Hawai'i Scholars for Education and Social Justice	University of Hawai'i College of Education
* Hawai'i State PTSA	<i>Voting Members (*) Voting member organizations vote on action items while individual and non-voting participants may collaborate on all efforts within the coalition.</i>
Hawai'i State Student Council	
Hawai'i State Teachers Association	
Hawai'i P-20	
Hawai'i 3Rs	
*Hawai'i Youth Service	
Head Start Collaboration Office	
It's All About Kids	
*INPEACE	
Joint Venture Education Forum	
Junior Achievement of Hawaii	



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Kashmira Reid

Lois Yamauchi

February 16, 2022
Senate Ways and Means Committee
Sen. Donovan M. Dela Cruz, Chair
Sen. Gilbert S. C. Keith-Agaran, Vice Chair
Re: SB 2819 Hearing: February 18, 2022, 10:10 am

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

This testimony is in strong support for SB 2819 relating to teacher compensation. I am writing on behalf of the Parents for Public Schools of Hawai'i, a non-profit organization focused on supporting and improving Hawaii's public schools through family engagement. Our group emerged from the Furlough Friday crisis, and we have over 1,300 members statewide.

When we surveyed families in public education across the State about what they love about their schools, the message was clear that what they appreciate most about education is their child's teacher. And yet, our State does not adequately compensate teachers for the hard work that they do. In addition, we recognize that experienced teachers are not equitably paid for their knowledge and skills. SB2819 would address this inequity by adjusting the salaries of these educators, who are the teacher leaders in our State.

Our teachers are education's greatest resource. Families acknowledge that teachers are the key to our children's success. Research indicates that teachers are the most important school-based variable related to children's learning and achievement. Teachers are professionals and should not need to work second jobs and live paycheck to paycheck. Too often we observe excellent, experienced teachers leaving the profession or the State because they can not afford to own a home or otherwise provide for their families' basic needs. Now, as we are facing pandemic-based learning loss and our children need caring, experienced teachers to help them catch up and move forward, we can not afford to lose our greatest resource.

This is the time for us to truly invest in our children—to show them that they are our highest priority. Please support SB 2819.

Aloha,

Wendy Nakasone-Kalani
President, Parents for Public Schools of Hawai'i

Parents for Public Schools Hawaii (PPSHI) is a not-for-profit 501(c)(3) volunteer organization of parents, community members, and educators working to improve and support public education through family engagement. We are committed to ensuring all children in Hawai'i have access to a quality public education.

SB-2819-SD-1

Submitted on: 2/16/2022 10:25:33 PM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Mike Golojuch, Sr.	Testifying for Rainbow Family 808	Support	No

Comments:

Rainbow Family 808 strongly supports SB2819. We need to support teachers. Please pass this bill. Thank you.

Mike Golojuch, Sr., Secretary/Board Member Rainbow Family 808



SENATE BILL 2819, SD 1, RELATING TO TEACHER COMPENSATION

FEBRUARY 18, 2022 · SENATE WAYS AND MEANS
COMMITTEE · CHAIR SEN. DONOVAN DELA CRUZ

POSITION: Support.

RATIONALE: The Democratic Party of Hawai'i Education Caucus **supports** SB 2819, SD 1, relating to teacher compensation, which makes an appropriation to fund an experimental modernization project pursuant to section 78-3.5, Hawaii Revised Statutes, to make necessary discretionary salary adjustments; and repeals section 302A-624, subsection (c), Hawaii Revised Statutes.

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. Low teacher pay adversely impacts the State's ability to recruit and retain quality classroom leaders. According to the Hawaii Department of Education's 2021 Strategic Plan Dynamic Report, for the 2021-2022 school year, forty-nine percent of Hawaii's teachers left the profession within their first five years of service. The report further revealed that the State's teacher shortage currently stands at 886 positions overall, 230 of which are in the content area of special education.

During the severe economic recession that began in 2009 and that became known as the “Great Recession,” funding was eliminated for teacher pay raises and step increases. **As a result, compensation for over 6,000 teachers is \$900 to \$17,000 below what it would be if teachers’ salary steps properly corresponded with their years of service.** Failing to pay veteran teachers appropriately is one factor that contributes to increasing numbers of teacher retirements and resignations. According to data from the Hawaii Department of Education, 428 teachers retired during the 2020-2021 school year, a 49 percent increase from the 2019-2020 school year. To ensure that Hawaii’s children are able to benefit from experienced educators, it is important to uplift the financial security of veteran teachers by guaranteeing a step raise for every additional year of public school service that they perform.

The Hawaii Department of Education, in consultation with the Hawaii State Teachers Association, implemented differential pay increases during the 2019-2020 school year to reduce teacher shortages in special education, hard-to-staff, and Hawaiian immersion teaching positions. Instituting differential pay increases led to significant progress in reducing longstanding teacher shortages in high-demand areas. Departmental data show that the percentage of special education teacher vacancies dropped by 45 percent during the 2020-2021 school year, with 43 percent more teachers choosing to move into a special education teaching line than the year before. The number of teachers choosing to work in hard-to-fill positions in rural or remote areas increased by 52 percent over the same time period, while the number of Hawaiian immersion teachers increased by 7 percent. Providing differential pay increases in future years is critical to strengthening the State’s efforts to recruit and retain high quality educators for disadvantaged and high-needs student populations. This further demonstrates that when teachers are paid professional salaries, students—especially our most vulnerable keiki—benefit.

Accordingly, we strongly support this proposal, which will subsidize unfunded step increases for, or “true up,” teachers who are currently being paid far less than their years of service should afford and well below their actual step on the teachers’ salary scale.

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

TESTIMONY BEFORE THE SENATE COMMITTEE ON
WAYS AND MEANS

RE: SB 2819, SD1 - RELATING TO TEACHER COMPENSATION

FRIDAY, FEBRUARY 18, 2022

LATE

MITZIE HIGA, LEGISLATIVE CHAIR
DEMOCRATIC PARTY OF HAWAII LABOR CAUCUS

Chair Dela Cruz, and Members of the Committee:

The Democratic Party of Hawaii Labor Caucus **supports SB 2819, SD1**, relating to teacher compensation. This bill makes an appropriation to fund an experimental modernization project pursuant to section 78-3.5, Hawaii Revised Statutes, to make necessary discretionary salary adjustments.

We appreciate that this bill addresses teacher compensation equity issues and makes the necessary discretionary salary adjustments for experienced teachers by recognizing their professional service to the department of education and our public charter schools through discretionary salary adjustments, as negotiated between the superintendent of education and the exclusive representative of collective bargaining unit (5) Hawaii State Teachers Association. We leave the negotiations language up to Hawaii State Teachers Association, and ask you to incorporate their suggestions as they see fit.

We know that teacher turnover is high, and only going up. This lack of equity in salary for years of service is impacting the retention of licensed, tenured teachers who are essential to closing the achievement gap to ensure equity and excellence for each student.

We need the legislature's help to end the teacher shortage crisis.

To support our teachers in Hawaii in the public school system, including charter schools, the Labor Caucus asks your committee to **support** this bill, with any suggested amendments from HSTA that regard their process for negotiations.

SB-2819-SD-1

Submitted on: 2/16/2022 1:15:27 PM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Aurene Padilla	Individual	Support	No

Comments:

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

I am submitting testimony in support of Senate Bill 2819. My name is Aurene Padilla and I am a twenty-six year veteran of the Department of Education. I am a second-generation Hawaii public school teacher, the daughter of a retired principal and a teacher. I currently serve as the Induction and Mentoring Program coordinator for North Central District serving Leilehua, Mililani, and Waialua Complex Areas.

Senate Bill 2819 has the opportunity to change the lives of 8,000 of our public school teachers whose salaries are compressed. As a teacher working in multiple schools with beginning teachers who are emergency hires, I know first hand how important it is to retain our veteran teachers on our campuses. Due to salary compression many of my colleagues are not earning a salary commensurate with the years of experience that they have dedicated to Hawaii's keiki, and faced with a current contract that does not afford for a pay increase are thinking about leaving the profession.

For me personally, salary compression has had a negative impact on my ability to raise my family as a single mother in Hawaii. Although I have dedicated 26 years to teaching in Hawaii I only reached step 12 last school year. With our latest contract not offering any step increases through 2023 it is unlikely that I will reach the top of the salary class by my 30th year of teaching. In what other profession can an employee who has excellent evaluations every year, serve in leadership roles every year, earns a Master's Degree in their teaching field, not reach the top of the pay scale after serving 30 years? To add insult to the injury I've only recently learned that I am actually on the same pay step as teachers I mentored who have only been teaching 13 years. It is a travesty to know that our state pays a 26 year veteran and a 13 year teacher in the middle of their career the same salary.

I have devoted my life to being a public school teacher and after 26 years I still do not own a home, I have large loans that are unpaid, and drive an 8 year old car. I am unable to take my children on family trips, and I continue to work part-time jobs to make ends meet. Throughout my career I have had to go on strike, take furlough Fridays, and see my annual take home pay decrease as medical costs increased. As my children near college age I wonder how I can possibly afford to remain a poorly paid public school teacher. Surely I can find a job that would pay me what I am worth!

Today I submit testimony humbly asking you all to vote in favor of Senate Bill 2819. Let's show our teaching force that we appreciate and honor their years of service by ensuring that teachers are paid a salary that reflects their years of service.

Sincerely yours,

Aurene Padilla

Induction and Mentoring Resource Teacher.

SB-2819-SD-1

Submitted on: 2/16/2022 1:19:04 PM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Hilary White	Individual	Support	No

Comments:

Please support and pass SB2819. The more experienced teachers we can retain, the fewer that will need to be hired. Our keiki deserve highly qualified, experienced teachers! Teachers are licensed professionals, and should be treated and paid as such.

SB-2819-SD-1

Submitted on: 2/16/2022 1:33:40 PM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Jerene Cluney	Individual	Support	No

Comments:

Aloha,

My name is Jerene Cluney and I have been teacher with HIDOE since 1998. As I am entering into the years that I am looking into my retirement options in less than 10 years, I am not sure if that will be a reality for me. I have been teaching (in good standing) for over 20 years now and I am not getting paid for those years of service.

I am one of ;it seems fewer and fewer college graduates who was born and raised in Hawaii and have chosen to stay and raise my family here . . . it hasn't been and continues to not be an easy task financially. Our salaries do not help us to stay afloat with rising inflation and makes it difficult to continue to work in such an esteemed career where employees are not valued for this expertise and time committed to education.

Please strongly consider passing SB 2819. It will not only show that the State of Hawaii values the committment of it's teachers but will also pave a way for future educators to stay in education which is a scenario where everyone wins! We do it for the students but not paying educators their worth sometimes forces their hands to look elsewhere for employment and that, is a huge loss to our students and their families.

SB-2819-SD-1

Submitted on: 2/16/2022 1:34:26 PM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Joseph Valente	Individual	Support	No

Comments:

To Whom It May Concern,

Please support SB2819 Relating to Teacher Compensation.

Without any doubt, teachers deserve what is fair and just. As you vote, please keep in mind the crucial role teachers play in helping our children and communities be successful and thrive. Everyone is impacted by teachers, helping us to become the citizens we are today.

Now is the time for us to show that we can do the right thing and pay our teachers what is rightfully theirs.

Mahalo,

Joseph Valente, Teacher from Hilo, Hawai'i

SB-2819-SD-1

Submitted on: 2/16/2022 1:34:27 PM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Cynthia Reves	Individual	Support	No

Comments:

I am a teacher at McKinley High School and have watched my salary stagnate. This bill will right a wrong. I am nearing retirement, but this legislation would be incentive to work a few years longer. Please support it.

SB-2819-SD-1

Submitted on: 2/16/2022 1:35:09 PM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Jesse P Neumann	Individual	Support	No

Comments:

I agree with this bill as teachers are highly underpaid and teachers can not be compensated based on years of service like other professions.

SB-2819-SD-1

Submitted on: 2/16/2022 1:49:36 PM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
James Younger	Individual	Support	No

Comments:

Teacher pay has not kept up with inflation. Teacher duties continue to be expanded. Teachers are in short supply because the pay is so low. If you want to attract teachers, or retain them, you have to pay them a fair amount. The games that this state plays to save money are disgusting. Pay teachers for the time they have served.

SB-2819-SD-1

Submitted on: 2/16/2022 1:51:30 PM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Matthew Kim	Individual	Support	No

Comments:

I am a teacher at Farrington High School. This will be my ninth year of teaching. As a teacher, the future of our profession will be determined by the legislatures' decision to adequately compensate teacher salaries based on their years of service.

Most states do this, why is Hawai`i, a progressive state, behind in acknowledging the professionalism the teachers of this state so deserve? With rising inflation, cost of gas prices, medical services, housing, food, teachers can barely survive on their limited salaries. Teaching is one of the noblest professions, I went into teaching to help shape our future. Unfortunately corporate interest and capitalism seem to dissuade law makers from adequately providing teachers compensation. I know a number of teachers who have left the profession because of the lack of support from our state. In this pandemic, teachers have worked twice as hard and yet we keep getting the message that our state does not care about us by threats of reducing pay and limiting pay increases.

I for one, can barely pay my bills and rarely go out to eat. I work two jobs and look for additional side jobs to make ends meet. This crisis, a pandemic of educational support, is not sustainable. Please adequately fund teachers so the profession will be looked upon with respect and attract the best and brightest.

SB-2819-SD-1

Submitted on: 2/16/2022 1:52:32 PM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Nicole Ilae	Individual	Support	No

Comments:

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

My name is Nicole Ilae. I am a teacher at Olomana School, and I am submitting testimony in support of Senate Bill 2819.

I have been a teacher for about 18 years and my net pay per month is \$3999.00. I recently got divorced and had to move back in with my parents because I could not afford to rent a place for my son and I. This is absolutely ridiculous! They are planning to increase the minimum wage, so they should raise our salary too. Pretty soon, people without a college degree will be making more than me.

Please, please please vote in support of SB2819. I would like to continue teaching. I really love my students and my job!

Thank you for taking the time to read my testimony.

Thank you,

Nicole Ilae

SB-2819-SD-1

Submitted on: 2/16/2022 2:01:44 PM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Laila Popata	Individual	Support	No

Comments:

Aloha,

Please do something to address the salary compensation issue. I have been working for the Hawaii D.O.E. since 2004 after working in California. My colleagues in California have seen their salaries increase **each** year with their years of service. I have only seen my salary increase after I have taken professional development courses or every two years or with contract negotiations. My salary is considerably less per year than my teacher friends in California and they have asked me over and over again, why would I stay in a state that does not reward my experience?

Yes, paying teachers based on years of service each year is costly, but we must compensate our teachers fairly! Teachers will not stay in this state if they can not afford to pay for the basic cost of living. We are professionals, who are trained and in very high demand across the country. There is a teacher shortage nationwide and Hawaii needs to fairly pay the teachers who are working here and have years of experience! Teachers who are being fairly compensated are leaving the profession, so teachers who are seeing their salaries compressed have even more reason to leave which will exacerbate the shortage!

I know that I could leave, like so many others before me, so that I could be paid a fair salary. I do not want to leave. I love Hawaii and my job, but being stuck at the same wage for so many years while prices are rising is very frustrating.

Please support this bill so that teachers could be fairly compensated for their years of service. The teachers and the keiki of Hawaii deserve this!

SB-2819-SD-1

Submitted on: 2/16/2022 2:02:17 PM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Dawn Villanueva	Individual	Support	No

Comments:

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

My name is Dawn Villanueva. This is my story, & my testimony is support of SB 2819 SD1

My father retired as a teacher from the HI DOE with over 30 years of service. I am a proud product of the Hawaii Public School System. Because my parents could not afford to send us to college, I had to work my way through college.

I graduated from the University of Hawaii in December of 1994 & began my faithful & dedicated teaching career in August of 1995. While teaching, I earned my Professional Diploma & Master's Degree. Inspired by our father, my sister also became a teacher. My husband is a teacher as well. My husband & I are both very dedicated. We spend our own hard-earned money on our classrooms & students, as well as spend long hours in service to our profession. I am at school by 6 am, & my husband stays until about 6 pm. In addition to teaching, we both tutor / teach after school when such programs are available. My husband's after school program, Tech Hui has garnered many state & national awards over the years.

Our children are products of the Hawaii Public School System. Our son graduated in 2018 as Valedictorian, & is majoring in Computer Science in the Weber Honors College at San Diego State University. He earned scholarships, joined the Hawaii Army National Guard, & is a Resident Assistant to help us pay for his college education, room & board. Our daughter graduated in 2020 with many honors, including National Honor Society, Magna Cum Laude, CTE Honors & STEM Honors; & is majoring in Technology & Engineering Education at Utah State. She is following in her father's footsteps & aspires to be a STEM teacher. She earned scholarships, & works part-time to help us pay for her college education, room & board.

Although my husband & I are both at the top Class of the Teacher's Annual Rate Salary Schedule, our steps do reflect the years of dedication to our profession. My husband takes jobs, & I have a second job in order to afford to send our children to college (with their help). We will be eligible to retire at age 55 with 30 years of service, but we will not be able to afford to do so. We probably will have to work until age 60 - 65 with over 35-40 years of service. This is a shame. The state of Hawaii & Department of Education needs to rectify this situation, & pay teacher comparable to our colleagues in the continental United States. This will help to attract new teachers to the profession, as well as keep teachers in the profession, thereby taking steps to eliminate the teacher shortage in the state.

Thank you for your time & support of SB 2819 SD1.

SB-2819-SD-1

Submitted on: 2/16/2022 2:09:57 PM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Tina Marie Myers	Individual	Support	No

Comments:

I am submitting testimony in support of Senate Bill 2819 to address salary compression for teachers. I have been teaching special education in Hawaii for 12 years.

Thank you for your consideration,

Tina Marie Myers

SB-2819-SD-1

Submitted on: 2/16/2022 2:13:37 PM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Scott Oberg	Testifying for Hawaii DOE	Support	No

Comments:

I've taught in the DOE for the last 20 years. I am planning on retiring at 55, with 30 years experience. I will be able to make more money collecting retirement and getting another job than staying in the DOE. I would prefer to stay in the DOE, so this bill would be very motivating to stay in the teaching profession after the 30 years of service. Mahalo.

SB-2819-SD-1

Submitted on: 2/16/2022 2:20:29 PM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Cynthia Rothdeutsch	Testifying for HSTA	Support	No

Comments:

Hello, my name is Cynthia Rothdeutsch and I am a Kindergarten Teacher on Maui. I am testifying in favor of SB2819.

I support this bill because teachers deserve to move up in pay as other professionals do. We should be compensated appropriately for the years of service we have worked. Keeping teachers stuck in their current pay without raises forces many to leave the profession for jobs that value our contributions. In this current state of the world and The Great Resignation, we need to keep as many qualified teachers in the profession as we can. Compenstating us fairly will help with teacher retention and means one less teacher to recruit and train. Our keiki deserve qualified teachers. Our state needs to start showing teachers that they are valued and parents that their keiki are valued as well.

In closing, I support SB2819. Teachers should be able to advance in their careers and we should be compensated appropriately.

Thank you,

Cynthia Rothdeutsch

SB-2819-SD-1

Submitted on: 2/16/2022 2:23:17 PM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Eric J Hagiwara	Individual	Support	No

Comments:

As a teacher, I advise all students not to pursue careers in Education unless they are okay with earning about the same as a waitress without a college degree. I could never in good conscience recommend teaching as a career with such low pay and be in one of the only careers that does not recognize experience on the job. The long term Economic growth of Hawaii is directly tied to Education of Hawaii's most valuable resource (The children). We need to pay attention to how Singapore manages it's own greatest Economic resource and at least try to support Teachers.

Testimony Before the Senate Ways and Means Committee

RE: SENATE BILL 2819 SD 1 RELATING TO TEACHER COMPENSATION

Thursday February 17, 2022

Dear Members of the Senate 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 Senate Bill 2819 SD 1 Relating to Teacher Compensation.

I am a veteran teacher who has been at Laie Elementary School for the past 30 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 special education 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 10 years. I have experienced the Cayetano teacher strike and 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 our heads. My husband and I have lived pay check to pay check so our children could afford college and we could afford to care for my husband's 97 year old mother in our home.

I am asking you to support compression pay for us veteran teachers. My salary has been stuck at classification Step 11 for years. I would love to stay in my position and assist my special education department for the next 5 years. I have been mentoring new special education teachers and we have continued to experience success in their development. The extra compensation for my years of service will allow me to retire and stay in Hawaii. I plan to continue to give back to our children by volunteering to support the special education department at Laie Elementary School if the compression pay goes through. If not, upon retiring my family and I will have to leave the island because it is just too expensive to stay here.

I urge you to support compression pay for us veteran teachers so we can continue to stay in our positions and support the future educators and children of Hawaii.

Thank you for your time and consideration- Cynthia Broc, Windward District, Island of Oahu

SB-2819-SD-1

Submitted on: 2/16/2022 2:29:19 PM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Arnold K. Martinez	Individual	Support	No

Comments:

Aloha Chair Kidani, Vice Chair Kim, and members of the committee. I am submitting testimony in support of Senate bill SB2819.

My name is Arnold Martinez and I have been teaching for the Hawaii DOE for 18 years. I currently teach at a title 1, hard to staff school. Prior to teaching in Hawaii, I was teaching in California for 5 years. My prior experience out of state gave me a unique perspective regarding contracts and teacher salaries. Each of my 5 years of teaching in California resulted in a step increase based on years of experience and I was surprised to learn that was not the case here in Hawaii. The step increases based on years of experience served many purposes. They rewarded teachers for their hard work, they helped retain teachers and they tried to help teachers keep pace with cost of living and inflation. Living here in Hawaii, we all know the cost of living is very high. For my 18 years of teaching here, I have worked additional part time jobs to make ends meet. My wife works 3 jobs in order for us to raise our family here. We love it here, I love teaching the kids here and inspiring them to go to college and realize their dreams. As I approach 20 years of teaching here, I have considered my options to continue, I would love to continue teaching another 10 years however being compressed /stuck on the same salary step is discouraging. Many of us feel we we did our part during the 2009 economic recession and we did not recover from that financially. Add that to the issue of compression and we have been underpaid for many years.

Thank you for listening to our testimony. Please vote yes in support of Bill SB2819.

Mahalo!

SB-2819-SD-1

Submitted on: 2/16/2022 2:33:35 PM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Donna Soriano	Individual	Support	No

Comments:

Chair Kidani, Vice Chair Kim, and members of the Committee,

I am submitting testimony in support of Senate Bill SB2819 SD1

I have been serving our students within the Leeward District Nanakuli-Waianae Complex hard-to-staff area for 8 years. I truly love what I do. Anyone that steps foot inside of my classroom will see that. Our students are resilient and amazing, and I enjoy seeing them grow each year. I do not think there is another job out there that offers as many highs, as many lows, as much connection, and as much challenge as there is in teaching.

I think of myself as a professional. I have a Master’s degree. I am a highly qualified teacher and a highly distinguished teacher by our state’s Educator Effectiveness System. Throughout these past 8 years, I have pioneered my school’s STEM program as well as numerous other programs that amplify students’ voices and creative minds. I have attained thousands of dollars every year in grant funding to provide our underserved students with 21st-century tools and experiences to enrich their learning. I have worked incredibly hard to provide stimulating learning opportunities for our students throughout my years as a teacher.

Unfortunately, my salary does not reflect that. My pay does not equate to my teaching experience. Over the last 8 years, my pay hasn't caught up to what it should be if I had received consistent raises and step movements from the beginning of my career. I earned the needed professional development courses to move my salary up to the highest class, yet I still am not making a wage that can sustain the high cost of living in Hawaii. More recently, teachers salaries decreased due to the cease in our 21-hours of job-embedded professional development pay.

These circumstances have forced me to look for other sources of income to help make ends meet. On top of teaching 24 classrooms and over 400 students every week, I have to take on extra jobs, working after school, tutoring students to help make extra money. It makes sense why only 51% of teachers in our state remain after 5 years. These financial burdens have driven me to consider leaving the teaching profession as well. If things in our education system do not get better then we are ultimately left with no choice but to leave.

We cannot keep underpaying our highly qualified educators without putting the future of our students at risk. It breaks my heart to think about leaving my students behind, especially in my community where teacher turnover is higher than average. Retaining qualified and effective teachers for the long term is critical. A steady movement up in the salary schedule will encourage a lot of teachers, as well as myself, to remain in the classroom. The solution is straightforward. Please vote in support of Senate Bill SB2819.

Thank you for the opportunity to testify on Senate Bill SB2819 SD1

SB-2819-SD-1

Submitted on: 2/16/2022 2:35:47 PM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Kanoelani Rillamas	Testifying for Kaaawa Elementary School	Support	No

Comments:

Aloha,

My name is Kanoelani Rillamas. I am submitting this testimony in support of SB 2819 regarding teacher compensation. I believe this bill supports teachers' long overdue salary increases. It will boost morale and it will show students that teachers are being respected from our leaders. This bill will also help retain teachers because they will feel respected and valued for their hard work. I know as a teacher, the passing of this bill gives me hope that my hard work is being appreciated and I am being paid fairly for all that I do. Please pass this bill to show our keiki that teacher should be valued and respected as hard working professionals by being paid appropriately.

Mahalo

SB-2819-SD-1

Submitted on: 2/16/2022 2:39:18 PM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Andrew Joyce	Individual	Support	No

Comments:

Dear Members of the Senate,

I am a teacher and have been a teacher in the state of Hawaii since 2005. For the past 17 years I have served the keiki of this state. Yet I do not make a living wage. I have to drive for Uber and tutor on the side to afford rent and bills. I have a masters degree and am at the top of the pay scale. If I taught in any other state, I would be paid significantly more. This bill would greatly help myself and all teachers who have served this state for over a decade. Teachers' salary compenation in Hawaii is an embarassment. You have the oppurtunity to fix this. I ask you to please support this bill.

Thank you for your time,

Andrew Joyce

Kanoelani Elementary

Senate Bill 2819 SD1

Measure Title:	RELATING TO TEACHER COMPENSATION.
Report Title:	Department of Education; Charter Schools; Teacher Compensation; Experimental Modernization Project; Appropriation (\$)
Description:	Makes an appropriation to fund an experimental modernization project pursuant to section 78-3.5, Hawaii Revised Statutes, to make necessary discretionary salary adjustments.

Dear Legislators,

Thank you for taking the time to consider SB3819 SD1 the important bill that will rectify inequities in teacher pay. Please support this bill.

I have been teaching at the same Title I high school on Maui since 2003. I love my job, school, and students but feel unfairly treated. I have been directly impacted by salary compression. I have a Masters Degree and have taken as many professional development classes as I can. The only way for me to earn more pay is if we are able to negotiate salary STEP increases and this does not happen every year. I was stuck for years at the same STEP and now I am stuck again. Teachers who started later than me have advanced faster than I have and now make what I do, this does not seem fair.

Not only did I not advance in pay many years, my pay was reduced several times. Remember Furlough Fridays? My pay went down 9%. More recently, our pay is now frozen and we no longer receive the 21 hours of professional development pay we have gotten the last 5 years.. Meanwhile healthcare costs have increased. It is demoralizing to see my pay go down. Inflation and the cost of living are not going down.

Thank you for taking this serious matter into consideration and supporting [Senate Bill 2819 SD1](#)

Anna Crawford

Teacher, King Kekaulike High

SB-2819-SD-1

Submitted on: 2/16/2022 2:45:56 PM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Joseph DeMarco	Individual	Support	No

Comments:

To whom it concerns:

Aloha, my name is Joseph DeMarco. I moved to Hawaii in 2001 to teach at Waianae Intermediate. As someone who is 45 and has worked at Waianae Intermediate for 20 years, I can personally testify that my life has been impacted by my lack of salary compensation. I am single, childless and don't own any property. About three years ago, my landlord renovated my apartment and I could no longer afford to live there. I was forced to move out, since then my life has been a waking series of nightmares. I had to move in with a friend, luckily he gave me a little break on the rent, but I still have not totally recovered. I honestly want to stay in Hawaii but lately things have just been so horrible that i'm not sure that it's a good idea. I'll close by saying you can't put students first when you put teachers last and that is what you have done to me, put me last. I sacrificed 20 years of my life and I have absolutely nothing to show for it and yes I'm quite bitter about it. Mahalo for your time.

Sincerely,

Joseph DeMarco

SB-2819-SD-1

Submitted on: 2/16/2022 2:46:00 PM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Tracy Kaichi	Testifying for Department of Education	Support	No

Comments:

Increasing teacher pay strengthens the profession.

When teacher pay is a problem, fewer people want to become teachers.

It keeps teachers in the classroom

Increasing teacher pay has been shown to reduce turnovers

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

My name is Kory Toyozaki. I am a special education teacher in the Leeward District. I am submitting testimony in support of Senate Bill [2819 SD 1].

I have been teaching in the Hawaii public school system for 26 years. Over these 26 years, I have paid a lot of money and sacrificed a lot of time to earn my pay increases. I strongly feel by passing SB2819 SD1, I will finally be at the step I have worked for and earned, but could never attain after 26 years.

Passing SB2819 SD1 will also keep more experienced teachers from early retirement or moving to another state. I have a bunch of colleagues who moved to teach on the mainland because they could not afford to live in Hawaii on a teacher's salary. Yes, we chose this profession knowing we would not get rich. We choose to make a difference over making the millions. Hawaii's teachers already receive the lowest pay in the nation when considering the cost of living, we need to raise the wages of all Hawaii teachers. Thank you for your time.

Sincerely,

Kory Toyozaki

SB-2819-SD-1

Submitted on: 2/16/2022 2:55:38 PM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
LORELEI L KUHEANA	Individual	Support	No

Comments:

Aloha Chairperson Dela Cruz and Vice Chair Keith-Agaran,

I am respectfully submitting testimony in SUPPORT of Senate Bil 2819 SD1 (teacher salary compensation and salary compression). My name is Lorelei Kuheana and I am a 25 year middle school Social Studies teacher in the Leeward District.

The passing of this bill wil allow me to continue in the profession and to buy a home for me and my son. The exorbent rise in the cost of living here in Hawaii, is forcing teachers to make tough decisions of whether to stay in the classroom or retire early and find another profession that offers higher pay comparable to the rise in inflation and living expenses. Having senior educators on campus helps to stabilize the faculty and offers supports to new teachers.

I implore you to consider the passing of SB 2818 SD1.

Please and Thank you.

Sincerely,

Lorelei Kuheana

SB-2819-SD-1

Submitted on: 2/16/2022 2:58:24 PM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Kristina Shimokawa	Individual	Support	No

Comments:

I am in support of this bill.

SB-2819-SD-1

Submitted on: 2/16/2022 2:59:05 PM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Kealakai Lindsey Meyer	Individual	Support	No

Comments:

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

I am testifying in SUPPORT of SB2819, which funds an experimental modernization project pursuant to Section 78-3.5, Hawaii Revised Statutes, to address compensation equity issues through necessary discretionary salary adjustments.

My name is Kealakai Lindsey-Meyer, I teach at Waimea High School on the island of Kauai, Hawaii. Passing SB2819 will allow the Hawaii Department of Education to implement discretionary pay adjustments to address equity and compression for teachers. This will not only positively impact both teacher recruitment and retention but also prevent the teacher shortage crisis from getting worse. I personally know of a few teachers that could not afford to rent and/or could never afford to buy their own home here in Hawaii so they left the islands and a teaching position that the school, state, and students would've benefited greatly from.

Please vote in support of all teachers in Hawaii by passing SB2819.

Mahalo for your time and the opportunity to testify.

SB-2819-SD-1

Submitted on: 2/16/2022 3:00:00 PM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Una Burns	Individual	Support	No

Comments:

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

I am submitting testimony in support of Senate Bill 2819 SD.

My name is Una Burns and I have been a teacher in Hawai'i for nearly 18 years. I love my job and feel very blessed to work in this amazing state and want to continue to work for as long as I can!

As you probably all know but *definitely worth always repeating* an estimated 8,700 teachers in Hawaii are underpaid based on years of experience, with a gap ranging from \$7,700 to \$26,000, per the proposed bill. This negatively impacts recruitment and retention, with Hawaii reporting 886 teacher vacancies, 230 in special education alone. A teacher with decades of experience could conceivably make little to no more than a new teacher. This is extremely unfair and I'm sure if this "system" was used in your profession you too would be submitting testimony!

I do my best every day (and many nights) to be a good educator, I certainly did not take on this job thinking about how much money I could make but at best this system is incredibly inequitable and totally undervalues many of us who have put their hearts and souls into teaching in Hawai'i. We need to retain teachers, not keep losing them and then continually have to recruit and train new teachers- which is not an easy task.

Please vote in support of Senate Bill 2819 not just for me but all of us who have been underpaid for a very long time and also help us to retain many more teachers.

Thank you very much for the opportunity to testify and I look forward to continuing teaching your children, grandchildren and younger relatives for years to come but hopefully with a better fair wage.

Una Burns

SB-2819-SD-1

Submitted on: 2/16/2022 3:02:31 PM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Roberta Shibuya	Individual	Support	No

Comments:

My name is Roberta Shibuya and I have been a public school teacher since 2002 and I am stuck on step 11. Both my husband and I are teachers and the high cost of living in paradise makes it challenging to get by on two teacher salaries. This bill would greatly benefit our family and also my classroom because a large chunk of my paycheck does go back to my classroom kids. If I look at what I have bought for my classroom in just the past week (2 baskets for bathroom passes, paper plates for a craft, animal crackers for kids who do not bring snacks, otter pops as an incentive for positive behavior, gummies to inspire writing, soil, seeds, and cups for a planting study...and this is just this past week). I ask you to please pass this bill so that I can buy more things for my classroom.

Mahalo,

Roberta Shibuya

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

I am submitting testimony in support of Senate Bill SB2819 SD1. My name is Brian Freeman and I am a general education teacher in the Kaiser-Kalani-Farrington Complex. I have been teaching in Hawaii for ten years, but 5 of them were at a private school in Honolulu. I have been invested in connecting community organizations with school programs by facilitating various clubs throughout the years. My wife and I currently have a one year old baby, so life is full of joy, but finances are tight. It has been mentioned to me many times that I could earn \$10,000-\$15,000 more, doing the same job in a different state, plus the cost of living might be lower as well. I get very defensive when I hear this because, this is my home! I love Hawaii and would love to do nothing more than continue to serve and promote the organizations and people of Hawaii! However, the financial reality is unavoidable and difficult to defend when others who are close to me might not consider Hawaii to be their home. The additional compensation that I would receive from the passing of this bill would be life changing! We had a day-care lined up for our child, but they closed due to retirement/covid and the only daycare providers we have been able to find are \$1,200 and up a month! Being priced out of paradise is what happened to my parents and their parents. As someone who loves Hawaii and Hawaiian culture and is ready to do all they can to invest in the next generation of this state, this revolving door lifestyle is horrible! I understand there are opportunities elsewhere, but the local community will continue to suffer if our best and brightest leave long term for better paying positions elsewhere!

I love Hawaii and as a representative I know you do too! Please vote in support of Senate Bill SB2819 SD1 so we can keep strong, dedicated teachers in our state.

Thank you for taking the time to consider my opinion and I wish you the best in your voting.

Brian Freeman

SB-2819-SD-1

Submitted on: 2/16/2022 3:07:06 PM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Liana White	Individual	Support	No

Comments:

Chair Kidani, Vice Chair Kim, and members of the Committee,

I am submitting testimony in support of Senate Bill SB2819.

I am a public school teacher who has taught in Hawai'i since 2004. I am also a proud product of the Hawaii State DOE system. I feel like I have always been invested personally in public education and I honestly believe that there is no greater responsibility of the state than to provide quality education for our keiki. This quality education will be best realized through supporting the people who make education real, the teachers!

Please vote in support of Senate Bill SB2819.

SB-2819-SD-1

Submitted on: 2/16/2022 3:22:16 PM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Elena Kealoha	Individual	Support	No

Comments:

I have been teaching for 23 years and there are teachers making almost as much as I do and they have only been teaching for 5 years. I continue to put a big chunk of my paychecks back into my classroom to provide for students. Not only for classroom supplies, but for basic living living supplies that many of my students lack.

I cannot afford to buy a home in Hawaii and paying rent is a struggle even after committing a huge part of my life to the state and community. I continue to have thoughts of leaving the profession for a better life for myself and my family. How can we retain teachers who have proven to be a positive impact on the school, community, and state if we/they are not paid accordingly? Majority of teachers have a second job. What other profession do you know of in which a person has 5 degrees in the field, has committed 20+ years, and they are making less than \$80,000 a year? Well, welcome to the education field, where we continue to pay for more education and get nothing back in return but more student loans.

SB-2819-SD-1

Submitted on: 2/16/2022 3:22:31 PM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Cheyenne Gazmen-Stook	Individual	Support	No

Comments:

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

I am submitting testimony in support of SB2819.

I am a Middle School Teacher on Maui and have served in the teaching profession for 22 years. I am in that pay bracket where I started off with a disproportionately low salary, and 22 years later, still not receiving the salary I, and many other teachers with this many years of service, deserve.

While teaching is a noble profession, it is also one of the most challenging careers anyone can undertake, especially with the onset of COVID. This year has been extremely challenging and has made me question whether I want to stick with teaching or not. I have seen several teachers leave the profession early for the sake of their physical and mental health. I am seeing substitute teachers teach classes who have no idea how to teach or handle a classroom. During the surge, I sometimes saw up to 100 students in the cafeteria because teachers were calling in sick or had to quarantine. What does this equate to? Loss of quality instructional time with students who are already behind in academics due to distance learning last year and who need face to face instruction with qualified teachers.

This situation has brought to light the NEED to DO EVERYTHING WE CAN TO RETAIN EXPERIENCED, HIGHLY QUALIFIED TEACHERS. By passing this bill, you will be doing what should have been done many years ago; that is, doing your best to retain highly qualified teachers who are still struggling to pay their mortgages and have to take part-time jobs over the summer or after school (that would be me) to pay for the high cost of living in Hawaii.

Some might say, 'Well, let's just hire more new teachers to fill the spots of teachers who leave.' The truth is, having been in a leadership position and helped mentor some of these new teachers, that 1) most of these teachers come from the mainland and 2) they 'come and go' for many reasons partly because they can say they lived on Maui and had that experience, and then move back to their families on the mainland but also, the lack of pay is not enough for them to afford living here. I can tell you that mainland replacements cannot replace the experience of veteran teachers like myself who have lived here this long and love our home and unique culture.

I can also tell you that schools are becoming revolving doors, which affects quality education, because 1) local people cannot afford to teach on these salaries against the high cost of living so

they move away - but you know that - and 2) the state doesn't pay teachers enough to attract local people into staying and investing in a future here. They ask themselves, what will I be making in 20 years, and will that be enough to pay for a home and raise my family? This bill will help them see that a future in teaching in Hawaii can be a possibility.

I love my island, and I love my job. However, the lack of attention and lack of compensation given to teachers in my pay bracket is truly an injustice that needs to be rectified. I urge you to pass this bill and give teachers what we truly deserve yet have been deprived of for many years. Teachers deserve this, our students deserve this. Please do what is Pono and vote in support of SB2819.

Mahlo and thank you for taking the time to read this.

Cheyenne Gazmen-Stook

SB-2819-SD-1

Submitted on: 2/16/2022 3:30:22 PM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Merry K Kiyan	Individual	Support	No

Comments:

Dear Chair Kidani, Vice Chair Kim, and members of the Committee,

I am submitting testimony in support of Senate Bill 2819.

My name is Merry Kiyan and I am a first grade teacher at Mountain View Elementary School on the Big Island. This is my 27th year of teaching and although I have taken enough classes past my Professional Diploma in Elementary Education and am in Class 7, I am still not at the top of my pay potential because of salary compression through the years. I was born and raised in Hawaii and only now, at age 57 have I finally bought a home. I don't know how anyone on Oahu or other islands can afford even "affordable homes" on a teacher salary. I absolutely love the keiki I work with every day, they are the light in our community and I have worked very hard to become the best teacher that I can.

Please help with the long standing issue of salary compression so that teachers like me who have worked in schools our whole lives can finally get the compensation we have worked all these years for.

Please vote in support of Senate Bill 2819.

Thank you for the opportunity to testify.

Aloha,

Merry K Kiyan

SB-2819-SD-1

Submitted on: 2/16/2022 3:36:34 PM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Brent Kiyan	Individual	Support	No

Comments:

Dear Chair Kidani, Vice Chair Kim, and members of the Committee,

I am submitting testimony in support of Senate Bill 2819.

This is Brent Kiyan and I am a second grade teacher at Mountain View Elementary School on the Big Island. This is my 30th year of teaching and although I have taken enough classes past my Professional Diploma in Elementary Education and am in Class 7, I am still not at the top of my pay potential because of salary compression through the years.

I work full time and also have a part time job to help make ends meet, me and my wife are both teachers and we have worked so hard to provide for our family, and we do not have a lavish lifestyle by any means nor do I need that. What I need is for you to please fix the salary compression that has happened through the years. Even though I am at 30 years already, I would be willing to work a few more years if I could be compensated at a higher rate.

Please help with the long standing issue of salary compression so that teachers like me who have worked in schools our whole lives can finally get the compensation we have worked all these years for.

Please vote in support of Senate Bill 2819.

Thank you for the opportunity to testify.

Sincerely ,

Brent H Kiyan

SB-2819-SD-1

Submitted on: 2/16/2022 3:49:14 PM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Gayle Lee	Individual	Support	No

Comments:

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

My name is Gayle Lee and I am a Student Services Coordinator in Ewa Beach on Oahu. I am submitting testimony in support of Senate Bill 2819.

Please allocate funds to fix the teacher salary compression issue. Our teachers are worth it as they are important for the future of our keiki.

I have been teaching for 26 years in Hawaii and I am one of those teachers who got “stuck”. I am on Step 13 and I know that there are some teachers who have been teaching for a shorter period of time that have surpassed me in steps. It is a struggle to know this and not feel valued for the years of solid service that I have put into this profession. My colleagues and I have worked diligently to support our students in Hawaii’s public schools. By working together to balance the interests of all the stakeholder groups and reflecting on how we will use the money received to best meet the needs of our students, our schools and our communities, I am confident we will allow for a greater number of students to achieve excellence.

Mahalo,

Gayle Lee, Leeward District, Oahu

SB-2819-SD-1

Submitted on: 2/16/2022 3:50:41 PM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Karl Higa	Individual	Support	No

Comments:

Aloha,

My name is Karl Higa, and I am a 5th grade teacher here at Noelani Elementary School. I wanted to email you asking for your support for the Teacher Pay Proposal fixing the compression issue now being looked at in the legislature.

This is my 23rd year teaching in the public schools and my 17th year at Noelani. I was previously at Pearl City Highlands to start off my career as a 6th grade teacher.

Back in 1999, when I first started teaching, I was making \$29,204 for the first few years of teaching, That number has been burned into my memory because that is what I made until the HSTA strike of 2001. After the strike, I made \$10,000 more per year!! Awesome!

However, these last 10-15 years of pay raises have been pretty bleak. Don't get me wrong, I am extremely happy that we received these raises, but for every raise we received, there also was a medical insurance premium increase, effectively cancelling our raises. I believe our net raise came out to be about \$10 a paycheck. Again, Im not being ungrateful, but I always hope for a bigger raise.

I think this pay proposal that HSTA has introduced/supported would address the pay issues that many teachers, especially teachers with 20 plus years, the backbone of the DOE, would find fair and appreciated.

These COVID years have been brutal to teachers' stress levels and well being, and this pay structure would alleviate some of the angst we are feeling.

Thank you for your time and thank you for your support of Hawaii Public Education, always!! Take care and Aloha!

SB-2819-SD-1

Submitted on: 2/16/2022 4:07:59 PM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Claire Gearen	Individual	Support	No

Comments:

Dear Chair Donovan M. Dela Cruz and Vice-chair Gilbert S. C. Keith-Agaran, and other members of the Senate Ways and Means Committee,

My name is Claire Gearen, and I am a teacher at Mililani High School. I write in strong support of Senate Bill 2819 SD1 relating to teacher compensation.

I graduated from the Master's of Education in Teaching program at UH in 2000 and have been teaching in public schools ever since.

In 2007, I moved back home from Seattle to teach in Mililani. I took a 40% pay cut to do so, yet felt the move was worth it. I calculated that I could recover most of the pay within ten years, and I planned to teach the rest of my career in Hawai'i.

Instead, in the first ten years with the Department of Education, I moved only two steps on the salary schedule. In my intake interview, I was not informed that salary steps must be approved as if they are raises, and that step increases often don't happen.

I love teaching, yet the difference between my compensation in Seattle and Hawai'i has been striking. In Seattle, in just four years I saved enough for a 10% down payment on a house. I took the plunge into home ownership in 2004 when the Seattle superintendent promised we would be the fifth highest paid teachers in the Seattle metro area within five years.

In Hawai'i, I have built no equity despite dutifully paying the mortgage on my condo. My savings had to cover the deficit from pay cuts during Furlough Fridays. I recently refinanced my mortgage so that if we do not get step increases in the coming years, I can still keep my home.

Thank you for the opportunity to voice my position on this measure.

Sincerely,
Claire Gearen

SB-2819-SD-1

Submitted on: 2/16/2022 4:16:11 PM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Koryne Acob	Individual	Support	No

Comments:

As a teacher myself, I support this bill! Thank you for your time.

SB-2819-SD-1

Submitted on: 2/16/2022 4:18:15 PM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Brian Tsutsui	Individual	Support	No

Comments:

Please approve SB2819 SD1. I have been a teacher for the past 30 years and my wife for the past 27 years. Our salaries have both been adversely impacted by salary compression for over the past several years. For too long. I have been seeing an increasing amount of teachers leaving the profession or retiring early due to the challenges of Covid, as well as living on a teacher's salary in the most expensive state in the country.

I love my job and love my students. Retirement is not something I have seriously considered for the near future. But I have two work two jobs to support my family. I don't know how much longer I can continue to do so. I also believe by fixing salary compression, more experienced, veteran teachers like myself who love their jobs, students, and who mentor younger teachers will be more inclined to stay in the profession and help stop the deluge of teachers leaving the profession.

While my salary isn't the main reason why I do what I do, and teaching is rewarding in so many non-monetary ways, a wise person said "You reward what you VALUE". Please send a strong message to the people of Hawaii that teaching is valued by fixing the salary compression issue and fairly compensating our Hawaii educators.

Thsnk you for your consideration,

Brian Tsutsui

SB-2819-SD-1

Submitted on: 2/16/2022 4:24:50 PM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Gerard Silva	Individual	Oppose	No

Comments:

They Wast to much money Now why give them More to wast!!

Hearing Date: February 18, 2022

Hearing Time: 10:00 AM

RE: SB 2819 & 2820 RELATING TO TEACHER COMPENSATION

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

My name is Shelby Loo and I am a National Board Certified Mathematics teacher at Waimea Middle Public Conversion Charter 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 17 years, serving as the sixth-grade level chairperson and currently the Math Department Head and a member of our School's Leadership Team for the past 14 years. I am submitting testimony in support of SB 2819 & 2820.

SB 2819 - Teacher Compensation - Experimental Modernization Project

SB 2820 - Teacher Compensation - Differentials for SPED, Hard-To-Fill & Hawaiian Language Immersion teachers

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard-to-staff positions to show that we as a state value our hardworking teachers. Fixing the compression issue will place our teachers, such as myself, where they should be for their many years of service and the very long arduous hours they dedicate to supporting students. Further, funding the differentials will help us recruit and retain our teachers in the hardest-to-fill areas. Our teachers are worth it as they are important to ensuring the next generation has the essential skills to thrive.

The cost of housing, child care, food, and fuel has exceeded wages earned for a while now, but has become an even bigger issue in light of the pandemic. I have seen friends leave the profession and or move away from our State in order to seek better living conditions on the mainland. If we don't compensate our working class appropriately, I predict we will continue to lose members of our working class who provide essential services and this will be detrimental to our communities.

I am passionate about my job and find value in the day to day work that I do with my 6th grade students. It is my hope to inspire them to become lifelong learners who dream big, work hard, and are always humble and kind community contributors. The job is demanding, even more so in recent years with the challenges that the pandemic has presented, 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.

When considering these measures please be sure to include Public Charter Schools along with the HIDOE schools, as we are equally as deserving of appropriate compensation.

We need your help to rectify this issue and continue to ensure that we can attract highly qualified teachers for our keiki.

Please vote in support of Senate Bill 2819 and 2820.

Mahalo for your consideration.

Shelby Loo

6th Grade Mathematics Teacher, NBCT

Math Department Head, Waimea Middle PCCS

Kamuela, HI 96743

(808)887-6090

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

The Honorable Senator Gilbert S.C. Keith-Agaran, Vice Chair
Senate Committee on Ways and Means

Subject: S.B. No. 2819: Relating to Teacher Compensation

My name is Jennifer Jung, and I write my support of S.B. No. 2819 as a graduate student in the Thompson School of Social Work & Public Health. This bill proposes to address teacher salary inequities, retention, and recruitment issues through discretionary salary adjustments.

Salary compression is a problem impacting thousands of Hawaii Department of Education teachers. Estimates show around 8,700 teachers would receive salary adjustments ranging from \$7,700 to \$26,000 depending on their years of service under the current proposal. Addressing this wide financial gap may provide incentive for Hawaii's most experienced teachers to continue investing their valuable time, experience, and wisdom in our public school system.

As a mom of a toddler and elementary-aged child, the wellbeing of our public school system is of strong importance to our family as it impacts both the development of our children and the cohesiveness of our family. Teachers consistently prioritize the safety and wellbeing of their students. This is especially true during the past two years of the pandemic. It is time we prioritize the wellbeing of teachers and honor their dedication, time, and skilled work in educating our future community leaders. Failure to address the salary compression feels like a failure to address the wellbeing of our children. Teachers need to be justly compensated for the incredibly hard scholastic work and social and emotional interaction they facilitate within the classroom.

In closing, I support S.B. No. 2819 and recommend its passing to help end teacher salary inequity and support teacher retention during our ongoing pandemic.

Thank you for the opportunity to offer this testimony in support of our teachers.

Sincerely,

Jennifer Jung

SB-2819-SD-1

Submitted on: 2/16/2022 5:14:03 PM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Shari Kaneshiro	Testifying for HSTA	Support	No

Comments:

Wednesday, February 16, 2022

IN SUPPORT OF SB2819

My name is Shari Kaneshiro and I have been a public school teacher in Hawaii for 27 years. I am testifying in favor of SB2819. It is important that this committee passes SB2819 to guarantee that teachers' salaries are adjusted based on years of experience similar to our counterparts around the United States. Hawaii's cost of living is much higher than other states and we have lost talented teachers who have left the state or the profession due to the low pay. When SB2819 is passed this is another step toward minimizing teacher shortages in Hawaii. When the pandemic hit Hawaii and the islands were shut down, public school teachers learned how to use new technology to continue teaching the children online. When we were told to go back to the classrooms and teach face to face despite not having vaccinations or even being supplied with protective masks, we answered the call and did our jobs. Even now with the emphasis on essential workers needing N95 masks, teachers are using their own money to purchase the masks needed to be safe in the classrooms. All of this is done in good faith with the hope that our profession will be shown the respect it deserves. Please show the teachers of Hawaii that we are valued and that our profession is an important part of our children's future and the future of Hawaii. Please support SB2819 SD1.

Thank you,

Shari Kaneshiro

SB-2819-SD-1

Submitted on: 2/16/2022 5:20:06 PM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Leigh-Ann Casuga	Testifying for DOE	Support	No

Comments:

Aloha Honorable Chair, Vice Chair and Committee Members,
My name is Leigh-Ann Casuga and I have been a teacher for 22 years at Ilima Intermediate school. I am writing to you today in Strong Support of SB2819

It has been proven repeatedly that Hawaii public school teachers are some of the lowest paid in the country, when adjusted for cost of living. This bill would give well earned opportunities for fair pay and support to allow more teachers to be able to afford to stay within the profession. Please support SB2819 and support the future of public education in Hawaii for our keiki.

Mahalo Nui Loa,

Leigh-Ann

February 16, 2022

Aloha,

I have been a teacher for 15 years. My husband has been a teacher for 13 years. I strongly support and urge for your support of SB2819. Teaching is difficult with or without COVID "life". Compensating teachers for what they are worth keeps Experienced teachers in the classroom, increases student learning, and helps families afford to stay in Hawaii

These last two years have been especially hard since many experienced teachers are leaving and less experienced personnel fill the spot. New teachers and Long Term substitutes definitely do not fill their shoes. I've seen many GREAT teachers leave the profession due to harder and harder conditions. Pay was no longer enough to keep them in the classrooms. Many teachers are also retiring early. It is sad to lose such talent. I am not close to retirement so that is not an option. I'm sad that I am stuck at step 9 along with 2,374 of my fellow teachers. Some of these teachers have been teaching even longer than I have. I also work 2 part time jobs to live comfortably. It would lift a huge burden if I were compensated for my knowledge and time as an experienced teacher. I know it would help me stay longer if my pay was based on years of service.

In addition students with effective teachers learn more than students in classrooms with less effective teachers. I won't make this long but, if we keep losing good teachers then students lose out on their education.

Cost of living in Hawaii continues to soar. Teacher pay has not done the same. Expenses of buying/renting a home, car, gas, food etc adds up and our paychecks do not keep up with these rising costs. When my husband and I first started teaching we only saw our pay go down each year. There are many in similar situations.

It is time teachers got paid according to their years of service and comparable to the cost of living here in the islands.

Me ka ha'aha'a, Lehua Yamagata

15 year teacher

SB-2819-SD-1

Submitted on: 2/16/2022 6:49:40 PM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Thomas Schemel	Testifying for HSTA	Support	No

Comments:

Greetings,

As a 32 year resident and taxpaying citizen, I strongly support SB 2819. The impact of salary compression or a lack of negotiated step movements over the past three decades has unfairly impacted thousands of Hawaii state teachers. Yes, I am one of those educators that have been impacted. Currently I am in the midst of my 32nd year as a DOE employee and am still two steps away from the top step of a twelve step salary schedule. Definitely not right. There are also thousands of teachers behind me in years of service that are stuck on a salary step that is way behind their years of service.

The teaching profession is very challenging, and as the years have progressed, I have witnessed many quality teachers who have gone elsewhere for better compensation. My school is in the heart of Honolulu, not an outlying area and yet we have been forced to hire multiple non-certified staff to teach Hawaii's children. This is not right or fair to our students.

Please, support SB2819 and help support efforts to attract and retain quality teachers now and in the future.

Respectfully,

Tom Schemel

SB-2819-SD-1

Submitted on: 2/16/2022 7:06:04 PM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Kana Naipo	Testifying for DOE Teacher	Support	No

Comments:

Aloha,

I am submitting this testimony in support of Senate Bill 2819.

My name is Kana Naipo and this will be my 15th year of teaching. I currently hold two master degrees (MEd/ MAT) and teach history, yearbook and digital media at James B Castle High School in Kaneohe.

Becoming an educator has never been a financially enticing career but rather a passionate choice which ultimately has its own personal rewards. Nevertheless, knowing the salary of becoming a teacher would never measure up to the amount of student loan debt and cost of living in paradise, I still became a teacher, dedicated to the preservation of my heritage (Hawaiian cultural values) and responsibility to pass down knowledge to our youth who will someday inherit the future of our aina. I made this choice but not without caution. Education is the keystone to all of our futures. If we plan on thriving and succeeding we must right the wrongs of the past, starting by making the future pono and give the teachers what they deserve. So please, I humbly ask for your support of Senate Bill 2819.

Mahalo for your time,

Kana Naipo

SB-2819-SD-1

Submitted on: 2/16/2022 8:53:07 PM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Karina Koda	Testifying for Department of Education	Support	No

Comments:

I am support of this bill relating to teacher compensation (salary compression). It is already very difficult for a Hawaii teacher to work and live here when our compensation is significantly lower in comparison to cost of living than other states/districts. Salary compression has impacted decades of dedicated and hard working teachers who love what they do and give their all. I've spent years working for the DOE (11 years) and have not been as negatively impacted by salary compression as many of my other coworkers. One example is a coworker who has worked for almost a decade more than me but only two steps higher than me. People in this compression pocket can no longer afford to purchase a home, take trips with loved ones, support aging parents, and send our children to preschool while we work. We make just enough money to barely survive in Hawaii and it just isn't enough.

I understand that the economy has been adversely impacted by the pandemic and that there is always not enough money to go around. But when we talk about investing in our future, there aren't very many comparable investments than the education of our future decision makers, leaders, and innovators. I've spent so much of my own money and invested so much time fundraising with the school PTO at Palisades Elementary, asking friends to sponsor game day jerseys and shirts when I coached for free (middle school volleyball and elementary basketball), begging friends and family to donate gently used items for my students at Central Middle School who couldn't afford slippers or school shirts, purchased snacks and menstrual products for students who had no access, and now collecting clothes and item donations for students in special education who need interview attire at Pearl City High School. I am just one of thousands of other stories out there and still, we are failing to support and provide for our students everyday. How much longer are you willing to risk losing more highly qualified teachers who want to be here? These are people who are willing to sacrifice everything to live and teach in Hawaii. These are people who want to give back to the very communities they grew up in. How much longer are you going to allow transplants from other places to buy us out of our land and homes? If the pandemic has taught us anything, it is how desperate working families are to have not just a free education for their children, but a quality education. A the biggest contributor to a quality education is quality teacher who is invested in his/her community.

SB-2819-SD-1

Submitted on: 2/16/2022 4:38:14 PM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Dian Hermes	Individual	Support	No

Comments:

Aloha Kakou,

My name is Dian Athena Hermes. I have been teaching 21 years here in Hawai'i. I taught 5 years on Hawai'i Island and the rest here on O'ahu. If salary compression wasn't an issue, I would be near the highest step of my salary schedule 14- I should be 9 years away from retirement. Instead I am only on step 10, and will need to work many more years past retirement cutoffs.

When I entered into the teaching field in August of 2000, I had a Bachelor of Music in Music Education certified in Minnesota, Arizona and Hawai'i to teach K-12 Music. I was a graduate of a highly qualified educational program- yet, I entered in on the lowest step. Over 21 years, I have worked hard teaching the keiki of Hawai'i. Yet, I struggle each month to pay bills, to feed my family, to purchase a car to get me to work. Just the basics are very difficult because I am not being paid what I deserve.

I have had to move three times in the last year, not by choice, but because the home I was renting with my husband and 14 year old son were being sold to mainland investors. I, as a local teacher, could never afford to purchase the homes I was renting. With my current salary, I am unable to save up a down payment living paycheck to paycheck. I even work extra jobs, causing my plates to be very full and adding to burnout.

Should this bill pass, I would be able to afford a mortgage. I could afford the gas needed each week to get me to work. We are not talking about luxuries. We are talking about basic needs.

Please help keep the experienced educators on island and give them a chance to be able to afford the lifestyle a college educated professional should be able to have.

Mahalo nui,

Dian Hermes

SB-2819-SD-1

Submitted on: 2/16/2022 4:40:40 PM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Sandy Domion	Individual	Support	No

Comments:

I am a teacher with 24 years of experience. I work three jobs so that I can afford my home and tuition for my children. If this bill doesn't go through, I give up that I will ever reach the highest level of pay. It saddens me that someone who started 10 years after I did can make the same pay as I do. Please vote in favor of bill [SB2819 SD1](#).

SB-2819-SD-1

Submitted on: 2/16/2022 4:40:56 PM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Joli Johnston	Individual	Support	No

Comments:

Aloha members of the Committee,

I am submitting testimony in support of Senate Bill 2819 SD1,

My name is Joli Johnston and I am a Special Education Preschool Teacher in the Windward District. This is my 5th year as a classroom teacher, but my 9th year with the DOE. The requirements of my job in combination of the extra layer of the COVID-19 pandemic has caused me to consider accepting another job offer outside of the school system. While considering, I projected out 10 years to see what my future salary potential was if staying in the DOE. During this process, I spoke to many of my colleagues who took the time to explain how our salary steps actually work. I was surprised to learn that although I have been earning PD credits that periodically move me up to a higher pay grade, I would only move up vertically in the matrix if step increases were negotiated by the union and this could sometimes lead to years of stagnation. I then learned how many of my colleagues who have been teachers for 30+ years are still not at the top because they had so many years of being at the mercy of a political stalemate. It seems like a crime that any of us could spend that long in any profession and be making the same as someone with 10-20 less years of service. It also doesn't help that we are one of the only states that does it this way, instead of years of service, like it ought to be, it is based on an arbitrary and unreliable negotiation schedule. I am sad to say that my colleagues mentioned above are already in the process of retiring early due to pure frustration at being so undervalued for what we do, particularly in such a high-stakes climate. I love the DOE, I love what I do, but the bottom line is that we live in Hawaii, one of the most expensive states. Ultimately, we need to make career choices that keep a roof over our head and food on our table. I am living on a single income and having a hard time affording rent on my own. I would like to have a family one day and am genuinely concerned that my current career path will be unable to support children. I would hate to have to walk away from such a fulfilling career because it just doesn't pay enough to support my cost of living. Please support me and all the educators like me who have dedicated their lives to raising our future generations and pay us what we're worth. I hope that you will vote in support of SB2819, mahalo for your time.

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

Re: My Testimony in support of Senate Bill 2819

Aloha! I'm Angelita laea, a school counselor in the Central District at Mililani Waena for over 24 years. I am sharing my testimony in support of Senate Bill 2819 and want to share how I have been undercompensated in a career that I committed my life to during an untimely school year in 1997.

I loved the fact that I was going to impact student lives after I received a Masters in Education in school counseling. I entered into the DOE system also beginning a family being 3 months into my first pregnancy. Little did I know how the teachers contract worked; little did I know that I was going to be caught in this compression group for my entire career.

My salary did increase with the credits that I submitted to move classes within the salary schedule. But unfortunately, I didn't have consistent contractual step movements. I went from claiming 2 exemptions on withholding taxes to claiming 9 so I could receive more out of my salary to pay my bills. My former husband picked up extra work hours to be able to pay for the mortgage. Our family life became so unbalanced with our work schedules, taking care of a newborn and trying to be financially stable. Unfortunately, our teachers' contract was up for negotiations again during an untimely year 2001 when teachers did go on strike and I was pregnant, picketing the lines, throwing up and feeling nauseated and sick. However, I needed to do what I needed to do - for my family, to continue being in my school counseling career and just as important voicing my concerns and taking action to be fairly compensated. Sadly, the strike and being out of work on strike put me back even further in pay - not being paid, being without a contract even longer, furloughs and a delay in the new contract being established. I have yet to recuperate and ever be fairly compensated.

I am now a single parent and have been since 2008. We cannot change what has happened in the past or the timing of getting into school counseling and starting a new family. Further, I don't regret becoming a school counselor. However, in evaluating my present career and financial status, what would help me to persevere in this career without having to pick up a part time job, would be to be compensated fairly after 24+ years of service. I'd rather spend my last years dedicated to positively impacting young children's lives and also mentoring college student interns getting into school counseling. But with the cost of living doubling as a result of the pandemic, it will be impossible to keep my home, pay bills, help my daughter with college debts and pay for necessities without also finding another part time job.

When the compression was going to be remedied in January 2020, I was hopeful then, but the pandemic happened. Then the cost of living skyrocketed.

I humbly ask that I along with other teachers, librarians, counselors, IRA's be fairly compensated at this point in our careers. We have shown commitment, integrity, care and patience being in the DOE system despite financial inequity. Allow us to be treated as we deserve to be during the tail end of our careers.

Again, I am in support of Senate Bill 2819. Please vote in support of this Bill.

Thank you Chair Dela Cruz, Vice Chair Keith-Agaran and members of the committee for giving me this opportunity to share my testimony.

Mahalo,

Angie laea

School Counselor, Mililani Waena Elementary School, Central District

SB-2819-SD-1

Submitted on: 2/16/2022 5:08:08 PM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Mike Landes	Individual	Support	No

Comments:

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

I am submitting testimony in support of Senate Bill 2819 SD1. My name is Mike Landes, and I am a teacher at Lahainaluna High School, the husband of an elementary teacher at Princess Nahienaena Elementary School, and the father of two public school students. I am also the HSTA Maui Chapter President. My wife and I have been teaching at our schools for the past 18 years. During that time, we have been furloughed and DLWOPed, and we have had our pay frozen in place during two separate economic slowdowns. We have colleagues with five years less experience than us who are on the exact same step of our salary schedule, because they did not have to suffer through all of those pay cuts and freezes. And sadly, we have colleagues with ten years more experience than us who are also on the exact same step of our salary schedule, because they had to suffer through even more pay cuts and freezes earlier in their careers. This means that I personally know people who are all on step 11 of the salary schedule whose professional teaching experience in Hawaii varies by 15 years. That is insane! If Hawaii is serious about doing something to address the teacher shortage crisis, this salary schedule compression must be addressed. Too many veteran teachers are willing to take their expertise and walk out the door because it seems they will never reach the top of the pay scale and be able to afford to retire in this place where they have dedicated their lives and sacrificed so much for their students and communities. It's hard to imagine that my wife and I will ever be able to retire, the way things are going. So why should any of us stay? We do it for the love of the job and the love of our students...but love doesn't pay the bills. Much more needs to be done, but this is a crucial step that will benefit the vast majority of Hawaii's teachers. Please, do the right thing and vote in support of Senate Bill 2819 SD1.

Mahalo for your time,

Mike Landes

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

I am submitting testimony in support of Senate Bill number 2819 relating to teacher compensation. I am a fifth-grade teacher in the Kahuku District and have been teaching for eight years. I have reached taken all my required Professional development credits and unable to increase my salary due to the fact there are only seven class steps available. The seventh class is to obtain a Doctorate degree which I do not have, so I am unable to move further. The teacher salary compression has impacted every teacher in this state negatively. I have been working a second part-time job, as a server, my entire career as a teacher because Hawaii's teaching salary is not enough to pay rent, groceries, and other basic necessities. I know as a restaurant server; I am able to make more money as a full-time server than a full-time teacher. I am only able to survive as a teacher with my part-time job as a restaurant server. Furthermore, I know highly qualified teachers who have left the education system in Hawaii because all the extra hours on the weekend and weekdays exhausts them out and eventually led to resignation. Most people forget that teachers always take work home and have to plan every weekend. We work seven days a week but don't get paid for the extra overtime hours. The teacher shortage crisis in Hawaii is only getting worse, and it is essential to keep all the current teachers in their positions by increase our salary every year and increase opportunities for salary increase. Please vote in support of Senate Bill 2819 and support the teachers of Hawaii. The Department of Education cannot afford to lose any more highly qualified teachers. Thank you for giving me the opportunity to testify.

SB-2819-SD-1

Submitted on: 2/16/2022 5:28:07 PM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Kehau Camara	Individual	Support	No

Comments:

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

My name is Kēhau Camara and I am a school teacher from the Honolulu district. I have been a teacher for 24 years at Kula Kaiapuni ‘o Ānuenue in Pālolo. Please vote in support of Bill SB2819 SD1.

Although I have chosen a career in education and I trully love my job, I continuously struggle to make ends meet raising 2 children as a single parent. As a result, my children and I have lived with my parent because the cost of living does not coincide with my pay. Please know that my parents have raised me to work hard and I strongly believe in this value. I continuously work hard for my students but have been contemplating finding another profession so that I am able to make ends meet. I do not wish for materialistic and expensive clothes or personal belongings but just to live comfortable and not pay check to pay check.

I once again humbly ask you to Please support bill SB2819 SD1 as this bill could help me to stay in the profession that I have worked hard at and have enjoyed doing.

Thank you for your time and the opportunity to submit my written testimony

Mahalo nui,

Kēhau Camara

SB-2819-SD-1

Submitted on: 2/16/2022 5:29:31 PM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Angela D Tompkins	Individual	Support	No

Comments:

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

I am submitting testimony in support of Senate Bill SB2819. I am an intervention instructor and new teacher mentor on Maui. I have had the honor of educating students in kindergarten through grade five over the past 27 years. It has been a privilege to teach in the state of Hawai'i, but it has come at a high financial cost to my family over the years. Through strikes and pay freezes I have gone many years without a standard step raise, even though I have consistently worked on my craft and continued to grow professionally.

The isolation of our islands makes it imperative to provide a well-rounded and solid education for our children so that they can be successful and strong contributors whether here at home or on the mainland. If teachers cannot afford to live here then our children suffer. As the cost of living has increased our salaries have not and every year we are finding it more difficult to hire and keep qualified teachers in our classrooms. Over the past five years, I've seen many gifted educators leave for California where teachers are compensated for their years of service, the cost of living is lower and they are able to buy a home. We must make education a priority. We must fairly compensate teachers. Please support our children by voting for SB2819.

Mahalo for your time,

Angela Tompkins

SB-2819-SD-1

Submitted on: 2/16/2022 5:32:57 PM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Sarah Starr	Individual	Support	No

Comments:

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

I am submitting testimony regarding my support of senate bill SB 2819 SD1. I am a Special Education teacher in the Honolulu District. I have not yet experienced directly the effects of salary compression, but I have several colleuges who have served Hawaii's public school system for many years and are greatly affected by this issue. I too will face this issue someday, if something isn't done to change it. We are already so short of qualified teachers in the State, and we continue to lose our most highly qualified teachers due to lack of fair and appropriate compensation relative to years teaching and the cost of living here in Hawaii. Please retain our highly qualified, veteran teachers!

Please support SB2819 SD1. Thank you for the opportunity to testify.

Sincerely,

Sarah Starr

SPED Pre-K teacher

SB-2819-SD-1

Submitted on: 2/16/2022 5:36:22 PM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Dee Wong	Individual	Support	No

Comments:

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

I am submitting testimony in support of Senate Bill 2819 SD1. I started teaching in Hawaii as a special education teacher in 2006 and this is my 16th years of teaching. I love what I am doing now; however, I am considering moving to another state for a more fair pay where their years of services would match the step. In fact, my husband got hired from a mainland company and we were considering moving. The school district of his new job location not only matches teachers' years of services to their steps, but also recognizes years of services from others states. Based on their pay scale, I would be making way more money than how much I am getting paid now. However, I chose to stay because I love my school community and my sped students. I am really hoping that the bill would pass so my family and I can stay in Hawaii.

Please vote in support of Senate Bill SB2819 SD1. Mahalo!

Dee W

SB-2819-SD-1

Submitted on: 2/16/2022 5:42:00 PM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Michelle Ige	Individual	Support	No

Comments:

Aloha Honorable Chair, Vice Chair, and Committee Members,

My name is Michelle Ige and I have been a teacher in the Leeward District for over 5 years. I am writing in strong support of SB2819.

For teachers, the work day doesn't end when the school bell rings. We may go home to our families, but we also take work with us. It's almost impossible to plan, prep, and grade everything we need to do during the school day because we are also teaching, attending meetings, and giving our attention to our students. Therefore, we often put in extra hours to finish what needs to be done. This bill would give well earned opportunities for fair pay and support to allow more teachers to be able to stay in the profession and also take the time they need to care for their own lives and families. Please support SB2819 for the future of public education in Hawaii.

Sincerely,
Michelle Ige

SB-2819-SD-1

Submitted on: 2/16/2022 5:42:18 PM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Julie	Individual	Support	No

Comments:

Aloha,

I am writing to you to ask for your support regarding Senate Bill 2819 to fix teacher’s salary compression. I am a dedicated teacher with 27 years of experience and a Mililani resident. I have a B.A. in Economics and a P.D. in Elementary Education. I left the business world to become a teacher because I wanted to make a difference by educating our future. If I had stayed in the business industry, I would be making well over \$150,000 by now with 28 years of experience and commitment. However, as a teacher, because I am stuck in this salary compression disaster, I make less than \$80,000 for dedicated over 27 years of my life. This salary compression makes no sense because another teacher with only 15 years of experience makes almost the same. Why are we the only state that doesn’t reward teachers for being DEDICATED. We should be compensated according to our experience/years of service. If you fix this problem, you will have fixed the DOE’s retention and recruitment problem. I have 2 children in college, a mortgage, and trying to put something in my retirement. There is no way I can do it all. I thought about leaving education many times and so have many of my colleagues. In my 28 years, I have seen many teachers quit to find better paying jobs not because they don’t like teaching. They had no choice. They had financial obligations and responsibilities to their family.

Many teachers were so happy when salary compression was finally going to be addressed 3 years ago. Dr. Kishimoto was supporting this issue and so were many senators and legislators. But you know what happened... COVID. This was devastating to us! Our dreams of finally correcting Salary Compression was destroyed but of course we understood even if it hurts so much. However, now with a teacher shortage and retention, this is the solution. As a teacher with 28 years of experience, I can retire in 3 years. However, if Salary Compression is fixed, I would definitely work for another 6+ or more years and so would many of my colleagues. Veteran teachers are needed to help mold our young teachers joining the teaching field. We support, teach, and guide these new teachers. We are their role models and mentors. They need us veteran teachers to be around.

Please, for decades, we lived with horrible Salary Compression issue. It’s time to make it right for teachers who everyone says they respect and value. It’s disheartening to hear that teachers are so important and valued but no one cares enough to actually do anything about it. My whole life, I have heard what a noble profession teaching is, so please treat us with respect. Respect our value and compensate us fairly by fixing Salary Compression. Governor Ige is going to give \$100 dollars to each resident and dependent because there is a surplus of

funds. If you ask anyone in Hawaii, they would say to keep the \$100 and fix our failing education system. The solution to that is by retaining veteran teachers.

Thank you for your time and please support SB 2819. Please do it for our children! Let's finally put our words into action!

THANK YOU FOR ALWAYS SUPPORTING TEACHERS AND EDUCATION!!

Julie (A veteran teacher of 28 years)



ReplyForward

SB-2819-SD-1

Submitted on: 2/16/2022 5:42:23 PM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
John Fitzpatrick	Individual	Support	No

Comments:

Aloha Honorable Senate WAM commitee,

Imagine being one of the 2,569 teachers with 16-23 years of experience that did not see five two year step increases while committing their lives to our haumana? This means that just last year each of these 2,569 teachers did not make approximately \$10,000 even though our contract said they should have made that. My sisters and brothers in the trenches have been balancing the states budget for decades. It is time to correct the wrongs of the past and pass SB 2819 SD1 which gets the 8,000 teachers who have been asked to sacrifice in every economic donwturn to their proper step on the salary schedule that is in our contract.

I strongly support getting all of my fellow kumu to their correct step because it is long overdue. An HSTA retired teacher told us her story this past December, it took her 33 years to get to the top of the salary schedule and another 3 to get her high three. A teacher at my school, Maui Waena, stated "You would think after 26 years you would be at the top?" She is likely stuck on step 12 when she would have been at 14B for fouryears if there were actually step increases every two years.

This has been the hardest year of teaching in my relatively short 7 years as a teacher and moral is low at my school. This bill and SB 3331 which would give a step increase next year would be an enormous boost to teacher moral.

Please show teachers across the state that you are hearing their plea. Pass this bill!

Mahalo,

John Fitzpatrick

7th Grade Science,
Maui Waena Intermediate School

SB-2819-SD-1

Submitted on: 2/16/2022 6:01:40 PM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Annie Queirolo	Individual	Support	No

Comments:

I have been teaching in Hawaii for 22 years. I was born and raised in Maui, only to come home in 1999 to a \$15,000 pay cut and no step movement annually. When multiplied by 22 years, that is frightening. I hate to think about it. I am not paid for my experience and expertise in the classroom. Please support the compressed teachers and give us our steps.

SB-2819-SD-1

Submitted on: 2/16/2022 6:11:09 PM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Anjanette Naganuma	Individual	Support	No

Comments:

Aloha members of the Senate Committee on Ways and Means,

I am Anjanette Naganuma, a teacher at Lahainaluna HS in the Maui District.

Teacher salary in Hawaii is well known to be the lowest in the nation when adjusted for the cost of living. I admit to considering leaving as I see colleagues move to the continent for better-paying jobs in places that don't cost nearly as much to live in. I love my students and I love my community, but love does not keep a roof over one's head.

Fixing salary compression is a step toward honoring the hard work of long-term dedicated teachers and a step toward ensuring they can afford to live and work and play in their own communities.

Mahalo nui.

SB-2819-SD-1

Submitted on: 2/16/2022 6:19:20 PM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Leimomi Kaaihili Leong	Individual	Support	No

Comments:

Years of service should matter, help to retain veteran, seasoned, and experienced teachers.

SB-2819-SD-1

Submitted on: 2/16/2022 6:29:02 PM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Pana Kia	Individual	Support	No

Comments:

As a teacher with less than a decade in the system I can say that without a doubt that the veteran teachers that have helped me to grow deserve their pay to be adjusted to their uncompressed states.

SB-2819-SD-1

Submitted on: 2/16/2022 6:30:49 PM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Sara Uyeno	Individual	Support	No

Comments:

I wholly support SB2819 SD1.

Thank you,

Sara A. Uyeno

Secondary Education Teacher

SB-2819-SD-1

Submitted on: 2/16/2022 6:31:07 PM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Michael Press	Individual	Support	No

Comments:

Name is Michael Press and I am a teacher at Ilima Intermediate on Oahu in Ewa Beach. I am writing you to support SB2819 addressing teacher compensation. The past 2 years has been difficult for all of Hawaii but those that have been hit very hard has been teachers. Bill 2819 would guarantee that teachers in Hawaii, like their counterparts around the United States, have their salaries adjusted based on their years of experience, meaning more than 8,000 of our members would see corrections in their salaries to help keep them in the profession longer. We need to keep teachers in Hawaii.

Mahalo Nui,

Michael Press

SB-2819-SD-1

Submitted on: 2/16/2022 6:36:50 PM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Christy Sakamoto	Individual	Support	No

Comments:

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

RE: [SB2819 SD1](#)

Friday, February 18

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

My name is Christy Sakamoto. I am a teacher at Kamali'i Elementary School in Kihei on Maui. I am submitting testimony in support of [SB2819 SD1](#) relating to salary compression. I greatly appreciate the efforts of all of those who are supporting this bill aimed at fairly compensating Hawai'i's educators.

I have been a dedicated teacher on Maui for over 20 years. During this time, my fellow teachers and I have endured a strike, many contracts with no step increments embedded, furlough Fridays, and increased demands and paperwork. I have been willing to tolerate all of this, despite the financial burden put on my family, because I am passionate about teaching. I have been steadfast in remaining loyal to my profession here on Maui while being underappreciated and underpaid.

As teachers, our main priority is our students. We consistently put students' needs in front of our own, sometimes even in front of the needs of our own families. We must also realize, however, the importance of taking care of ourselves and staying physically and emotionally strong. If we are dedicating ourselves to our students, we must be in a position that allows us to be able to provide for them with continued passion and confidence. If the government does NOT make the choice to treat teachers fairly and with respect for their years of service, it will be doing a

disservice to the employees, their families, and to all the students who are relying on our state to help them continue being educated.

We need to retain dedicated, quality teachers. **Teachers work hard, we will continue to work hard, and we deserve to be paid fairly.** PLEASE help us make this happen and prove how much we support our keiki.

Mahalo.

Christy Sakamoto, BKM Complex Area, Maui

SB-2819-SD-1

Submitted on: 2/16/2022 6:38:39 PM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Susan Agsalda	Individual	Support	No

Comments:

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

I am submitting testimony in regards to Senate Bill 2819 SD1, relating to teacher compensation (salary compression).

My name is Susan Agsalda. I am currently teaching in the Central District on Oahu. I returned to school to earn teacher certification with the strong belief that I could make a difference in the lives of children, which I believe I have. This is a second career for me. I have been teaching for over 23 years.

I am deeply disappointed that the teachers in Hawaii are not paid salaries based on their years of experience. I am currently at step 11, rather than at step 14A/B. I am nearing retirement and know that the impact from not getting step raises for many years will affect how comfortable my family and I will be when I retire. I'm already thinking about the types of jobs I could apply for, if I am unable to survive on my retirement income. It saddens me to think that I may have to work to supplement my retirement income.

I realize that the passage of this bill will have little impact on me, but know that it will help my younger peers to not only stay in the profession, but to have something to look forward to when they retire.

Thank you for your time and consideration, and for allowing me to testify on this matter.

SB-2819-SD-1

Submitted on: 2/16/2022 6:51:24 PM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
liberty furchgott	Individual	Support	No

Comments:

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

I am submitting testimony in support of Senate Bill 2819.

My name is Liberty Furchgott and I am a special education teacher at Honoka'a High & Intermediate on the Big Island of Hawaii. To be quite honest the whole system of how teachers qualify for a pay increase is beyond confusing, and this is from someone who has been teaching in Hawaii for about 15 years now.

It is almost like the system is intentionally created to confuse educators so that they never receive a raise. With all of the technology we have at our fingertips, our outdated systems are not mainstreamed nor automatic. Teachers have to fulfill and document certain activities and then apply at incremental intervals to try and receive what is rightfully theirs.

But back to the point, if this bill were to pass, perhaps some of these roadblocks could be removed and teachers who have worked and earned raises through their hard work and consistent dedication to the profession over the years would be compensated.

It does not make sense that we need to jump through hoops to get a fair raise and it does not make sense that those with expertise and experience are left behind in financial stagnation.

I ask the committee to rectify some of the wrongs and vote in support of SB 2819 so that experienced teachers can get paid what they deserve.

Thank you for your consideration on this matter,

Ms. Liberty Furchgott

Special Education Teacher @ Honoka'a High & Intermediate

SB-2819-SD-1

Submitted on: 2/16/2022 7:05:17 PM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Clint Gima	Individual	Support	No

Comments:

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

I am submitting testimony in support of Senate Bill 2819 SD1. I have been a teacher for 30 years at Maui High School and still look forward to waking up everyday to come to my classroom. I want my legacy to be someone who gave their 110% in creating opportunities for students to find their purpose and to gain confidence to enter our community. As a digital media teacher, my students have won district, State, and National contests. I mention this not to boast about my program, but to remind you these types of awards do not happen within an 8am-2pm day. I believe, lifelong teachers like myself, know how to motivate students, maintain classroom management, and work within a sometimes unwieldy system that is the DOE. These past couple of years have really taken a toll on all DOE teachers and some of my peers, including myself, are talking about retiring soon. I personally know 3 teachers who started the same time as me who retired at the end of last year. They simply had enough and did not see a reason for continuing their careers. SB2819 will not only increase the pay for teachers who are 'stuck' on a salary, but will also encourage us to continue helping students because we are finally being recognized and appreciated.

Please vote in support of Senate Bill 2819.

Thank you for your time.

Clint Gima

Maui High School teacher

SB-2819-SD-1

Submitted on: 2/16/2022 7:13:28 PM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Kristina Mekdeci	Individual	Comments	No

Comments:

I was a Highly Qualified teacher, scoring 3.8 or higher on my evaluations and about to be a Step Level 7. Although I loved teaching I will no longer allow myself to work in a place which allows discrimination of it's own staff while also witnessing our HSTA Union doing nothing to support the teachers who diggently pay their dues.

I was harassed and discriminated against by an organization whose policy is NOT TO discriminate any student, teacher or staff member for any reason. This is in the State of Hawaii's DOE and BOE bylaws. I filed a grievance with HSTA and absolutely NOTHING happened, not a thing.

I left the DOE for discrimination and illegal plus unlawful practices as I was forced to stay home even though I followed the protocol of the unlawful mandates and tested weekly for COVID using a FDA, PCR, Clinical Lab Approved Testing method. The same one used to allow visitors to enter the State of Hawaii during the entire EUA proclamation.

From the start of the school year 2021-2022 it cost me over \$1500+ at a cost of 120\$ weekly for the saliva test and yet I was still told these tests were unacceptable. The DOE's unlawful mandates and illegal procedures cost me all 26 of my accrued sick days.

I was discriminated against by the DOE of Hawaii, while also being unsupported by HSTA. This lack of support of the Union after paying dues since I started working in 2014 is another reason why I left. The overwhelming results of this psychological, physical and financial stress left me no choice but to resign from the DOE of Hawaii.

NO ONE SHOULD EVER BE TREATED THIS WAY, for a low paying job in non-AC dwellings which the DOE call schools, most of which have classrooms covered in black mold and littered with termites.

And you wonder why our tests schools are SO LOW!

I know the DOE and BOE of Hawaii has heard this over and over and yet it seems to fall onto def ears, however this is why, again so many teachers leave education in the State of Hawaii.

Once all mandates are released like in Florida, Texas, Arizona and in entire countries around the world, pay scales improved, and overall treatment of your teaching staff reconstructed, I may consider returning.

SB-2819-SD-1

Submitted on: 2/16/2022 7:17:43 PM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Kalelani Ogata	Individual	Support	No

Comments:

Please provide the funds to address the teacher salary compression. This salary compression needs to be rectified. Teachers who had to endure salaries that didn't match their years of service have dealt with those repercussions financially for many years. It needs to stop. I am one of those teachers affected by the salary compression. It was very disheartening knowing that in my 10th year of teaching the brand new, first year teachers were making the same annual salary that I was making. Was my years of service not worth it? Was my knowledge and expertise not worth it? Teachers want to be recognized for the professionals they are and for the expertise they have. Literally pulling the rug from under us - pulling out the bottom step of the payscale so that all new teachers started at the same step - tells us we don't matter. Please address the teacher salary compression. Show us that we matter. Help us to at least have the ability to get financially back on track due the losses we endured. Thank you.

SB-2819-SD-1

Submitted on: 2/16/2022 7:39:52 PM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Laurie Tam	Individual	Support	No

Comments:

To Whom it may concern,

I am an elementary teacher. I taught 1 year in kindergarten and 23 years in 1st grade and I am on step 7. I went 6 years without a step movement. It is impossible to live in Hawaii without help and become a homeowner. I love my job and cannot see myself in any othe profession. It is disheartening that we are constantly mistreated as professionals. We work more than 6 hours a day. I would say it never ends. Always thinking. Always planning and now, always worrying. It would be wonderful to be respected and paid for the love we give our children who are our future. Please consider bill SB2919. Our salary has been compressed for years. The bottom step keeps getting knocked off so we all move up. That is not a real raise. That only helps the new teachers and really does very little for veteran teachers.

SB-2819-SD-1

Submitted on: 2/16/2022 7:40:39 PM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Nohea Goo	Individual	Support	No

Comments:

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

I am submitting testimony in support of Senate Bill SB2819 SD1.

My name is Nohea Goo. I am currently on sabbatical from Dole Middle School in the Honolulu District.

During last school year (SY 20-21) I questioned if teaching was still for me. Pandemic teaching took its toll on me and is the reason I applied for a year long sabbatical. As a 19 year veteran with the Hawaii Department of Education, the expectations put upon teachers has increased exponentially and therefore I feel that teachers in Hawaii, like other teachers across the nation, should have their salaries based on their years of experience. I have gone through furloughs, no child left behind, common core, taught at a CSI (Comprehensive Support and Improvement) school, being at a school on WASC (Western Association for Schools and Colleges) probation, various curriculum changes, and more recently taught through a pandemic. If Hawaii wants to retain qualified teachers, paying them based on years of service is a small ask for all that is done to help Hawaii public school students be successful.

I come from a family of educators, and we have been extremely lucky to continue to educate students given our salary but I know some teachers who have not. I know teachers who have second and third jobs just so they can support themselves. I know teachers who live with their parents or other family members because they cannot afford a place of their own. I know teachers that drive cars that barely make it to campus each day because they cannot afford a new car.

Please vote in support of Senate Bill SB2819 SD1.

Thank you for the opportunity to testify.

SB-2819-SD-1

Submitted on: 2/16/2022 7:43:34 PM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
April Inouye	Individual	Support	No

Comments:

I support Senate Bill 2819 to guarantee that educators earn the compensation that they deserve for the years of service and dedication to Hawaii's children. The salary differentials will keep educators in the schools and continue the hard work that they do each and every day. Thank you for your commitment to all public educators!

SB-2819-SD-1

Submitted on: 2/16/2022 7:44:17 PM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Ryan Kishida	Individual	Support	No

Comments:

To whom it may concern,

I'm a teacher with nearly 20 years experience, yet only at step 12 on the pay scale. I've also reached Class VII many years ago. Since then, the only increases to my compensation have been through negotiations. In the meantime, costs have gone up, including the cost of medical insurance. So some years it's like I'm receiving a reduction in pay. My spouse with a similar level of education started a new job a few years ago in the private sector. They recognize years of service. She started with less pay than I earn, but now out earns me. With compensation like this, I usually don't recommend the teaching profession to new people.

Thank you for your time.

SB-2819-SD-1

Submitted on: 2/16/2022 7:45:34 PM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Irene Barber	Individual	Support	No

Comments:

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

I am submitting testimony in support of Senate Bill 2819.

I have been a dedicated public school teacher on Hawaii Island for 30 years, currently in the Kea'au-Ka'u-Pahoa district. Sadly, as I become eligible for retirement, I haven't yet reached the top of the salary schedule. I am asking your support for SB 2819 as having fair compensation would definitely convince me to stay in the teaching profession a few more years. As you know, filling vacant teachers positions is a real and dire necessity in the Department of Education and there just aren't enough substitute teachers to fill these vacancies. Keeping highly qualified, experienced teachers in the classrooms is necessary to give our keiki the education they deserve.

Please vote in support of SB 2819 to keep qualified and experienced teachers in our schools, support fair wages, and to uphold our commitment to educate the children of Hawaii.

Thank you,

Irene Barber

SB-2819-SD-1

Submitted on: 2/16/2022 7:47:37 PM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Cindy Mochida Schrock	Individual	Support	No

Comments:

I am a high school Counselor at Mililani HS and I'm writing to ask that you support SB2819 SD1

As an educator that is completing my 24th year in the DOE, I am a Teacher who is affected by the compression issue this bill is designed to help. I am currently in step 12 after all these years and ask that this bill be supported to help all of our educators be paid for their years of experience and service to the community and our keiki.

I humbly ask for your support in helping to pass this bill.

SB-2819-SD-1

Submitted on: 2/16/2022 7:51:27 PM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Marc Wong	Individual	Support	No

Comments:

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

I am submitting testimony in support of Senate Bill SB2819. My name is Marc Wong and I have been a public school teacher in Hawaii for 23 years. I began my teaching career with several student loans after earning a master's degree in education. It took many years to repay my student loan because of the salary compression. Even after 23 years of teaching I am still in the middle of the salary schedule. Many of my colleagues who started teaching at the same time have left the profession to for careers that recognize years of service and compensate employees fairly. I have also met many young energetic teachers who left the profession because teacher salaries were so low. Please vote in support of Senate Bill SB2819. Passing this bill will convince many teachers near retirement like myself to continue teaching.

Thank you.

Marc Wong

SB-2819-SD-1

Submitted on: 2/16/2022 7:57:55 PM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Cory Ann Kaimuloa	Individual	Support	No

Comments:

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

I am submitting testimony in support of Senate Bill SB2819 SD1. My name is Cory Ann Kaimuloa and I am a teacher in the Central District of 'Oahu. This is my 19th year as an educator and I am in the middle of the salary schedule. There have been a few times during my career where I thought did I make the right choice of becoming a teacher? Those thoughts have popped up not because I'm tired of the kids, not because I don't enjoy being in the classroom. I love teaching but I'm not making enough money to thrive in a state like Hawai'i, where the cost of living is so high and teacher pay is so low. I am a single mom and want to be able to provide a great life for my 6 year old. I want to be able to sign her up for activities like gymnastics, art class, swimming lessons and not have thoughts like I hope I have enough money to pay the mortgage, maintenance fees, association dues, cable bill, etc. I would love the option to maybe have her go to private school and have her go to college in the future. My daughter always talks about wanting to go see snow and build a snowman. I want to make her dreams come true. I want to be able to afford buying plane tickets, rent hotel rooms, rent a car and all the other expenses that go along with traveling. I've heard of good teachers that left teaching to move to the mainland since cost of living is lower and teachers get paid more in the mainland. My family is here and I want to stay here in Hawai'i. Moving to the mainland is not an option for me. Being a teacher, we experienced Furlough Fridays and were given pay cuts. The teachers still around have shown their loyal and dedication to our students and our schools. I am hopeful that one day teachers will be able to have consistent pay raises and be compensated for the years we've put into the profession. We are truly trying to give the students and communities schools our keiki deserve. I hope that you all will vote in support of Senate Bill SB2819 SD1. Thank you for the opportunity to have my voice heard and be able to provide testimony on this very important bill.

Sincerely,

Cory Ann Kaimuloa

SB-2819-SD-1

Submitted on: 2/16/2022 8:02:42 PM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Jeff Schrock	Individual	Support	No

Comments:

I support SB2819 SD1 and ask that you support this bill on behalf of all of the Hawaii educators.

My wife is completing her 24th year in the DOE but is "stuck" on step 12.

I humbly ask that you would pass this bill in support of our educators so that they would receive fair compensation for their years of service. Thank you for doing what is best for our keiki and our communities.

SB-2819-SD-1

Submitted on: 2/16/2022 8:04:38 PM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Sandra Afuso Fernandez	Individual	Support	No

Comments:

Dear Chair Kidani, Vice Chair Kim, and members of the committee:

My name is **Sandra Afuso-Fernandez**. I am a teacher at Ma’ema’e Elementary School in **Honolulu District** on the island of ‘Oahu. I am submitting testimony in support of SB 2819 SD1.

Please provide enough funds to fix the teacher salary compression issue. The Department of Education will need additional funding to ensure that teachers who were consistently overlooked and undervalued for many, many years will finally receive the pay that they deserve. Our veteran teachers are worth it as they are important to the future of all of our children in Hawaii.

I have been teaching in Hawaii for the past 20+ years. When was little, I always admired my teachers and aspired to be one when I grew up. Through college, people would tell me that teachers don’t make money and would struggle to make ends meat, but still decided that teaching was for me. Little did know that I would end up working a second job for 15 years to supplement my income as a teacher.

There have been many times that I have second guessed my decision to become a teacher through the tough economic times where we had furlough Fridays, pay freezes, step freezes, and spent time lobbying at the State Capitol to gain the attention of law makers to value teachers. Perhaps it is time for me to finally consider leaving a profession that I love because it is a struggle to provide for my family due to Hawaii’s high cost of living outpacing my teacher salary. Or perhaps it is time that I consider “retiring” at the age of 48 and explore other opportunities to provide for my family.

As a veteran teacher who has been teaching for over 20 years, I have seen many highly experienced teachers retire and replaced by “rookie” newbie teachers who need time and experience to hone their teaching skills. Being an effective teacher takes years working with students and parents, understanding curriculum, and really knowing how to make a difference in students’ education. Valuing experienced teachers with salary adjustments that they deserve will keep them in the classroom longer and ensure that students have veteran, experienced, and qualified teachers.

We desperately need your help to correct a great disservice to our veteran teachers. Now is the time to show teachers that they are valued. It is very disheartening as well as degrading to

know that teachers with far less years of teaching are earning the same amount as teachers who have been teaching for over twenty years.

Thank you for your time and consideration,

Sandra Afuso-Fernandez

(Honolulu District, 'Oahu)

SB-2819-SD-1

Submitted on: 2/16/2022 8:08:38 PM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
DM	Individual	Support	No

Comments:

Aloha,

I am writing in support of bill SB2819 SD1. I have been teaching for 24 years and I am only on step 11 due to furlough Fridays and lack of pay raises over the years. I feel that teacher should be compensated for years of dedicated service to our keiki. There are teachers who have been teaching less than 10 years and are making close to my salary or even more with salary differentials. Please consider passing this bill to bump up all of the teachers who deserve a fair salary for their time, efforts, and dedication to the teaching profession.

SB-2819-SD-1

Submitted on: 2/16/2022 8:15:11 PM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Rebecca Kapolei Kiili	Individual	Support	No

Comments:

Aloha kākou,

I am writing in **strong support** of SB2819 D1 which addresses compensation to fix the teacher compression issue for those teachers impacted by the lack of steps needed to fairly compensate teachers for their years of service to the HIDOE. As we have all experienced through this global pandemic, schools and teachers are essential to our communities for all the services and education that is provided to families. Our long time teachers who have dedicated their entire careers to this profession and have not left in this time of global crisis deserve to receive fair compensation to match their years of service. The HSTA has determined that approximately 8,000 teachers are impacted by this issue. I am one of those teachers. And, while my service to the HIDOE is approaching 17 years, well past the number of years that teachers burnout and leave, I have been stuck at step 11 for too long. I worked to move myself to Class VII within the first five years of my teaching career and have continued to improve my teaching practice throughout the years. All of the professional development credits I have earned past the 90 maximum are only being documented on my record. These credits cannot be counted to move me into a Class VIII or Class IX because those do not currently exist. Moving up the steps through years of service is the only way that I can increase my teacher salary. The compression issue has denied me the movement of two steps and I believe that I am deserving of this pay. I am committed to public schools and teaching as well as living in Hawai'i, but this past two years have been the most challenging of my entire career. I have contemplated leaving several times because of the high demands and stressful nature of teaching in a global pandemic. Moving up two steps on the salary schedule could be the determining factor on whether or not I stay or leave public education. Please pass this measure and value the teachers you already have in Hawaii who are dedicated and want to stay, but need to also survive here too.

Mahalo,

Rebecca Kapolei Kiili

SB-2819-SD-1

Submitted on: 2/16/2022 8:15:14 PM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
matt snowden	Individual	Support	No

Comments:

Aloha to the Senate Committe hearing this bill.

After 16 years teaching in Hawaii, I can say that my salary today feels like less than when I started. Of course, when I moved to Kauai in 2000, I got my first car for \$150 and a ohana unit rental for \$250/month. The cost of living here in the islands was different. That same year, which was my first year teaching, I found myself in the middle of a 3 week teacher strike to improve teaching conditions/salary. Some may remember that the contract that was negotiated to end the strike amounted to a recovery of the lost wages from striking. I recount this historical event because it illustrates what those of us in the profession view as under-compensation for what amounts to a tireless job. What many fail to recongnize when considering teacher salaries is that in order to be prepared and do your job with integrity, a teacher has to put in untold hours before and after school, on weekends, and on holidays.

When friends and family ask me how work is going, I invariably reply, "The kids are great...I can't complain." I choose not to focus on the negative and I love the work that I do. That being said, relative to my salary, life is costing a lot more. After 5 years of working a weekend baking job, I finally had to quit it because I couldn't keep up with my classroom. It felt like I had to choose between doing high quality work as a teacher or being able to keep up with raising children in this economy. A colleague of mine who is 2 years away from retirement refers to us as "organ grinder monkeys". I had to look it up: "**one who acts for or does the bidding of someone much more powerful.**" This unfortunately rings true with the lament of my current administrator who wishes that us teachers, when seeking school level policy change, "could have a balcony view" to see "the big picture". This type of condescension further exacerbates the organ grinder monkey analogy. Like I said, "the kids are great" and that's what keeps my heart in it.

The teacher shortage is real. The sub shortage is real. I don't think any legislator or parent would agree that it's acceptable to corral 3-4 classes into the cafeteria to be "supervised". Not enough teachers, not enough subs. Please consider this salary decompression bill if Hawaii is serious about education. Ultimately, the goal should be not just to attract warm bodies to the profession, but caring, qualified, and inspired educators. Wouldn't it be wonderful if our own kama'aina wanted to become teachers, knowing that they would be compensated in a way sufficient to raise a family in the islands. As it is, I cannot encourage my students or friends to pursue a career that currently doesn't make ends meet.

Mahalo for your time,

Matthew Snowden, Waimea, Kauai

SB-2819-SD-1

Submitted on: 2/16/2022 8:22:03 PM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Carl Ota	Individual	Support	No

Comments:

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

My name is Carl Ota and I am an educator at a public school on Oahu. I would like to submit testimony in support of SB2819 SD1 relating to Teacher Compensation. I have been an educator for 3 decades and have seen many of my outstanding colleagues make decisions to leave the field for reasons that include feeling underappreciated for the work they do.

As they see new educators enter the field with equal or better pay, they are disheartened by the fact that longevity does not provide as much value as earning credits. Educators can move on the pay schedule by earning additional credits or by step increases but not everyone may have the resources to move up the pay schedule and rely on the step movements. In recent years, the gap between teachers that have at least 5 more years of experience over another teacher closes and teachers do not see the future getting any better. The merits of this bill will allow the gap to be restored for the present and future teachers, and provide incentive to remain in the field, knowing that for those that live paycheck to paycheck will be able to reach the top of the pay scale.

Personally, I have reached the end of the pay scale for additional credits earned but do not think I will reach the top of the scale for years of service even if I plan to be in the profession another 5-10 years. Most teachers will face this reality and may choose to leave the profession. In a time where teacher recruitment and retention is needed, a change in how teachers are compensated will go a long way to making the decision to stay in education easier.

I would appreciate your vote of support for SB2819 SD1. Thank you for the opportunity to testify in support of this bill.

COMMITTEE ON WAYS AND MEANS

Friday, February 18, 2022 at 10:10am

Senator Donovan M. Dela Cruz, Chair

Senator Gilbert S.C. Keith-Agaran, Vice Chair

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



My name is [Sarah "Mili" Milianta-Laffin](#). I teach at Ilima Intermediate School in the Campbell-Kapolei Complex, Leeward District on O'ahu. I am submitting testimony in strong support of SB 2819 SD 1.

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 compensated for our work.

I'm a 16 year public school educator who makes about \$50,000 a year. This is the lowest salary of my career. This is less money than I made during my 1st year teaching, 16 years ago, in Houston, 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 realistically afford to have a baby with the high cost of living in Hawai'i. Without my husband's salary, I could not afford to be a teacher.

SB 2819 SD 1 would guarantee that teachers in Hawaii, like my peer teachers around the United States, have their salaries adjusted based on their years of experience. This would mean more than 8,000 public school teachers would see corrections in their salaries to help keep them in the profession longer. While this particular bill does not help my own salary, it helps the salaries of many teachers I care about, and it's just the right thing to do.

If we can't keep our master teachers in the field, who will help the next generation of educators become master teachers? Mentorship from an educator who "has been there" is the only way to support the growth of the teachers we'll need for the future of public education in our state.

I was 1 of 4 teachers recognized nationally by Dr. Jill Biden and Speaker Nancy Pelosi for Women's History Month in March 2021. I'm a Hawaii State Finalist for the National Presidential Award for Excellence in Math & Science Teaching. I was awarded the HSTA 2021 STACY Award, and 2020 "Pono Award" for my work with social justice in education with menstrual equity, WiFi on Wheels, supporting LGBTQ+ youth and more. I say this not because it should matter, but I hope it illustrates that I love what I do, and I work hard. I'm already vastly underpaid for the work I do. Yet, I do it because I believe in the transformative power of PUBLIC education.

I stay in public education, because I believe in public education. I'd like to bring up the elephant in the room. Did you know, teachers like me get LinkedIn messages all the time from wealthy private schools and enterprising charter schools in our state, asking us to come work for them? These schools have learned to "cherry-pick" the best public school teachers we have by preying on our state's low public school teacher pay. While it breaks my heart each time we lose a teacher to the wealthy privatized schools, I understand why they go. If you believe in public education, you must fix teacher pay by supporting this bill.

Students deserve teachers who can focus all their energy on creating engaging lessons, not worrying about how they can make ends meet. Mahalo for reading, and for supporting the students of Hawai'i by caring for their teachers through your support of SB 2819 SD1.

Sarah Milianta-Laffin, Teacher
Ilima Intermediate School
Leeward District

SB-2819-SD-1

Submitted on: 2/16/2022 8:26:53 PM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Katrina Karl	Individual	Support	No

Comments:

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

My name is Katrina Karl and I am a teacher at Waipahu High School. I am submitting testimony in support of SB2819 SD1 because salary compression is increasingly concerning to me as I advance in my career. Even before I reached the highest class of our pay scale, I became aware that teachers with more than double my years of experience barely earned more than I do. This is a frustrating obstacle for our veteran teachers who have been unable to earn more for years on end, and it is alarming for those of us who plan to remain in this field. Please vote in support of SB2819 SD1 to ensure that Hawaii teachers have their salaries adjusted based on years of service, as is the norm in many other states. Mahalo for the opportunity to provide testimony on this bill.

Katrina Karl

SB-2819-SD-1

Submitted on: 2/16/2022 8:27:53 PM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Erin Raguindin	Individual	Support	No

Comments:

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

I am submitting testimony in support of Senate Bill 2819. I have been a loyal and dedicated School Counselor on Molokai since 1998 and have been stuck at step 11 for the past 8 years. Despite being a highly qualified and highly effective School Counselor, I am not able to move up the Salary Schedule as it is currently designed. It's already difficult to find highly qualified teachers and counselors willing to live and work on Molokai that the state needs to find a way to keep us in the teaching profession. In order to retain experienced educators, the salary compression problem needs to be rectified.

Pease vote in support of Senate Bill 2819 and make it possible for Hawaii to retain experienced educators and ease the teacher shortage crisis. Thank you for the opportunity to testify.

SB-2819-SD-1

Submitted on: 2/16/2022 8:28:21 PM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
ROBERT LOZANO	Individual	Support	No

Comments:

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

Aloha, I am submitting testimony in support of Senate Bill SB2819 SD1. My name is Robert Lozano. I teach fifth grade and coach the robotics team at Waikoloa Elementary & Middle School. I have been teaching at Waikoloa School for 19 years, and have also found making financial ends meet a challenge during my tenure there. I began teaching at Waikoloa School in 2003 with the equivalent of a Master’s Degree in Education and six years of prior teaching experience in Japan and California. At the time, the salary for that level of education and experience was under the threshold to qualify my young family of four for WIC food stamps as well as Quest medical coverage for my dependents. Since that time, I have maxed out my educational credits under the salary schedule, but suffered under the lack of STEP salary increases for my years of experience. Contract negotiations have produced less than half the number of step increases relative to the number of my years of service. Financial strains from the housing crisis of 2007/2008 and the global pandemic of the last two years, combined with skyrocketing inflation have all served to freeze my step increases during contract negotiations, as well as reduce my purchasing power. Oftentimes, a negotiated raise is effectively wiped out due to rising medical premiums and inflationary pressures. Giving teachers step increases relative to their years of service would go a long way in helping to make up the compression that has occurred over the last two decades and beyond. We have lost veteran teachers over the years due to the lack of financial investment in them. In my grade level alone over the last five years, I have welcomed and said goodbye to nearly a dozen teachers who could no longer afford the high cost of living in our Aloha State. It is my sincere hope that in passing Senate Bill SB2819 SD1, I will be able to work together with a team of teachers that can stay together over the long haul. Having a team with longevity can create a stronger school community, less teacher shortage, and more consistency for our keiki in school.

Please vote in support for Senate Bill SB2819 SD1.

Mahalo for your consideration,

Robert Lozano

5th Grade Teacher

Robotics Coach

Waikoloa Elementary & Middle School

SB-2819-SD-1

Submitted on: 2/16/2022 8:30:47 PM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
David Napier	Individual	Support	No

Comments:

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

I am writing to support SB2819SD1.

I am a counselor and I have been working in the Leeward District for the past 27 years.

While I understand the need to address the starting pay of teachers as it is hard to attract good teachers if the initial pay is low. It is also equally important to support teachers who are on the higher end of the spectrum. I and many of my colleagues have been stuck in the compression salary chart. I know people that have left our profession because they could earn more money by moving on. This is not good for our students who benefit from being able to continue working with our more experienced educators.

Please vote to support SB2819SD1.

Thank you for the opportunity to share my thoughts on this matter.

Dave Napier

SB-2819-SD-1

Submitted on: 2/16/2022 8:39:15 PM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Dale M Olive	Individual	Support	No

Comments:

Aloha,

My name is Dale Olive and I've been a teacher in the State of Hawaii for 36 years. I'm testifying in support of SB2819 SD1. As you know salaries in the State of Hawaii have been historically low, especially considering the cost of living. The outdated system we have been using my whole career has been to negotiate step increases which left teachers like me lagging on the same step for five years or more as we fell further and further behind. It took me 33 years, yes 33 years to reach the top of the pay scale for a teacher in the State of Hawaii, a step called 14b. It was only because of my love of teaching and support from my family who understood we would sacrifice as a result of my career choice that I was able to make it long enough to see the top of the scale. Although I won't be able to see any benefit to the new system proposed here I support it as a way to help other younger teachers, many my former students, who love what they do and to be compensated fairly for a career that is one of the most important ones a person could do, teaching the keiki of Hawaii. Helping teachers move up the scale at a known rate based on years of service, as most jobs now do, will not only compensate teachers better but will encourage them to stay in the profession. As you know 50% of teachers who enter the field leave in the first five years. Knowing it won't take 33 years for them to make the top of the scale can only help. I hope you will support this bill. Mahalo!

Testimony Before the Senate Ways and Means Committee

RE: SB 2819

Wednesday, February 16, 2022

Aloha 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 (fourth grade) and Lily (first grade) who attend Ewa Elementary. I am submitting testimony in **support of SB 2819.**

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. If passed, this bill can get our teacher pay back on the right track. The fact that Hawaii pays its teachers so little is embarrassing and shameful. 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. Increasing the pay for longtime teachers will keep our most qualified teachers. Please keep this in mind for our 180,000 students in Hawaii and for the future of Hawaii.

As a mother, I write to you asking for you to do your part in compensating Logan and Lily's teachers. They deserve qualified 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 energy between two or three jobs. Please help teachers, the state, and the future of Hawaii by passing SB 2819

Mahalo,

Kim Virtudazo - Ewa Beach

James Campbell High School (Teacher)

Ewa Elementary (Mother of two)

SB-2819-SD-1

Submitted on: 2/16/2022 8:47:12 PM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Kari A Handley	Individual	Support	No

Comments:

My name is Kari Handley, and I am a teacher of the Deaf/Hard of Hearing at Lehua Elementary School in Leeward district on Oahu. I began my teaching career in Hawaii in 2005, 17 years ago. However, with the current salary schedule, I am only on step 11, where with years of service, I would be on step 14. If I were receiving a higher wage, I would better be able to support my family. As it is now, we will never be able to afford to purchase a home here. This may eventually cause us to leave the state for the mainland, where we can earn a living wage. I would hate to do this. We love Hawaii- the people, the culture. But with inflation the way it is now, this will become the reality for us. I encourage you to pass SB 2819 SD1 and fix the compression problem. Mahalo!

Kari Handley

Lehua Elementary School

SB-2819-SD-1

Submitted on: 2/16/2022 8:47:30 PM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Heather Ramiro	Individual	Support	No

Comments:

SENATE COMMITTEE

10:10am 2/18/22 Video Conference

SB2819 SD1 - Relating to Teacher Compensation

IN SUPPORT

My name is Heather Ramiro, I am a teacher for the Central district. This is my 15th year teaching in a DOE school in the state of Hawaii.

I am testifying in favor of SB2819 relating to teacher compensation to fix salary compression. I believe that the passing of this bill will help many teachers to better survive and thrive living in Hawai'i. I was born and raised on O'ahu and would love to retire as a teacher in my home state. I have struggled to pay rent and have had to move my family back home to live with my parents. If I did not do this my children would not be able to play sports or music because we would not be able to afford anything extra other than food and rent. I have had many friends, who are teachers, move out of state and they have been able to afford a home, extra curricular activities for their children and basic necessities without having to worry about not having enough money to cover it all. I have worked tirelessly over my teaching career to increase my pay by taking professional development classes on the weekends and during the summer. I have paid out of pocket to take these courses to increase my pay. These courses have been beneficial and have helped me to be a better teacher, but I am already at the highest level of the payscale and cannot do anything else to increase my pay level, besides getting a second job.

This is why I encourage you to vote YES on bill SB2819 to help teachers like me to be able to stay in Hawai'i and provide the best we can for our families.

Thank you for your time and support,

Heather Ramiro

Central District Teacher

SB-2819-SD-1

Submitted on: 2/16/2022 8:49:59 PM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Victoria Zupancic	Individual	Support	No

Comments:

I am writing in support of SB 2819.

Passing this legislation supports moving Hawaii's education toward fundamental baselines districts around the country have been at for years. The yes is simple for this fact.

But as a teacher, it is my job to think thoroughly, past the simple answers. I am in my tenth year at Lahainaluna High School. I watch year after year as new teachers roll in and out of the classroom, unable to cope with the pressures of the system. But a new phenomenon is happening, increasing over the last three years. Seasoned teachers are leaving as well. And anyone close to retirement? They are counting the days.

Our teachers passing year ten and approaching the latter years of their professional resource we cannot lose right now. Education is bleeding. There are no recruits lining up to enter our universities to become teachers. Long term subs are band aids on deep wounds. Administrators are running triage daily, trying to keep our classrooms afloat. And the last guard, our seasoned teachers who can keep us running even in the toughest of times are saying enough is enough. Honoring them by passing this legislation will keep teachers in our classrooms.

We are about to face some harrowing and critical years in schools. Please show teachers you want them to be a part of the solution and need them to keep moving us forward.

Victoria Zupancic

SB-2819-SD-1

Submitted on: 2/16/2022 8:50:02 PM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Debbie Yamamoto	Individual	Support	No

Comments:

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

I am submitting testimony in support of Senate Bill 2819.

Aloha, my name is Debbie Yamamoto and this year is my 25th year teaching in the Leeward District of 'Oahu. I currently teach 6th grade and Waipahu Elementary School. I have been teaching for the majority of my life as I soon will be turning 47. Like many of my colleagues, I will be retiring as soon as possible if this bill does not pass.

I've given my life to my students, the state and the department of education with little to no return/compensation. For 25 years I've arrived at school by 6:30am, and spend my nights, weekends, holidays, and vacations; planning, grading, and preparing. I organize trips and volunteer to travel with my students, organize fundraisers, banquets, graduation, attend sporting events, work at fairs, tutor before and after school, all for free because I want my students to create lasting memories and succeed in life as I struggle living paycheck to paycheck, unable to afford a single-family home of my own. As I type this, I cry and realize even more that I'm a fool because I've allowed the state to take advantage of me. I, along with my colleagues of 20+ years, have been expected to do all of these things for free.

If this bill passes, I will teach longer (well into my 60s), but if it doesn't, I will retire as soon as possible, within a few years as well as many of my colleagues.

SB-2819-SD-1

Submitted on: 2/16/2022 8:53:39 PM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Edene Nagai	Individual	Support	No

Comments:

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

I am submitting testimony in support of Senate Bill 2819.

My name is Edene Nagai. I am a Public School STEM teacher in the Honolulu District. I have been teaching for over 22 years and I am one of the 8,000 plus educators that fall within the compressed salary range and I'm no where near the top salary range. By passing this SB2819, veteran teachers like myself would be enticed to remain teaching in Hawaii and delay early retirement.

Please reward experienced and hardworking teachers by making our pay more equitable to our years of service, so that we can afford to stay in the teaching profession. By supporting and passing SB2819, we will be able to move forward in providing all of Hawaii's children with valuable and experienced teachers for years to come.

Thank you for your time, attention and allowing me to testify.

Respectfully,

Edene Nagai

DOE STEM Teacher

Judith Wilhoite
Hilo, Hawaii 96720

To: Senator Donovan M. Dela Cruz, Chair
Senator Gilbert S.C. Keith-Agaran, Vice Chair
COMMITTEE ON WAYS AND MEANS

Hearing: Friday, February 18, 2022

Time: 10:10 A.M.

From: Judith Wilhoite

RE: SB 2819 - RELATING TO TEACHER COMPENSATION

Aloha Chair Kidani and Members of the Committee:

I strongly support SB 2819 which makes an appropriation to make necessary discretionary salary adjustments for the teachers of the youngest members of our 'Ohana.

Please know that "Rich countries contribute an average of \$14,000 per year for a toddler's care, compared with \$500 in the U.S." (NYT 02/07/2022
<https://www.nytimes.com/2021/10/06/upshot/child-care-biden.html?smid=url-share>)

We need to catch up with the rest of the world. This bill is a good way to start. It may be the best investment we can make in our children's education.

Please support SB 2819.

SB-2819-SD-1

Submitted on: 2/16/2022 9:04:39 PM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Jay Bumanglag	Individual	Support	No

Comments:

Please vote in support of Senate Bill 2819.

Mahalo,

Jay Bumanglag

SB-2819-SD-1

Submitted on: 2/16/2022 9:13:00 PM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Joelle Angelica Evasco	Individual	Support	No

Comments:

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

I am Joelle Angelica Evasco, a high-school student in the Leeward Coast that has been affected by teacher retention issues. With this in mind, I am in full support of SB 2819. This bill focuses on enforcing that the salaries of teachers are a reflection of the years they have put into their profession.

I am grateful for the assistance and attention that the Committee and Senate have shown to assure that the inequity in teacher salaries is addressed.

To start, SB 2819 would motivate teachers to continue their line of work. As a high-school student, I have seen first-hand accounts of experienced teachers leaving the workforce because they believe that they are being overlooked and underpaid. To further elaborate, I had a teacher in the 7th grade. She was a physical science teacher that deeply cared for her students. This was shown not only through her current students but her past students as well. I remember showing my schedule to my upperclassmen friends. When they saw the name of my science teacher, they repeatedly claimed that they were excited for me. They explained that she always made her lessons engaging and frequently check if her students understood the material. During my 7th grade year, my friends were proven right. My science teacher was patient and never looked down on me if I asked questions. She said that in her many years of teaching, she had students similar to me-- understanding of the material, yet shy to ask questions. Her past experiences with students were the main reason why I thrived in her class. I always understood the material and was often excited to learn about plant cells and genetically-modified organisms.

However, to my dismay, I was notified that my science teacher resigned at the start of my 8th-grade year. Unfortunately, this was not a surprise to me. Naturally, six classes of middle-schoolers are a challenge to control. As the school year progressed, I could sense that she was burning out. She seemed to grow tired of the rowdiness of my classmates and would often breeze past notes. It is disheartening to see teachers with years of experience being underpaid. Not only do they have more background knowledge in their profession as compared to the average teacher, but they have spent more years regulating the behaviors of children. With this information in mind, teachers who have years of experience need to have a salary that reflects that. By supporting SB 2819, the burnout of teachers is decreased, leading to a healthier learning environment for both themselves and students.

With these points considered, I politely request that you vote in support of SB 2819. In the end, I am thankful to be granted the opportunity to provide testimony on SB 2819.

SB-2819-SD-1

Submitted on: 2/16/2022 9:13:14 PM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Russell Josephson	Individual	Support	No

Comments:

Thank you for giving me the opportunity to testify.

There are a lot of reasons to support this bill, but it really comes down to this: It is the right thing to do to pay people what they are worth, and it is the right thing to do for education.

Any good employer knows that it's better to keep an employee than to lose a good one and then to have to go find another one.

One of the many things a good employer does to attract a good employee is to pay him/her a fair wage to begin with. It follows that to retain a good employee, a good employer continues to pay him/her fair wages.

So, what is a fair wage? There are many factors that are part of that calculation, but an obvious one is increasing an employee's pay based on additional experience. No new teacher is great. Every one of us improves with age and experience.

It is a real shame that teachers haven't been getting merit pay regularly. It is a real shame, too, that the pay for teachers in Hawaii hasn't been keeping up with that in other states. That's made it difficult to attract teachers, and now the two factors are combining to make retention of teachers that much more difficult.

People are fond of talking about children as the future. Let's remember that part of that means doing everything we can to give them the best education. In order to do that, we need to pay teachers fairly, with regular raises reflecting increasing cost of living and merit raises reflecting greater ability and value because of increased experience.

In my opinion, all teachers in Hawaii deserve a 20% raise immediately, and teachers who have been compressed on the wage scale deserve to have that fixed immediately, too.

Thank you for your consideration. I hope you will support this bill, teachers, and students.

SB-2819-SD-1

Submitted on: 2/16/2022 9:14:59 PM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Sheila T Yuasa	Individual	Support	No

Comments:

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

I am submitting testimony in support of SB2819. I have been teaching in Hawaii’s public schools since 2001—over 20 years now. By earning a Master’s Degree and enrolling in a seemingly endless number of professional development classes, I am now at the top of the salary scale for credits, and the only way that my salary will increase is through additional years of service. Of course, I plan to continue teaching anyway because it meaningful and noble work. However, once teachers reach this point in our careers, there is less motivation for us to participate in professional development because the credit will not impact our salary. Also, many teachers my age have children who will soon be entering college, so any increase in salary would be extremely helpful on that front as well. I strongly encourage you to pass SB2819.

Mahalo, Sheila Yuasa

SB-2819-SD-1

Submitted on: 2/16/2022 9:21:07 PM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Karen Veriato	Individual	Support	No

Comments:

Aloha Chair Kidani and Committee Members,

I strongly support the passage of SB-2819.

It is about time that the teacher salary compression is fixed. I have over ten years of teaching experience and currently stuck on Step 9 along with over 2,000 fellow teachers. Other districts on the mainland take into account years of service in their salary schedules.

Please fully fund SB-2819 this legislative session. Your support will be greatly appreciated.

Mahalo,

Karen Veriato

SB-2819-SD-1

Submitted on: 2/16/2022 9:23:01 PM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Carrieanne Martinson	Individual	Support	No

Comments:

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

Senate Bill SB2819 SD1

IN SUPPORT of Senate Bill SB2819 SD1

My name is Carrieanne Martinson, and I have been a teacher for over 20 years and currently work in the Leeward District. I am submitting testimony supporting Senate Bill SB2819 SD1, Related to Teacher Compensation. I am one of the teachers in the middle of the salary schedule after 20 years of teaching and have not seen step movements in recognizing years of service. As teachers, we have sacrificed our personal needs like making a comparable pay to other teacher counterparts, using our own money to fund class activities, and giving our time away from family to support our students. Especially with the current situation, we have seen the importance of teachers to help our students learn and provide them with safe places. We also provide students with social and emotional support to strive and be successful members of a cooperative society. We must retain the teachers who have the experiences and training to address these needs. By voting for the Senate Bill SB2819 SD1, Related to Teacher Compensation, you recognize the importance of experienced teachers, which helps us build and maintain a more robust educational system.

Please vote in support of Senate Bill SB2819 SD1.

Mahalo for taking the time to hear my testimony,

Carrieanne Martinson

Educator

SB-2819-SD-1

Submitted on: 2/16/2022 9:23:44 PM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Ken Capes	Individual	Support	No

Comments:

Hi,

My name is Ken Capes. I've been a Teacher with the Hawai'i DOE for 19 years. Throughout those 19 years I have had to ALWAYS work a second or 3rd job just to pay basic bills (rent, car insurance, food, electricity, etc). The only cars I can afford are 15 to 20 years old, which means I need to pay for frequent repair. This is a very tiring way to live! I knew when I applied to be a teacher that I would not be getting paid a high salary, but I didn't know I wouldn't be getting paid a DECENT salary so I do not need to work 2 to 3 jobs for basic living needs. Please vote for SB2819.

Aloha, Ken

SB-2819-SD-1

Submitted on: 2/16/2022 9:24:17 PM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
jamie psak	Individual	Support	No

Comments:

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

I am submitting testimony in support of Senate Bill 2819.

My name is Jamie Psak. I am a public school health teacher in the Honolulu District. I have been teaching over 27 years and I am one of the 8,000 plus educators that fall within the compressed salary range. I am not near the top salary range. By passing this SB2819, a veteran teacher like myself would be more inclined to continue educating Hawaii's youth who are the future of Hawaii. It would delay my choice to retire in the very near future.

Please consider making our pay more equitable to our years of experience and service to the State of Hawaii. Please support by voting to pass SB2819. There are many other educators in this same predicament who are looking for ways to continue their service.

Thank you for allowing me to testify.

Respectfully,

Jamie Psak

Health Educator

SB-2819-SD-1

Submitted on: 2/16/2022 9:26:23 PM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Jennifer Sarpi	Individual	Support	No

Comments:

Aloha,

I am submitting testimony on SB 2819. I have 15 years of service that I have given in public schools. Teachers are struggling. We are struggling to keep teachers who want to stay and work at school. This bill will help teachers to get the pay that they deserve based on their years of service. Teachers deserve the income and we can't afford to continue to lose quality teachers who don't feel respected or appreciated.

I support bill 2819.

Thank you,

Jen Sarpi

SB-2819-SD-1

Submitted on: 2/16/2022 9:29:14 PM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Cody Fisichelli	Individual	Support	No

Comments:

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

I am submitting testimony in support of Senate Bill SB2819. I know teachers who want to leave teaching in Hawaii because they are not being compensated in their salary for their years of service. This disheartens me both because they are good people and teachers who the students school and staff benefit and because I am also a teacher in the same position. I love teaching and want to stay here for my entire career but it hurts to know that I am not being compensated fairly compared to the rest of the teachers around the country. I feel the retention and the quality of teachers will increase with the passing of this bill.

again, I support The passing of the Bill SB2819.

I thank you for the time and consideration of my voice and personal stories. The passing of this bill can only be a positive outcome for the state of Hawaii, the schools, and the community.

SB-2819-SD-1

Submitted on: 2/16/2022 9:32:14 PM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Evelyn Ibonia	Individual	Support	No

Comments:

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

I am submitting testimony in support of Senate Bill 2819 SD1 Relating to teacher compensation (salary compression). My name is Evelyn Ibonia and I am a teacher at Kihei Elementary School on the island of Maui. When I began my teaching career in 2004 the step level for first year teachers was step 2. 18 years later, I am on step 11. Many teachers who began their careers after me are at the same step because they didn't have to start at step 2 and I, like many others, have been compressed. I have done everything on my end to get myself at the highest class possible for teachers. I earned my Master's Degree and participated in numerous professional development throughtout the years. Yet it was still not enough for me to earn a decent living and be able to afford to buy a house, which is something I had hoped to be able to do by this point. I am fortunate to have my family and a home to share with them, but every teacher is not as lucky. To say that the last few years have been challenging would be an understatement. Each year I think it can't possibly get any worse, but come to find out, it can. The thoughts of leaving the profession have become more frequent as of late. How can I justify giving my life to a job that doesn't compensate me for what I am worth? I and the thousands of teachers in our state put our blood, sweat and tears into our jobs day in and day out. When will the state start doing the same for us? Restoring our salaries through this bill will give us hope, hope that we can keep doing what we were meant to do, create impact with the children of Hawaii. Please vote in support of Senate Bill 2819 SD1 Relating to teacher compensation (salary compression). Mahalo for the opportunity to testify.

SB-2819-SD-1

Submitted on: 2/16/2022 9:35:30 PM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Lori Ann Koyama	Individual	Support	No

Comments:

I am a teacher of 25 years. I support this bill because I am a teacher that this affects directly. It is unfair that teachers cannot get pay raises after reaching a certain point in their teaching career. We also cant get any over time for the 100s of hours we put in just to get the job done. Every contract every year, it is like being slapped in the face and being told that you are not worth it. Teachers who have taught for as long as i have, have shown commitment and dedication to the keiki of Hawaii. We should be appreciated and we should get the pay that we deserve. Everything about being a teacher right now is very disheartening. How can we retain teachers if there is nothing to look forward to how can we retain teachers when we can easily find another job and make the same amount of money for putting in less work.

I am a teacher who is fed up and ready to leave getting the compression adjustement would sway me to stay.

SB-2819-SD-1

Submitted on: 2/16/2022 9:36:24 PM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Hope McKeen	Individual	Support	No

Comments:

E 'olu'olu e kāko'o pono i nā kumu kula.

SB-2819-SD-1

Submitted on: 2/16/2022 9:45:51 PM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Caitlin Chong	Individual	Support	No

Comments:

Good afternoon Members of Hawai`i State Senate,

My name is Caitlin Chong and I am a first year elementary special education teacher and I support SB 2819. The veteran teachers at my school are amazing resources to new teachers like me and also a great model of providing the excellent education that our keiki need. These teachers deserve to have a fair salary schedule that reflects their experience and investment into their profession. I would hate to see these veteran teachers leave because they feel burned out or unappreciated by the compensation they are receiving. Please vote in support of SB 2819. When you invest in teachers, you invest in the future of our keiki.

Thank you for your consideration.

SB-2819-SD-1

Submitted on: 2/16/2022 9:52:03 PM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Katrina Kanemoto	Individual	Support	No

Comments:

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

I am submitting a testimony in support of Senate Bill 2819 SD1. My husband and I are both elementary teachers in the Central District. This is our 22nd year of teaching and we continue to struggle supporting our family each year due to the low teaching salaries. Due to our low salaries, we also have part time jobs to assist us with the high cost of living in Hawaii. Most married couples aren't in the same profession and may not feel the impact of the low teaching salaries as much as couples who are both educators trying to raise a family.

During our teaching careers, my husband and I went through the teachers' strike and furlough Fridays. We've had to endure this with little to no pay raises over the years. This has been very stressful as we have been struggling due to our low teaching incomes. New teachers with few years and little experience have quickly caught up with us in salaries due to the stagnant step system. The salaries for other professions are based on years of service and experience yet the teaching profession adjusts salaries when it is negotiated in a contract.

My husband and I are currently on Step 11. If Senate Bill 2819 SD1 is passed, we would be able to move up to Step 14A. This would have a tremendous impact on our current salaries and assist us with supporting our family during these difficult and uncertain times. Please vote in support of Senate Bill 2819 SD1.

Sincerely,

Colin and Katrina Kanemoto

SB-2819-SD-1

Submitted on: 2/16/2022 10:00:55 PM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Helen Lau	Individual	Support	No

Comments:

Dear Senators:

I urge you to pass this bill. It will ease some of the financial pressures of the job; I have been teaching for over 14 years and I have had to count my pennies as I raise my two children on my salary. I barely got over the hit from the furlough and the pandemic took a small chunk off my pay while I lost tutoring work as a second income. Many of my colleagues waitress, drive Uber/Lyft, take a night shift at a hotel or fast food. Some of my younger colleagues have walked away from teaching since they could not afford to subsist on the meager salary. That was how my daughter lost her favorite social studies teacher. I hope that I don't have to make the same choice. I love going to work in my classroom, but I do not want to grow old and be destitute.

Instead of worrying about how I am making ends meet, I would prefer to spend my time customizing my lessons for the hard-to-reach students. Give them more one-to-one time. Students will benefit when their teachers are not so stretched in so many ways.

Please pass SB2819!

Sincerely,

Helen W. Lau

SB-2819-SD-1

Submitted on: 2/16/2022 10:06:02 PM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Tes Kaulia	Individual	Support	No

Comments:

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

I am submitting my written testimony in support of Senate Bill 2819 SD1. I am a grade 1 and 2 teacher at Maunaloa Elementary School on the island of Moloka'i.

I am one of those educators "compressed" on the salary schedule. While there are steps on the salary schedule that should align with my years of experience, I have not always been provided a step movement.

With the pandemic affecting us for a third school year, we need to make sure we can retain our Hawaii teachers from leaving the profession.

Fixing the compression will boost the salaries of most teachers, helping and hoping to persuade many of them to remain here in Hawaii where our keiki can benefit from their experience.

I humbly ask that you vote in support of Senate Bill 2819 SD1.

Mahalo for providing me the opportunity to testify and share my mana'o,

Tes Kaulia

SB-2819-SD-1

Submitted on: 2/16/2022 10:06:29 PM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Michael Englar	Individual	Support	No

Comments:

Aloha Senators,

My name is Michael Englar and I would like to express my support for SB2819. This is my 31st year teaching. Thirty one years is a long time to be in any profession. It's a long time to be in this profession! My wife is also a teacher and this is her 24th year teaching. We love working with children, especially middle school students, we have spent the majority of our careers educating middle school children. It would be a great thing to be placed on the correct step of the pay scale. Throughout the years, even though I have been teaching for seven more years than my wife, I have been only one step ahead of her on the pay scale due to collective bargaining compromises. I am not at the top of the pay scale. It's a little unfair to be seven years ahead of someone, but only one year ahead on a pay scale. It would at least be a step in the right direction for the sake of fairness to place us in our correct positions on the pay scale. Teachers do not get to do overtime, or special duty to claim on their retirement pensions like other unions and as far as I know, we don't get backpay for years lost when we were getting zero percent raises for the majority of our years of service. It would be the correct thing to do to place those of us who have put in years and years of service to Keiki of Hawaii on the correct step of our pay scale.

Mahalo for your time.

Michael Englar

SB-2819-SD-1

Submitted on: 2/16/2022 10:07:52 PM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Jeffrey Temple Stabile, Jr.	Individual	Support	No

Comments:

As a teacher in the Hawaii DOE since 1999, I am one of those employees who is in the unfortunate position of having been "compressed" in terms of the "step" salary increases that are only accrued through contractual agreement. I should be, by my years of service, at step assignment 14A, with only one more step to get to the top of the pay scale, but at last check, I was only at step 11, the same as teachers with only 12-13 years experience. And I have maxed out my class movement through my level of education and taking many professional development courses over the years.

If there is no remedy for this compression, I will not reach the top of the pay scale until i have put in 10 more years - after more than 30 years of service - and would need to stay on for at least two extra years in order to retire with fully optimized pension and benefits. As someone who has worked loyally in the DOE in Special Education a the Hawaii School for the Deaf and the Blind for two decades, even asking my prinicipal what subjects she needed me to teach and attaining "highly qualified" status in those subjects to provide top-notch education to our students, this compression feels like a slap in the face to the hard work and dedication I have shown.

I strongly urge the Senate to pass SB2819 SD1 to help bring fair compensation to me and those other teachers who face similar circumstances.

Thank you very much for your consideration.

SB-2819-SD-1

Submitted on: 2/16/2022 10:08:48 PM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Emily Haines-Swatek	Individual	Support	No

Comments:

My name is Emily Haines-Swatek and I am a teacher at King Kekaulike High School on Maui. I am submitting testimony in support of SB2819.

Please provide funds to fix the teacher salary compression issue, and show that we as a state value hardworking teachers.

I have been teaching at King Kekaulike for 23 years. I started when I was 24 years old after receiving my Masters of Arts in Teaching Mathematics and am extremely committed to the school. For the last 17 years I have been the schools Career and Technical Education Coordinator and the department head. During that time I have seen many teachers in my department come and go and I am the only one who has stuck with it.

Early on in my career, before I had children, I took advantage of professional development and moved up to the highest class where I have been for over 12 years. I no longer have any control of my advancement in pay and can only receive pay increases when the union negotiates a new contract. Due to compression the starting pay for a new teacher has increased, which is great thing, however it also means that there is not a great difference between a starting teaching with a Masters Degree and one who has taught for 20 years. 10 years ago I became a Nationally

Board Certified teacher so that I could increase my pay. I just successfully went through the renewal process so that I did not end up with a reduction in pay in the last 10 years of my career. Without this extra effort, my salary would have remained the same for the last 8 years due to compression.

SB2819 will make a huge difference in many dedicated teachers' lives and will reward them for sticking with the profession despite struggling to make ends meet for many years.

We need your help to make this a reality.

Mahalo,

Emily Haines-Swatek, Maui District

SB-2819-SD-1

Submitted on: 2/16/2022 10:20:47 PM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Karen Kramer	Individual	Support	No

Comments:

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

My name is Karen and I am submitting testimony in support of Senate Bill SB2819 SD1. I have been a teacher in the State of Hawaii Hawaii for over 16 years. Imagine after beginning your career in the most expensive state and being furloughed. My salary has been compressed for years. The last two years we basically had a decrease in pay with no movements on the salary schedule and with the rise of medical insurance. How do you expect teachers to dedicate their life and career to the kids and future of Hawaii to make it here in? I have always worked a 2nd job and have had to ever since I started my teaching career here. As I get older, I am not sure I can continue working 2 jobs at this pace. I urge you consider adjusting our salaries based on years of experience.

Thanks for your time and consideration. Mahalo,

Karen

SB-2819-SD-1

Submitted on: 2/16/2022 10:23:24 PM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Jeffrey Uyeda	Individual	Support	No

Comments:

Dear Honorable Legislators and Government Officials,

Please consider funding an increase in salary compression adjustments for teachers. I have been a teacher for over 20 years here in the state of Hawaii. We have been over-looked for multiple contract periods and have had contracts changed due to the "struggling" economy. Teachers are always one of the first groups to be "cut" when government funds/ shortages happen.

Every government official states that "Education is a priority!" However past actions have NOT backed that claim up!! **NOW IS YOUR OPPORTUNITY TO REMEDY THIS ISSUE.** In other words, "PLEASE vote in support of bill SB2819 and show the keiki and educators of Hawaii that we ARE INDEED A PRIORITY... IT IS TIME!!!"

Thank you for taking the time to read my testimony,

Jeff Uyeda

SB-2819-SD-1

Submitted on: 2/16/2022 10:23:33 PM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Justin Hughey	Individual	Support	No

Comments:

Date: Thursday, February 18th, 2022

Time: 10:10 AM

Place: Conference Room 211 & Videoconference

Timeslot: EDU/WAM

Aloha Senator Michelle N. Kidani and members of the committee,

I am testifying in strong support of SB2819!

Thank you for hearing this bill. My name is Justin Hughey and I teach at King Kamehameha III Elementary school in Lahaina Maui.

The authors of our State Constitution never allocated property taxes to fund public education. We are the only district in the country who doesn't fund public education with property taxes. Our public educational system has been underfunded from its inception. In the book Hawaii Pono, it states that we have suffered from meager funding, too few teachers and dilapidated buildings since 1911. The only entity that can change this is the legislature. We must have a functional public educational system in order for our hard working families to go to work. The only way you are going to fill the teacher shortage during a pandemic, is to pay teachers a comparable salary with other districts that have the same cost of living. This bill is long overdue. Then hope you weren't too late and the schools will have enough warm bodies to stay open next year.

Mahalo,

Justin Hughey

37 Poniu Circle

Wailuku, HI 96793

Democratic Party State Central Committee, Education Caucus Rep.

SB-2819-SD-1

Submitted on: 2/16/2022 10:31:13 PM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Lesley Calaro	Individual	Support	No

Comments:

Pay us like babysitters & you'd still have to pay us more. This has been the worst year of teaching yet. My health has declined & I have had several undetected strokes. I couldn't even take off to care for myself. Finding subs to cover me added to the stress. I live by the motto, "Don't D.I.E for the D.O.E.", because you don't even care. Put into education the way high achieving academic countries do. If you don't, you're creating a future economy based on unskilled, illiterate citizens.

SB-2819-SD-1

Submitted on: 2/16/2022 10:34:40 PM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Terry Gouveia	Individual	Support	No

Comments:

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

I am submitting testimony in support of Senate Bill 2819 SD1.

My name is Terry Gouveia and I have been a teacher in the State of Hawaii for 25 years. I have been a teacher in the Leeward district my entire career.

I truly believe this bill will help retain many seasoned and talented teachers in our Hawaii classrooms. In my years of teaching, I know of many seasoned teachers who have resigned from teaching to pursue employment in other career fields because of the higher pay being offered. I've also seen quite a few teachers leave Hawaii to teach in the mainland because the pay is higher and the cost of living is lower. It is so sad to hear when seasoned teachers, especially the local ones, say they are leaving Hawaii because they could never afford to own their own home in Hawaii, let alone afford the high rental prices here. We are already experiencing a teacher shortage crisis and if nothing is done now, I foresee it getting worse. I honestly believe that paying Hawaii teachers a fair wage for our experience will convince us to stay in teaching and slow down the turnover in teaching positions.

I humbly ask you to please vote in support of Senate Bill 2819 SD1. Thank you for allowing me this opportunity to share my testimony and state my support for this bill.

Blessings,

Terry Gouveia

SB-2819-SD-1

Submitted on: 2/16/2022 10:39:52 PM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Kelli Uyeda	Individual	Support	No

Comments:

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

Thank you for allowing me to submit testimony in support of Senate Bill SB2819 SD1, relating to teacher compensation (salary compression).

My name is Kelli Uyeda and I am a teacher in the Central District on Oahu. I have 20+ years of experience working for the Department of Education. I am hoping that this will finally be the year that the issue of salary compression will be addressed and that the salary scale will be adjusted to reflect the dedicated years of service that teachers, such as myself, have put in. It has been disheartening to realize that with my many years of service, teachers that I have mentored and have had as student teachers are not far below me on the salary scale.

As a former beginning teacher mentor, I know that there has been much effort to recruit new teachers from Hawaii and from the mainland and there have been many discussions about how to retain them as many leave the profession before their fifth year. I believe that rectifying salary compression will help to retain teachers that are beginning to think about retirement to stay in the system longer, as they will be financially compensated and motivated. Especially with these trying COVID years, it would be beneficial to keep teachers with the most experience working with students as well as recruiting new teachers to help alleviate the teacher shortage.

Please SUPPORT Senate Bill SB2819 SD1 to show that our state believes that education is important and that retaining teachers with the most years of service is a priority.

Thank you for your consideration and for the opportunity to testify.

SB-2819-SD-1

Submitted on: 2/16/2022 10:48:34 PM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Nanna Lindberg	Individual	Support	No

Comments:

Date: [Thursday, February 17th, 2022](#)

Time: [10:10 AM](#)

Place: Conference Room 211 & Videoconference

Timeslot: EDU

Aloha Senator Michelle N. Kidani and members of the committee,

I am testifying in strong support of SB2819!

Thank you for hearing this bill. My name is Nanna Lindberg and I teach science at Maui High School.

The authors of our State Constitution never allocated property taxes to fund public education. We are the only district in the country who doesn't fund public education with property taxes. Our public educational system has been underfunded from its inception. In the book Hawaii Pono, it states that we have suffered from meager funding, too few teachers and dilapidated buildings since 1911. The only entity that can change this is the legislature. We must have a functional public educational system in order for our hard working families to go to work. The only way you are going to fill the teacher shortage during a pandemic, is to pay teachers a comparable salary with other districts that have the same cost of living. This bill is long overdue. Then hope you weren't too late and the schools will have enough warm bodies to stay open next year.

Mahalo,

Nanna Lindberg

[37 Poniu Circle](#)

[Wailuku, HI 96793](#)

SB-2819-SD-1

Submitted on: 2/16/2022 11:16:43 PM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Erin Kato	Individual	Support	No

Comments:

February 17, 2022

Aloha Honorable Chair, Vice Chair and Committee Members,

My name is Erin Kato and I am writing to you today in Strong Support of SB2819 SD1. I am currently a Library Media Specialist, Testing Coordinator and Career Education Coordinator for Ilima Intermediate School in Ewa Beach. I have been teaching in Hawaii for 22 years and 4 months to date and all of them were spent at Ilima.

Of those 22+ years, fifteen and a half years were spent in the classroom reaching nearly 7,500 students in my teaching career. It's an honor and a privilege to see my former students in the community whether it being them working at a restaurant, a store, doctors office, or with me at Ilima and even more heartfelt when they come full circle and having a job working for my Husband, that's when you really know they turned out all right. Although I am not directly teaching students with my current position, I am still involved with the entire population at my school.

I am writing to ask the BOE to partner with the DOE and teachers to work towards increasing funding to address the teacher shortage crisis. By working together we can address the issue of Wage Suppression. The 20 day teacher strike in 2001 really affected me (being only two years into my profession) as it caused me anxiety not knowing if I made the right choice in becoming a teacher when this all took place. Not only did my pay set me back in my living conditions, I was not ready to have such a rocky future doing the profession I loved where I got to spend it with children. I doubted myself and wondered if taking a drastic pay cut (at the time was worth it). Another blow came when we had Furlough Fridays in 2009. Again my pay was cut and once again I questioned my choice in becoming a teacher. I lost money, I was moved backwards on the pay scale, and we were never compensated or had I ever recovered from that. So now, there are colleagues who have been teaching 6-10 years less than me, but with a reclassification, they could be right there with me at the same class level and same step pay as me even IF I have had more years dedicated to the State of Hawaii.

Over the pandemic, our work conditions have been very trying and it's taken a mental and physical toll on us. It's making me think about my future goals and the time I have left in my career. Right now, morale is low and there are no incentives to stay beyond my years once I

reach retirement age. With a resurgence in how we are recognized based upon our tenure, it might make decisions different in staying longer than I am anticipating.

It has been proven repeatedly that Hawaii public school teachers are some of the lowest paid in the country, when adjusted for cost of living. This bill would give well earned opportunities for fair pay and support to allow more teachers to be able to afford to stay within the profession. Please support SB2819 SD1 and support the future of public education in Hawaii for our keiki.

Thank you,

Erin Kato

SB-2819-SD-1

Submitted on: 2/16/2022 11:26:03 PM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Brandon Cha	Individual	Support	No

Comments:

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

I am submitting testimony in support of Senate Bill 2819.

I am a high school teacher from a school in the Leeward District. As a young teacher with many more years left to commit and serve to my school population, my salary schedule is of great importance to both me and my peers. I know many teachers who have stalled in their salary progression even as they accumulate years of service to our education department, due to less than optimal budget negotiations with the state government.

Teachers should be rewarded for their years of service or they will look to move to other job sectors with better pay and salary security. If we as a community truly think teachers are as indispensable as we say they are, then our salary schedule should be a constant priority, and not simply a luxury to be afforded when the state budget is favorable.

Passing this bill will compel the state to prioritize teacher salaries and invest in our best resources for our keiki's education - our teachers.

Please vote in support of Senate Bill 2819. Thank you for the opportunity to testify.

SB-2819-SD-1

Submitted on: 2/16/2022 11:43:49 PM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Dawn Shiota	Individual	Support	No

Comments:

Aloha Senate Committee on Ways and Means,

My name is Dawn Shiota and I have been an Educator in the Hawaii Department of Education for over 24 years. I was born and raised on the island of Maui and reside in my home town Ha'iku, Hawaii. I am a graduate of Baldwin High School , University of Hawaii, and San Jose State University with a Master's Degree in Education. I earned my Master's Degree prior to working in the Hawaii Department of Education. I am currently a Counselor at King Kekaulike High School. I am writing to you to urge you to support Senate Bill 2819 SD1. Prior to Covid 19 pandemic, our experienced dedicated teachers saw some hope when HSTA advocated for compression pay, then the unprecedented COVID pandemic hit us. Now several years later, we have seen seasoned teachers as well as new teachers leave in droves. We hear on the news the enormous amount of substitutes needed daily in the State of Hawaii. We also have knowledge that the requirements to be a substitute teacher is a high school diploma and a short preparation course.

Do we want to have more of these substitutes to teach our children for about \$150-200.00 a day or do we want to invest in our children's education and keep our most seasoned experienced and effective Educators who have been working tirelessly to support our "keiki"? It is time for our Educators who have dedicated decades of services to this profession to be fairly compensated for their dedication and time to this profession. Please support SB 2819 SD1 so Educators can be fairly compensated for their years of service and so they remain in this profession. Mahalo for your time and suport .

With Gratitude,

Dawn Shiota

SB-2819-SD-1

Submitted on: 2/16/2022 11:44:33 PM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Carol Hasegawa McOuat	Individual	Support	No

Comments:

My name is Carol Hasegawa McOuat. I am a teacher at Momilani Elementary in the Leeward District, on the island of Oahu. I am submitting testimony in support of Senate Bill 2819. Please provide funds to fix the teacher salary compression issue. We deserve to be treated and compensated respectfully and hope you stand with us by showing us support.

Throughout my career as a teacher I have always worked multiple jobs because my teacher salary was just not enough. I'm at the point where I can no longer work another job because I have 2 children, 6 and 3 to take care of. My 3 year old is in preschool and I am really struggling to pay her tuition that just went over \$1,000 per month for just 3 days a week. Luckily my 6 year old comes to school with me but he has to stay until 5pm just about everyday so that I can work. You would think after working for 10+ years as an educator that I could afford to send my child to school and spend more time with them but sadly that is not the truth. I have to depend heavily on my family to help out with everything. Here it is, 11pm and I am finally done with my work for school and have a little time to type out a testimony on my phone before i wake up at 5am to get to school before 7am and start all over. I have thought about leaving the profession to something that would pay me more and one that I don't have to spend hours after "clocking out" working on. I love teaching the children about the world and seeing them grow. It would really help if you would fix our teacher salaries and show that you do care for us like we care for your children.

On behalf of my family and all the other hard working teachers let there, please consider passing Bill SB2819.

Mahalo,

Carol Hasegawa McOuat

1st Grade Teacher at Momilani Elementary

SB-2819-SD-1

Submitted on: 2/17/2022 12:20:33 AM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
James Chong	Individual	Support	No

Comments:

Aloha Honorable Chair, Vice Chair and Committee Members,

My name is James Chong. I have been a teacher for 30 years at Ilima Intermediate school. I am writing to you today in Strong Support of SB 2819 SD1. I have seen many good teachers leave the teaching profession for other careers in my 31 years in the DOE. The future of the next generation lies in keeping experienced teachers in the classroom. We need to keep qualified teachers who bring a real caring concern to the lives of our students, This bill will make it possible for teachers to earn a living in Hawaii without having to take on a second job to make ends meet. For most of my career I have had to work an extra side job. Only through frugal living, dedicated saving and borrowing money from my relatives was I able to purchase a home in Hawaii. I am one of the fortunate ones but I had to make sacrifices in postponing marriage to my later years and not having children because it would be difficult to raise a family in Hawaii, I have many friends who have had to move to the mainland because of their financial situation. Please support SB 2819 to allow teachers to stay in this profession and not have to worry about moving away or choose life changing sacrifices like I have had to do in my own life. The future of public education in Hawaii depends on this bill!

Mahalo Nui Loa,

James Chong

**Proud DOE teacher from 1990 to the present because I
make a difference in the lives of my students everyday!**

SB-2819-SD-1

Submitted on: 2/17/2022 1:00:31 AM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Melissa A. Padilla	Individual	Support	No

Comments:

Aloha, Members of the Senate Committee on Ways and Means!

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 SB 2819 SD1.

This is my 30th year as a veteran teacher in the state of Hawaii's Department of Education, and the pandemic has made the past two years the most stressful and difficult in my teaching career. However, I am thankful and grateful that I can teach my students live and in-person as positive changes (regarding the pandemic) are emerging.

Unfortunately, the pandemic didn't make being a teacher difficult in the state of Hawaii, it just made issues more transparent to the public. Issues such as teachers' salaries.

I've seen the toll our salaries have had on fellow teachers and their families over the years. The recession of a decade ago that lead to furloughs and DLWOP. We sacrificed much during that period, and many of us do not feel that we've completely recovered, nor have we yet been compensated.

Because of these financial challenges, I've known 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 fall semester. This means that students sitting in my English classes may have had an emergency hire teacher or a long-term substitute teacher. The results of these disruptions include catching students up with their language arts skills in reading and writing as well as the students' preparedness for college or career opportunities.

Veteran teachers, I know, have already turned to private schools as another option or they contemplate retirement. When I look at my own step alignment and compare it to my years of service, I'm disheartened to think that I may not reach the highest level on the salary scale before I'm eligible for retirement. In fact, I earned my Nation Board certification in 2009 (renewal in 2019) to guarantee a bonus in pay, since my paycheck has been stagnant for most of my teaching career.

With our teaching shortage beyond critical now and our public school students needing qualified teachers, we need to compensate our educators with fair salaries that align with their service to Hawaii's public school system. If not now, when will be too late. We can see this already with the smaller pool of substitute teachers available daily and the dwindling of college students enrolled in teacher education programs.

We, public school teachers, appreciate your support for Senate Bill 2819 SD 1 and your continued backing of our students and our public schools. We are stronger together.

Mahalo for you time and consideration,

Melissa A. Padilla

National Board Certified Teacher

AP English and Art History Teacher

James Campbell High School

SB-2819-SD-1

Submitted on: 2/17/2022 1:53:40 AM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Dr. Lawrence Frank	Individual	Support	No

Comments:

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

I am submitting testimony in support of Senate Bill 2819 SD1.

My name is Dr. Lawrence “Bo” Frank. I teach at Radford High School and serve as the Department Chair for Physical Education. I coach the State, National, and International championship cheer team at RHS. I am a proud graduate of the Hawaii public school system, and I have given back to our community since 1998 as a teacher and servant leader.

I am stuck in the middle of our salary schedule at step 11. With over 23 years in the department, it is disheartening to be in the middle of our salary schedule due to pay cuts, furlough Fridays, and several contract negotiations that were finalized without step movements in my tenure. If salary compression is not addressed, I will not be able to continue my calling as a teacher. Under the current salary schedule, I could potentially retire with 30 years of service and never reach 14B, which is presently the top of our salary schedule. I am beyond frustrated, struggling to provide for my children financially, which should not be the case after earning a doctoral degree in addition to my experience, after so many years of service to the keiki of Hawaii and the world, for that matter, in my position at Radford.

I humbly ask that you folks do what is right. Please be pono and address salary compression for the future success of our students, teachers, and schools, aiding in the ongoing teacher shortage.

Please vote in support of SB2819 SD1. Thank you for the opportunity to testify on this imperative bill.

Mahalo,

Lawrence “Bo” Frank, PhD

SB-2819-SD-1

Submitted on: 2/17/2022 2:25:45 AM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Thomas Luna	Individual	Support	No

Comments:

SB-2819 SD1

Submitted By: Thomas Luna

Organization: Individual

Testifier Position: Support

Remote Testimony Requested: Yes

Comments:

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

I am submitting testimony in support of Senate Bill 2819 SD1.

My name is Thomas Luan, and I teach CTE and STEM at Radford High School in Honolulu, Hawaii. Again, I support SB 2819 SD1.

Many teachers in my school, complex, district, and state have shouldered the burden of salary compression for years and have endured an enormous fiscal sentence during that period. These teachers/facilitators/mentors/servant leaders of rigor and relevance have been mistreated for a long time. It is evident that when teachers have more experience, their craft improves, and student academic output also progresses. In this time of transformation and uncertainty, our teachers have been remarkable in keeping students engaged. Teachers deserve a living wage that reflects their education and their EXPERIENCE!

Please vote in support of SB2819 SD1. Thank you for the opportunity to testify on this crucial bill.

Mahalo,

Thomas Luna

Thursday
February 17, 2022

To the Hawaii State Legislative Body,

Salary decompression would help **all** teachers in Hawaii. Hawaii is an expensive place to live, and we lose teachers who go back to the mainland each and every year. We are having a difficult time retaining teachers. Teachers, myself included, are facing a rising cost of living across the board. We need salary decompression. We need annual step upward mobility. I just got my apartment lease renewal. My association is raising my rent \$300 per month. Teacher healthcare went up this year. Gas is over \$4/gallon. This school year, teachers lost our 21-hours of job embedded professional development, which included pay and PD credit. I'm a highly qualified licensed teacher. I do not know if I am going to be able to afford to stay in Hawaii or not. Teacher pay is not keeping up with the cost of living when associations mercilessly raise our rent \$300 per month.¹ Students in Hawaii deserve better than emergency hires, long term substitutes, and non-licensed teachers; and I say that with all due respect to those who fill those positions. We have **got** to keep the teachers we have, and we are **not** going to keep teachers by continuing to feed us excuses. The governor has boasted how well our economy is doing, conveniently after we had already ratified our contract. Enough is enough.

In addition to retaining teachers, since there is already a large enough shortage, we must recruit more. The University of Hawaii releases [data](#) pertaining to how many students graduate every fiscal year, and with which degree/certificate. During the fiscal year of 2018-2019 (before the pandemic), The University of Hawaii - West Oahu has produced 643 graduates. Out of those 643 students, only 30 were in education. That is only 5%, and with only 4 bachelor's degree programs. That same fiscal year, The University of Hawaii at Manoa graduated 4,551 students; 532 of which were with degrees in education. That is only 12%. The student body percentages have remained consistent since before the pandemic. In addition to retaining those who we have, we need to make our profession desirable to new professionals or those who are working who have returned to college to change careers. With these [statistics](#), I have proven to you that our field is clearly **not** desirable to the vast majority of young professionals. How can a baccalaureate university with only 4 bachelor's degree programs only produce 5% of education majors? We **must** do better than that. We **must** make our field more attractive to young professionals. We **will not** attract young professionals to our field by continuing to pay teachers a salary that does not keep up with the cost of living in this state.

Sincerely,
Richard Stange

¹ Associations need to be regulated pertaining to how much they are able to charge for rent or raise rent on a continuing tenant, but that is for another testimony.

February 17, 2022

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

My name is Sarah Kern and I am a resident of Lihue, Kauai teaching science at Chiefess Kamakahahei Middle School. I am testifying in strong support of **SB2819**. I will be completing my 9th year of teaching in the DOE this year, and there are people with as little as two and as many as thirty five years of experience that are all at the same salary step as me. Someone who has dedicated 35 years to educating our keiki should not be stuck at the same step as someone who is just completing their second year. I strongly urge you to pass this bill which seeks to correct this salary compression issue, taking one step toward fairly compensating the teachers who work so tirelessly to prepare our students for the future. Thank you for the opportunity to testify in support of this bill.

Sarah Kern
Teacher, Chiefess Kamakahahei Middle School

Bill: SB2819 SD1
Title: RELATING TO TEACHER COMPENSATION
Position: STRONG SUPPORT
Committee: Ways and Means Committee
Date: February 18, 2022 10:30 am

Aloha Honorable Chair Dela Cruz, Vice Chair Keith-Agaran, and Committee Members,
My name is Vickie Parker Kam, employed by the DOE since 1992, at Ilima Intermediate since 2004. Through those years I have been an English, Social Studies, Financial Literacy educator and an Academic Growth Coach, Testing Coordinator, Curriculum Coordinator, RTI Lead and Mentoring Site Lead.

As a seasoned educator I come here in STRONG SUPPORT for bill SB2819 Relating to Teacher Compensation. This bill will make salary adjustments for approximately 6,000 of my experienced colleagues. This recognizes our professional service to the department of education and the thousands of students we have taught over the decades. Funding the experimental modernization project pursuant to section 78-3.5, Hawaii Revised Statutes, to make necessary discretionary salary adjustments is past due.

Because we were not given any raises for so many years, most of us seasoned teachers tried to compensate by increasing our class through professional development... this means that we basically PAID OUR OWN WAY ACROSS THE CLASS scale while NEVER moving up a step. Once we reach class 7, there is nowhere to go and no way to increase compensation for our work. Due to this continued lack of funding for public education, I've worked 3 jobs at a time to help support my family, until I got exhausted and now I only have 2... This adjustment would push me up 2 steps, this will eliminate the need for me to continue working my 2nd job and allow me to focus on serving my students.

Hundreds of positions are currently filled by unqualified substitutes, thousands of students are impacted every year.

Experienced, highly qualified teachers are what our students deserve.

Fair compensation for our labor is what we deserve...

I respectfully request your support in funding SB2819 needed to fully fund the schools our keiki deserve.

Mahalo Nui Loa,

Vickie Parker Kam
HIDOE Educator
HSTA Board of Director

SB-2819-SD-1

Submitted on: 2/17/2022 5:19:23 AM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
eric iwasaki	Individual	Support	No

Comments:

good morning,

Please pass this bill so teachers in our state can be paid like other teachers in other parts of our country.

Let's put our money where everyone's mouths are, saying that education is important to the youth and to all of our future.

By passing this bill, experienced teachers will continue teaching and helping their students as well as new teachers entering the field.

By passing this bill, young people and people considering making a career change will have one more reason to try teaching and/or to stay in the profession

SB-2819-SD-1

Submitted on: 2/17/2022 5:31:53 AM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Michael Kline	Individual	Support	No

Comments:

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

I am submitting testimony in support of Senate Bill 2819 SD1. My name is Michael Kline and I am a National Board Certified Teacher at Kilauea School in the Kapa'a District on Kaua'i. I have been teaching 23 years as a Special Education teacher.

I am committed to my students and love teaching. It is not a job for me but a vocation that enriches my life. I know I have made a big impact on all of my students with disabilities. I turned 60 this year and with the challenges of Covid 19, with the challenges of teaching in Special Education, I am thinking more and more of retirement. However, if my salary would actually be enhanced to reflect the years I have worked for the Hawai'i Department of Education, I would consider remaining in the field for many years to come. I think many other teachers would as well. This would help alleviate the teacher shortage that happens each year that negatively affects our students and schools. It would also help with teacher retention.

I also think this bill would benefit you as well. It would show your support of Public Education, our students, our schools and our teachers. When you do run for re-election, you would be seen as pro-Public Education, pro-teachers and you would have the support of teachers and parents in the communities you work for.

Please vote in support of Senate Bill 2819 SD1. Thank you so much for considering my testimony.

Michael Kline

Special Education Teacher

Kilauea School

SB-2819-SD-1

Submitted on: 2/17/2022 5:57:54 AM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Aaron Kubo	Individual	Support	No

Comments:

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

I am submitting testimony in support of Senate Bill 2819.

My name is Aaron Kubo and I am an eighth-grade social studies educator at Hilo Intermediate School.

Recognizing years of service and experience is important to demonstrate the worth of qualified educators and keep them from retiring or quitting for other jobs. Having that recognition reflected in their salary, with incremental step movements is one way to convince experienced educators to stay where we need them, in classrooms teaching our keiki.

As it is right now, educators hired after 2012 already have lower retirement benefits, going from a high three to a high five average with a smaller multiplier. Their retirement age is no longer 55, it is 62 without penalty. Costs for everything have gone up. Individual teachers cannot afford to buy homes, nor rent without living paycheck to paycheck or holding debt.

Our current salary structure is not even keeping up with inflation rates. Low pay, poor working conditions, extreme pressure and stress all lead to low morale in schools. What incentives are there for teachers to enter this profession? Let alone stay on the job after years of experience?

We need to pay educators better and place them where they deserve to be on the salary schedule, reflecting their years of experience. Second, you need to continue to move teachers consistently upwards on the salary scale, otherwise, we will end up in this situation again with thousands of educators compressed and underpaid. Such a move will almost be enough to keep up with Hawai'i's current inflation rates. If nothing is done, many educators are going to leave the profession either by retiring or because they can make more money for less work and stress elsewhere. And the students we serve will suffer as a result.

Please vote in support of Senate Bill 2819,

Thank you for your consideration.

SB-2819-SD-1

Submitted on: 2/17/2022 6:06:08 AM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
May Anne Kim	Individual	Support	No

Comments:

Greetings Chair Kidani, Vice Chair Kim, and members of the Committee.

I am submitting testimony in support of Senate Bill SB2819 SD1. My name is May Anne Kim and was born and raised in Hawaii. I started to pursue my degree in education at a mainland university, however I felt the need to come back home to complete my degree at the University of Hawaii at Manoa. I was grateful for my opportunity to leave the state, as it opened my eyes to the special place Hawaii holds in my heart. It was at UH where I met teachers with the similar passion for education. Many of us wanted to be the teacher we needed when we were in elementary school. After meeting all of our program requirements, we were excited to start in our own classrooms in school year 2015-2016.

Fast forward to today, eight years later. I have taught at the same Title I school in the Leeward district. I have taught my own third grade classroom, co-taught with two other teachers in a third grade classroom, and spent the last five years teaching kindergarteners. While on the kindergarten team, we even started a Summer Bridge program with the support of administration to help ease our young learners transition to school (since most of them do not have access for free/affordable) preschool -- but that is another issue for another time).

In the past 8 years, I have managed to take enough professional development courses to reclassify to Class VII. It was a wonderful incentive to better my craft by taking professional development courses. The courses helped me learn strategies to better help the large population of English Learners at my school. I learned how to engage students through Project Based Learning, Design Thinking, and with technology. However, after the eight years, I am still stuck on the 5th step. If I'm being honest, without the incentive of a pay raise, I have no desire to partake in more professional development courses out of my own pocket.

I am constantly wondering, "What's next?" I ask other educators and they say, "Become a Curriculum Coach", "Become an administrator", and some just say, "Move to the mainland and find a better paying job". I hope you're not surprised when the teacher shortage worsens in the future, and more teachers are leaving the profession and/or leaving the island for better opportunities. There are many resources available online to help teachers transition from the teaching profession to other professions. I know this, because I have looked into them.

In my heart, I don't want to look elsewhere. I came back to Hawaii and to the Leeward district because this is where I grew up. I still want to be the teacher I needed when I was in elementary

school. I want to help students see they are capable of so much more, and there is a whole world out there waiting for them. I don't want to be a Curriculum Coach, or an administrator. I definitely don't want to move to the mainland. I want to remain in the classroom with my students for years to come, however with the compression, I'm also thinking maybe I should just plan my exit now. This might be the testimony of just one teacher, however I can assure you these are not just the thoughts of one teacher. Please help be the voice for all teachers and vote in support of Senate Bill SB2819 SD1.

Thank you for time and attention to this matter.

Sincerely,

May Anne Kim

SB-2819-SD-1

Submitted on: 2/17/2022 6:11:36 AM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Kuulei Garcia	Individual	Support	No

Comments:

Aloha Chairperson Dela Cruz and Vice Chair Keith-Agaran,

I am respectfully submitting testimony in SUPPORT of Senate Bil 2819 SD1.

Our teachers are critical to the future of Hawaii and deserve this increase

I implore you to consider the passing of SB 2818 SD1.

mahalo,

Kuulei Garcia

SB-2819-SD-1

Submitted on: 2/17/2022 6:19:28 AM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Joanie Tanabe	Individual	Support	No

Comments:

Aloha,

My name is Joanie Tanabe and I am a 4th grade teacher on Molokai. I have been a licensed teacher for 9 years, but working in the DOE prior to licensure for 5 years as a substitute teacher. I have experienced and witnessed the immense work teachers do for our keiki, ohana, and community, and are NOT compensated fairly.

I don't need to tell you how valuable teachers are, however, I do need to say that if we, as a community value education and value the work that teachers do, then we need to compensate us in a manner that shows that value. I don't need to tell you how drastically underpaid we are and how much of a teacher shortage we have, but I do need to say that this shortage makes it more difficult to do my job.

The elimination of steps is a start and step in the right direction to making teachers and education valuable with fair compensation for a calling that dedicates our life...not just a portion of our day.

Mahalo for taking the time and considering making an improvement for teachers.

Aloha.

TESTIMONY BEFORE THE SENATE COMMITTEE ON WAYS AND MEANS

RE: SB [SB2819](#) RELATING TO TEACHER COMPENSATION

Friday, February 18, 2022

10:10 a.m.

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

My name is Maria Guardino I am a Teacher at Kaimuki High School in Honolulu on Oahu. **I am submitting testimony in support of SB [SB2819](#) relating to teacher compensation. It's a small price to ask for the retention of teachers which affect the future of our keiki.**

Our children are our future. When teachers instruct their students, they build the foundation for equality and prosperity for tomorrow's generations. Every dollar invested in our community's public schools yields exponential returns, not just for our economy, but for the promise of a more open and democratic society.

Supporting this proposal will lift our public schools in Hawai'i into the 21st Century. A vote for this measure is a vote that creates competitive professional pay which reflects the value of our hardworking teachers.

Just last evening, I was walking with my friend. We are both in our 50s and trying to plan for our "golden years". She shared her financial situation with me and I had to say, I honestly felt envious, I have been working for our DOE for 18 years, and yet, will be earning less than her if she only worked three days a week. When I shared how much I earn with her, she frankly was appalled. She said I deserved more. We both love our careers, we love our community, and we both serve our community by working with the next generation. I know I deserve more AND most teachers in other states earn more. How can our state reflect that they value teachers? Pay them for their professionalism and worth.

"Unfair pay scales have driven experienced senior teachers to either retire early or leave the profession, due to the perception that their experience and dedication to public education and the teaching profession will never be adequately valued and recognized.

The legislature has found that an increasing number of school districts around the country are utilizing compensation methods and strategies designed to improve the recruitment and retention of qualified teachers." (taken from Bill 2819)

Please help me and the many other passionate educators, remain serving our students in Hawaii.

Please vote in support of Senate Bill 2819.

Thank you,

“Ms. G,” as the students call me.

Maria Guardino, MSW, NBCT, Teacher Leader

SB-2819-SD-1

Submitted on: 2/17/2022 6:38:28 AM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Jennifer Travis	Individual	Support	No

Comments:

I have been a teacher in Hawaii for 20+ years.

I am also a single parent of a 23-year-old daughter who attended Hawaii Public schools. I feel very fortunate to have come here so many years ago to make Hawaii my home. I also feel fortunate that I was able to purchase a house that many years ago. Although, it hasn't been easy for me. To be able to survive here, I have always had to rent out rooms in my house, and take a second, or even third job sometimes. I can't imagine how I would make ends meet, if I were new in this housing market.

I am part of the community. I can't go anywhere, without running into my students. Either current, or former. I have been teaching so long, that the earliest students I had now have families of their own. I am thrilled every time I see one of them, at Costco, at the beach, at community events. It thrills me every time when one of my former students asks me if I'm still teaching, gives me a hug, and especially when they tell me what my class meant to them. And this is a great payoff of this position. Being a teacher has many rewards such as this. But, as we all know, it is expensive to live here, and this does not pay the bills.

My daughter was in my own sixth grade Math class the year we had Furlough Fridays. While it was a blessing to have the extra day a week to spend with her, the lack of regular salary increases has been a high price to pay.

it is also difficult when having conversations, or meeting people for the first time and they find out I am a teacher. It is almost a look of pity in their eyes sometimes. People say things like "Wow, wish they would pay you guys more. You do the most important job in the world." I wonder, why, if my job is so important, and I am making such a difference in the world, that I have to work to other jobs to have any quality of life. Why, people seem to feel sorry for me when they find out I am a teacher. Why, people ask me things like "How much longer do you have to work before you can retire?"

When I compare my teaching, classroom management and my lessons from 20 years ago, to today- it is a day and night difference. I understand my students so much better today. After having lived in their community, seeing their neighborhoods, knowing their families and having had taught many of their siblings. I have learned my curriculum so much better, I did many tricks

to my bag of teaching tools, found so many more resources to make my lessons much more meaningful, as well as enjoyable to my students.

Some days, I have my students write three things that they are grateful for in their planner, before class begins. I ask if anyone would like to share. My heart melts, when I have a student raise their hand and tell me that they are thankful for coming to my social studies class that day. That they are grateful for me. When they tell me that I make my class fun, and they learned so much. When I go out for recess duty, and the girls and boys flock around me like I am some kind of celebrity. When they tell me that my class is their favorite, and that I am their favorite teacher. It blows my mind, that I am a 55-year-old woman, old enough to be some of their grandmas, but they flock around me like I am some kind of superstar. We are generations apart, yet I have found a way to relate to them.

All this to say, that experience does matter. That all of my years of teaching here in Hawaii mean something. That I get better every year. That it would be a benefit to the state to try to retain me as well as many of my counterparts in the same situation. As opposed to, replacing me with a new teacher. If there are even any out there that can afford to live here with the increase in cost of living here. Many young teachers, recruited from the mainland, come here straight out of college. Never with the intention of staying. It is kind of an extension of their college adventure for them - an extension of their student teaching- practicing on our kids- a kind of a gap year before they start their real life. A pay vacation of sorts. They will never get to know the community, the families, the students the way that I have. And as a result, our students and communities will suffer.

I am very much for increasing teacher pay, based on years of experience and service. The longer you can keep a teacher in the system, a good teacher anyway, the better for the students and the communities. The experience I have gained in the 21 years I have been teaching is invaluable. I would like to feel as valued by my employer, as I do by my students. Being compensated in a way that reflects my experience, and honors my teaching as a craft that I am continuing to master would be one way to acknowledge me as a professional.

i respectfully ask that this bill be carefully considered.

Jennifer Travis

21 year veteran teacher at Lokelani Intermediate in Kihei, Maui



SB-2819-SD-1

Submitted on: 2/17/2022 6:56:16 AM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Caroline Freudig	Individual	Support	No

Comments:

Aloha Chair Cruz and committee,

I write to you in FULL SUPPORT of this bill which will right the wrongs over the years done to our Hawaii teachers. I am a first grade teacher at Kalaheo Elementary and, although this bill won't adjust my salary due to my teaching years outside of the state, it will fix the salaries of thousands of teachers across the state. If we want our students to have experienced teachers who are not stressed out due to our high cost of living and unaffordable salaries, we need to adjust this NOW. We cannot wait another year to fight this fight again as we all know anything can happen (i.e. COVID March 2020). Please support this bill.

Mahalo,

Caroline Freudig

SB-2819-SD-1

Submitted on: 2/17/2022 6:56:33 AM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Cindy Deuz	Individual	Support	No

Comments:

Aloha,

I am a teacher with Central District on the island of Oahu. I am submitting testimony in support of SB 2819, SD1.

Please provide enough funds to fix the teacher salary compression issue to show that we as a state value our hardworking teachers. Our teachers are worth it because our keiki deserve to be taught by highly qualified teachers. These past 2 years of Covid has had a negative impact on them and we need to work harder than ever to bridge the gaps that distance learning and quarantining have caused.

Teaching is my second career and it has been very rewarding to be able to see the growth our keiki make in a year. However, with the cost of living in Hawaii being so high, it has been extremely hard to make ends meet. My family and I have had multiple discussions about moving to the mainland where I would not need to look for a second job. My daughter is currently at UH Manoa pursuing a degree in education and even she is discouraged about the teacher pay. She has been told time and again to not go into teaching because of the low pay and stress involved. But she remains steadfast in her decision because she loves kids and she's really good with them. She will most likely stay to gain some experience but ultimately will need to move away to be more financially secured.

A lot of veteran teachers are pushing back retirement to be able to benefit from the pay compression fix. This not only benefits teachers but the future of Hawaii as students will be taught by highly qualified teachers and not by emergency hires or long term substitutes. Please approve the funding needed to keep Hawaii's teachers in Hawaii.

We need your help.

Mahalo!

SB-2819-SD-1

Submitted on: 2/17/2022 6:57:54 AM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Wendy Wilhelm	Individual	Support	No

Comments:

My name is Wendy Wilhelm and I have been a teacher since 1995. Currently, I hold 3 jobs to make all of my and family's ends meet. I took classes to advance on our salary schedule across the page, but no matter what, I cannot earn any more without step increases built into our negotiations. With the passing of SB 2819, I can finally earn what my years of service and experience so rightfully deserve.

I strongly urge you to pass SB 2819. We veteran teachers need incentive to stay in the profession we love, or risk losing us to an economy that we simply cannot afford anymore.

Mahalo,

Wendy Wilhelm

SB-2819-SD-1

Submitted on: 2/17/2022 7:07:29 AM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Hung Tram	Individual	Support	No

Comments:

I am in support of this bill.

SB-2819-SD-1

Submitted on: 2/17/2022 7:25:58 AM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Cherylanne Lee	Individual	Support	No

Comments:

Aloha Senator Donovan M. Dela Cruz, Senator Gilbert S.C. Keith-Agaran and members of the Senate Ways and Means Committee,

Please support students and teachers of public education by supporting Senate Bill 2819. The compression issue is extreme. For example, with 22 years of service in the HDOE I am on the same salary step as a teacher with 16 years of service. The situation is even more startling for more senior teachers with 30 years of teaching service who find themselves only two steps ahead of a teacher with a little over half of those years of service. Veteran teachers also deserve the realignment as their experience often makes them school leaders, mentors, coordinators and curriculum developers. Veteran teachers who have honed their craft are invaluable to students' growth, school capacity and development of new teachers. As a veteran teacher this realignment would absolutely impact my decision to remain in the teaching profession and would encourage me to consider staying in service beyond my retirement eligibility. Being able to promote teaching as a career in which people can make a living as well as make a difference instead of one of sacrifice and suffering will help to address the teacher shortage. Imagine the possibilities for our students when the best and the brightest yearn to be teachers of Hawaii's next generation.

I humbly ask that you support the Senate Bill 2819.

Respectfully,

Cherylanne Lee

SB-2819-SD-1

Submitted on: 2/17/2022 7:32:54 AM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Megan Landes	Individual	Support	No

Comments:

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

I am submitting testimony in support of Senate Bill SB2819. My name is Megan Landes. I teach third grade at Princess Nahi'ena'ena in Lahaina, Hawaii. I have been working at this same school in the close knit community of Lahaina for 18 years. On our current salary schedule I am at step 11. This means that my 18 years of teaching service are going unrecognized by the state of Hawaii. I am on the same step that teachers with fewer years of teaching are on. I am also on the same step that teachers with more years of service are on. Teachers should be recognized for their time and constant effort. I have watched as coworker after coworker has left the state because they could not afford to live here. I have heard conversation after conversation of teachers talking about having a second and third job just to get by. My husband has a second job so that we can afford to stay here. It is time to fix the salary schedule and give credit to the years served by our tired teachers.

I am in support of SB 2819. Please vote in support.

Thank you for the opportunity to testify.

Megan Landes

SB-2819-SD-1

Submitted on: 2/17/2022 7:35:06 AM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Kelly Sutcliffe	Individual	Support	No

Comments:

Aloha,

My name is Kelly Sutcliffe and I have been a teacher with the Hawaii Department of Education since 2005. I have dedicated over 16 years to the teaching profession in Hawaii. During this time, I have taught in grades K, 2,3,4 ,5 and 6, and have remained faithful to my current elementary school for 15 years. Throughout my years teaching I have earned a Master's Degree from the University of Hawaii plus 24 additional credits for reclassification. I won the 2016 Milken Award which is a national recognition for excellence in teaching, and I am currently in pursuit of my National Board Certification. Upon receiving the Milken Award I was asked to speak at many events, including a teacher recruitment at Windward Community College. Why do I teach? I love making a difference and having an impact on children. I like making learning fun and engaging and seeing kid's faces light up with pride in their work. I love providing a safe space for kids that they may not have at home. I love opening student's eyes to real-world issues and involving them in projects that have a direct impact on their community.

During this time, I have also started a family of my own and now have a 3 yr old daughter to support. My husband works as a mechanic and makes a comparable salary to me (I sadly make more) I have tried my best to get a head by taking classes, pursuing other certifications, and working summer school for extra income while I would rather be spending time with my family. After 16 years of working extra hours tutoring after school, on weekends, during breaks, I am still barely able to make ends meet. I currently take home just over \$1,500 per paycheck- just over \$3,000 a month, which equates to under \$40,000 per year. It is impossible to save money with the annual increase in rent and cost of living and so we make due paycheck to paycheck. If it weren't for CARES Act money my daughter would not be able to attend preschool. My husband and I contemplate leaving Hawaii every year that it gets harder. Financially we should. We choose to stay because of the investments we have put into our careers. I feel as though I have invested a lot into the education system of Hawaii and would love to continue growing in my profession. We have built our lives here, have friends who have become family, and have embraced the culture and lifestyle. We suck it up and figure things out year to year because we've made this place 'home'. I would like to ask that you consider passing Bill SB2819. It would help retain passionate veteran teachers such as myself, and allow us to afford to raise a family here. And while it is true, teachers are selfless and do not choose this career for the high salary, we certainly deserve to be paid for our years of service.

Mahalo for listening to testimony and for allowing me to share my voice. Please consider taking care of our educators.

-Kelly Sutcliffe, Elementary Educator

SB-2819-SD-1

Submitted on: 2/17/2022 7:39:37 AM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Thomas Graham	Testifying for Hawaii DOE Teacher	Support	No

Comments:

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

I am submitting testimony in support of Senate Bill SB2819 SD1.

My name is Thomas Graham. I am a High School Social Studies Teacher at the Hawaii School for the Deaf and the Blind (HSDB), where I have served for over 25 years of my 28 years for Hawaii’s DOE. At HSDB, I’ve served as an Elementary Teacher, a Middle School Teacher, a High School Teacher, a Special Needs Teacher, a Technology Coordinator, a School Registrar and even for year as a TA Vice Principal.

I grew up in Hawaii (having grad from Kalani High School) and am a 3rd generation kamaaina resident. I went to UH Manoa, to BYU-Hawaii, and then to Utah State University to get a masters in Deaf Education. My college education has served me well and allowed me to climb through the DOE Salary Classes quickly. Within 10 years of teaching, I proudly arrived at Class 7 of the salary scale.

Unfortunately, once I was there, there was no further movement or pay increases unless a new contract gave us an increase or step up. So, for at least 15 years, I’ve sadly been stuck in the same salary step. Even if I returned to college for a 2nd Masters degree or a PhD, I would still be in the same Salary Class and the same Step. Obviously, there’s something wrong with this “picture.”

My wife also serves at HSDB, but as an Educational Assistant (and for nearly 25 years). She too is a 3rd generation kamaaina resident. More importantly, we have 2 generations in front of us.

Yet, between our two salaries, we have never been able to afford to purchase a decent home and we are now looking at retiring on the mainland - with 5 generations that have called Hawai’i home and after we will have served our keiki for a combined 60 years.

Decompressing the teacher salaries will definitely help and encourage us to stay in Hawai’i a few years longer. But more importantly, it will help the current and next generation of teachers for Hawai’i’s keiki. It will attract our highly qualified teachers to stay - or for those that left, to return to islands we call home and to the keiki we love to serve and teach.

Please vote in support of Senate Bill SB2819 SD1.

Thank you for the opportunity to share my testimony and listening. Mahalo for your kokua in serving our citizens and keiki.

Mahalo, Thomas Graham - HSDB Teacher

SB-2819-SD-1

Submitted on: 2/17/2022 7:45:00 AM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Lori Kaufman	Individual	Comments	No

Comments:

I have been teaching on Maui, in the same school, at the same grade level for 29 years. How am I not at the top of the pay scale after 29 consecutive years in the DOE? I am stuck.

SB-2819-SD-1

Submitted on: 2/17/2022 7:47:46 AM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
christopher castillo	Individual	Support	No

Comments:

Chair Dela Cruz, Vice Chair Keith-Agaran, and members of the Committee
My name is Christopher Castillo, an EOEL PreK teacher in Waianae.

I am writing today in support of SB 2819 SD1 relating to teacher compensation in the form of salary compression.

It is often said that people develop and better their craft over time. If this bill were to pass, it would not affect me at the moment in my 8 years of teaching, but many of my counterparts who have put their whole lives into this profession and teaching the keiki of Hawai'i. Many of these teachers with over 20 years of teaching experience have been looking towards pay increases over their years of service, only to be denied and left stagnant. Making them feel underappreciated as new teachers enter the field and make almost as much as them.

These teachers have rolled with the punches of our education system, been through years of various training and professional development only for their pay not to reflect the time and effort that they gave to better themselves as educators.

We have already started seeing the beginning of a mass exodus of new and veteran teachers. Lowering our teacher retention rate to less than 50%. By fixing the compression, we would have a chance to retain experienced and veteran teachers to carry on rather than having to scramble just to fill vacant seats.

If you really cared about education and the future of our keiki of Hawai'i you would support SB2819 SD1. Because supporting teachers trickles down to supporting our classrooms and the keiki we serve.

Thank you.

SB-2819-SD-1

Submitted on: 2/17/2022 7:48:08 AM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Amy Sun	Individual	Support	No

Comments:

I support SB2819, because it's absolutely embarrassing how appropriate compensation for teachers is NOT available. When there is (currently and consistently) a teacher shortage, it is not helpful when teachers are actively discouraged from staying in the profession. When I moved back to Hawaii after coaching teachers on the mainland, I took a pay cut. Then after teaching and accumulating PDE3 credits on my own for the next FOUR years, I was finally able to get the same salary as a first-year teacher in Washington, DC. In total, I have now taught in my profession for 10 years. None of my time as a teaching coach (where I taught graduate level courses of math pedagogy) counted toward PD for me to go up a level of pay, and each PDE3 or extra workshop I attended had to be approved to even "count". The system is very very hard to succeed in. We need to be paid as professionals.

SB-2819-SD-1

Submitted on: 2/17/2022 7:48:25 AM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Joy Shlachter	Individual	Support	No

Comments:

I have been a public school education teacher for 16 1/2 years. Please pass this bill so that I and other veteran teachers can finally be paid the salary we are supposed to be paid based on our years of experience teaching. We need to pass these long overdue updates to our pay schedule so they will be in place for teachers newer to the profession also. Teacher retention is a huge issue and adjusting teacher salaries to compensate professionals for their years of experience will encourage teachers to stay in the profession and use their experience instead of leaving to do something else or retire. There are funds available for this so it can finally be done. We must do everything we can to encourage teacher recruitment and teacher retention for the long term. Mahalo.

SB-2819-SD-1

Submitted on: 2/17/2022 7:49:31 AM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Johnny Kim	Individual	Support	No

Comments:

It has been proven repeatedly that Hawaii public school teachers are some of the lowest paid in the country, when adjusted for cost of living. This bill would give well-earned opportunities for fair pay and support to allow more teachers to be able to afford to stay within the profession.

SB-2819-SD-1

Submitted on: 2/17/2022 7:51:18 AM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Mahala R Quintana	Individual	Support	No

Comments:

I have been a full-time Elementary educator in the state of Hawaii for 15 years now. I support SB2819 SD1 because it is nearly impossible to stay in the teaching field due to the Low and stagnant teacher compensation compared to the rising inflation of 7.5 percent and the hardship of the cost of living here in Hawaii. Highly qualified and experienced teachers leave their teaching jobs after teaching in Hawaii because of the disrespectful and harmful practices of low pay. It's long overdue that Hawaii teachers are paid for the expertise, commitment, training, and degrees they bring to educating the keiki of Hawaii.

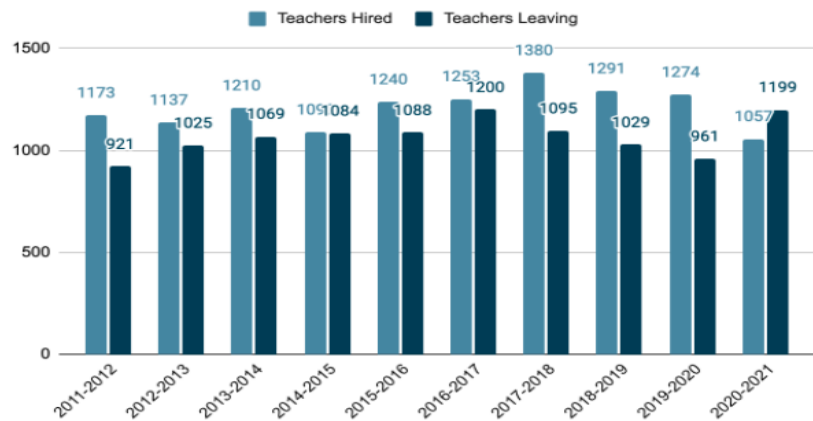
Aloha members of the WAM Committee,

I am submitting testimony in support of Senate Bill SB2819 SD1. My name is Janet Kim and I currently support recruitment efforts related to building capacity of a quality teacher workforce for our state. I am also conducting my dissertation on the teacher shortage in Hawaii, specifically looking at the longstanding issues related to our special education teacher workforce.

In my recent analysis of the data from the last decade (i.e., 2011-2021). Teachers who leave the profession each year make up 88% of the teacher demand each year. Considering 71% of attrition is premature attrition, meaning teachers who are leaving for reasons other than retirement, the most pressing concern is how to incentivize new teachers and mid-career teachers into staying in the profession long-term. As someone who works full-time in the area of recruiting new teachers, I would like to emphasize that we wouldn't need to invest so much money and time into our recruitment efforts if we could do a more effective job at keeping the teachers we already have. We must invest in teacher retention, and I personally believe addressing salary compression is the most efficient and effective way to do so and we must do it now before it's too late. There are far too many teachers who had devoted themselves to our keiki and are not fairly compensated based on their commitment to this profession. Given how difficult these past two years have been, many teachers are hanging by a thread and national studies show that a majority of teachers are thinking about changing career paths after this school year.

Due to the current pandemic, our workforce data has shown a significant change for SY 2020-2021. Over the previous 9 years, the number of teachers being hired were more than the teachers leaving, allowing us to chip away at our teacher vacancies little by little each year. Unfortunately, what we see this last year is the number of retirements have skyrocketed and less people have entered, leaving us for the first time with having had significantly more people who left than who were hired, which increases the number of children left without a classroom teacher.

Number of Teachers Hired Compared to Number of Teacher who Separate



Note. Data taken from DOE Employment Reports, 2011-2021, Hawaii Department of Education

We can not afford to have this trend continue, otherwise, our shortages will be exacerbated to levels that will be irreparable and cause an even more significant crisis within our public education system.

Given that this is the second year of the pandemic, our teacher workforce is at dire risk of burning out and a second wave of increasing retirements and attrition is on the horizon. Our teachers have had to be on the front lines ensuring our students still feel safe and have the learning opportunities they deserve amidst continuous changing and uncertain conditions. Since our teachers have had little say throughout this process, we need to do our absolute best to validate their efforts, honor them as professionals in their field, and invest in them long term so they can persevere through these especially challenging teams.

Please prioritize retention initiatives that will support our teacher workforce needs. It will cost us much more in recruitment than what it would cost to take this moment and show that we truly appreciate and value the teachers we already have. I personally know many incredible teachers who are making the same amount in salary as the new teachers who they mentored when they were in their teacher preparation program. This is wrong, we need to compensate those who have been committed and have persevered to stay in this profession. Lastly, from a recruitment standpoint, it would be beneficial to be able to share with prospective teachers what their exact earning potential would be if they committed to this profession for a certain number of years. Please vote in support of SB2819 SD1.

Thank you for your time,

Janet Kim

February 17, 2022

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

Go Govs! I thought that would get your attention. My name is Sandy Ramiscal, Farrington class of 1991 and current Farrington High School faculty member. I am writing to you to please make Senate Bill 2819 SD1 get through so we teachers can get the respect we deserve. I have been teaching at Farrington High School for 25 years and have been in Class VII for many years, but have been somewhere in the middle with very little movement. My husband and I are both public school graduates, we are both public school teachers, and both our children attend public schools in Mililani.

Teachers are the foundation of the community. All professions are created from great teachers. To retain the best foundation, there must be full support by the community. Some of my best colleagues have left education for other reasons, but I know that we can attract and sustain great people to our profession with the passing of this bill. You can retain the best teachers who are close to 20-30 years of service who otherwise may seek retirement or other employment. I currently teach classes called Teaching As a Profession to high school students who learn about how to prepare to be educators, teachers, trainers, and all areas of school support. It is very difficult to convince them to enter the field, but we are doing what we can to prepare them

Please vote in support of Senate Bill 2819 SD1.

Once a Gov, Always a Gov.

Sincerely,

Sandy Ramiscal
W.R. Farrington High School
Public Service Academy lead teacher
Teaching As a Profession program

SB-2819-SD-1

Submitted on: 2/17/2022 7:53:37 AM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Tammy Holt	Individual	Support	No

Comments:

Dear Chair Dela-Cruz, Vice-Chair Kieth-Agaran and members of the Committee,

My name is Tammy Holt and I am writing in support of SB 2819.

Salary compression affects our veteran teachers. These are teachers who have a deep knowledge of their school communities, have generational relationships with families and organizations within their communities, and have worked tirelessly for the keiki of these communities. Veteran teachers have years of invaluable experience and innate knowledge that is unreplicated and immeasurable in value.

I am respectfully asking that the Senate Committee acknowledge the fact that salary compression in the teaching field does exist and that it must be fixed before we lose our experienced and veteran teachers.

Through testimony at the Board of Education, Town Hall Meetings and neighborhood board meetings I have heard the frustration of countless veteran teachers proclaiming that they are done with the teaching profession if the issues of salary compensation and compression are not fixed.

If we lose those valuable veteran teachers, we lose invaluable innate knowledge of curriculum. We lose historians of our community, we lose trusted teachers who know and understand the families they serve, and most importantly, our children lose a trusted adult outside of the family nucleus. (Any ideas to change that statement)

Thank you for the opportunity to submit testimony in support of SB 2819

SB-2819-SD-1

Submitted on: 2/17/2022 7:55:10 AM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Cathleen Oyama	Individual	Support	No

Comments:

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

I am submitting testimony in support of Senate Bill 2819, relating to teacher compensation (salary compression).

I have been working as a DOE school counselor for 28 years (with an additional 3.5 years with the DOH) and am currently on salary step 13. I love my job. I love my coworkers and I love our students. Yet, being a career educator is not easy. The long hours require us to give up family time and skimp on “self-care.” The lack of supplies and on-going purchase order issues (restrictions, rules, and long turn-around periods) require us to use personal funds to provide for the needs of our students. The mediocre pay requires us to seek additional sources of income, despite our already limited time. In addition to this, these past two years have been especially taxing on our time and mental and physical energy. This has brought a number of my highly qualified and experienced colleagues to the breaking point and they chose to retire. Many of them retired mid school year, which is not the norm for educators and speaks to the extreme burnout that is occurring.

I, too, am contemplating retirement and on January 3, 2022, I hand delivered my application to the ERS office with the intention of retiring on June 1, 2022. This was not my original plan. My plan changed when I discovered that working part-time while collecting my pension would bring in more income than if I continue to work full-time with the DOE. Isn't that sad? After devoting 28 years to the DOE, I am still not at the top of my pay scale. And after a total of 31.5 years working for the State of Hawaii, I need to retire from the job I love in order to increase my income. My fear is that many of my veteran colleagues have discovered the same and we will see a mass exodus of retirement-eligible educators walk away from the job, taking with them their invaluable and irreplaceable knowledge and experience.

Will the passing of Senate Bill 2819 entice me to postpone my retirement? I honestly do not know. I do know that it will cause me to take a pause and consider my options. I also know, more importantly, that it will make a difference to my colleagues. Fixing the salary compression issue will not only provide educators with much needed income, it will also be a huge morale boost. I cannot express enough how vital that is right now. It will also give new and potential educators hope that being a career educator is financially beneficial and not a financial liability.

Please vote in support of Senate Bill 2819. Thank you for the opportunity to testify.

Sincerely,

Cathy Oyama

SB-2819-SD-1

Submitted on: 2/17/2022 7:57:33 AM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Aoi Shinagawa	Individual	Support	No

Comments:

Aloha Honorable Chair, Vice Chair and Committee Members,

My name is Aoi Shinagawa I have been a teacher in Ewa Beach for almost three years. I am writing to you today in Strong Support of SB 2819 SD1. Before becoming a teacher, I watched my mother, who is also a teacher, struggle to support our family with low wages. At the time, I did not understand how she was struggling because she was a full-time employee of the state.

Now that I am older and also in the same profession, I understand completely. Despite my mother having many more years of teaching experience, we receive a similar pay because she entered the profession during a time of salary compression. As a result, she is only a few salary steps above me. The fact that a woman in her sixties with two masters degrees, who has been teaching since her forties, can receive a similar pay to her freshly-graduated daughter with under three years of experience and no masters degree should be evidence enough of the ridiculous state teacher pay is currently in.

It has also been proven repeatedly that Hawaii public school teachers are some of the lowest paid in the country, when adjusted for cost of living. This bill would give well earned opportunities for fair pay and support to allow more teachers to be able to afford to stay within the profession. Please support SB 2819 SD1 and support the future of public education in Hawaii for our keiki.

Mahalo Nui Loa,

Aoi Shinagawa

Band Director, 'Ilima Intermediate School

SB-2819-SD-1

Submitted on: 2/17/2022 8:05:56 AM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Jonathan Drayton	Testifying for Educator (DOE)	Support	No

Comments:

Thank you, Senator Kidani and Senator Kim for revisting **SB2819. SD1**

As a citizen of the State of Hawaii, a taxpayer, and professional educator serving our community, I worry about the lack of value for educators and its effects on our state and children.

If our use of the dollar is one of the truest demonstrations of democracy, why do we leave educators at the bottom of the budget? We say we value education and our children, yet our actions vote differently.

I have worked and served the public education system for close to a decade. Sadly, I've watched our school's system fall into a state of almost complete disrepair. We rely hevily upon "vacation teachers" who come from the mainland for a year or two. These teachers briefly keep educators in the classroom and our broken system a float. Now amongst the midst of a pandemic, and an exodus of educators from this broken system, we can not keep teachers (or subs) in the classroom.

If we truly care about our keiki and their education, we must care for those who care for them. How can we ask our children to value their education if we don't treat educators as professionals providing them a livable wage? Most educators dedicate six years or more to advanced degrees and certifications in order to help advance our children. To not advance this bill, will have crippling consequences on the State of Hawaii. We will surely face costly reprecussions within the state's social support systems for years to come.

Supporting SB2819 SD1 goes beyond a line item in our budget, it protects our state's legacy of being community and family driven. With the closing of schools, we have seen how hard it is to juggle the needs of our children, homeschooling, and tending to our careers. We cannot afford to have our teachers walk out and into careers where they are better valued and appreciated. Also, our children cannot afford to have educators working two-three jobs to survive. With an educator's presence over-extended, the product our students recieve is cheapened. We hope this committe will support the value of education in the State of Hawaii. Supporting and passing SB2819 SD1 is vital for us all as we move forward.

To Whom it May Concern;

I am a Special Education Teacher on the Big Island of Hawaii. I support both bills SB2819SD1 and SB2820SD1. Both are important to hire and retain qualified teachers for Hawaii.

Sincerely,

Charlotte Husen

SB-2819-SD-1

Submitted on: 2/17/2022 8:07:03 AM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Derek Bishop	Individual	Support	No

Comments:

Dear Hawaii State Senate,

This is my testimony in support of SB2819. My name is Derek Bishop. I am a 32-year special education teacher veteran at Paauilo Elementary and Intermediate School on the Big Island.

Currently I am on Step 11 rather than 14B, or 5 steps lower than I should be, earning \$15,000 less than I ought. As a full-time special education teacher, I have 15 years from California and 17 years from Hawaii. After a lengthy absence, I relocated to Hawaii from the mainland when the special education and hard-to-staff differentials took effect. Even with the differentials, I still took a \$16,000 pay cut to be here. In Hawaii, every dollar of compensation counts. The cost of living in Hawaii is tremendous, and has only been exacerbated by COVID and the influx of wealthy families to the islands during the pandemic.

On the mainland I received yearly salary increment moves in line with years of service. These moves, typically 2-5% each, were automatic. I believe such moves based on years of full-time teaching service are fair, equitable, and extremely helpful to anyone trying to live on a teacher salary. I believe such a policy of automatic salary movement based on years of service should be instituted in Hawaii, where the cost of living is so high.

Also, another related matter is one of years of service granted for service in other school districts. On the mainland the standard is 10 years granted, with many districts granting 12, 15, 20, or unlimited years of service in order to attract the most qualified and experienced teachers possible. Hawaii grants a maximum of 6 years of service. This is a disincentive for any teacher with 10 years or more of experience, as they will lose their place in their respective salary schedule, forcing them when in Hawaii to accept the pay of a beginning teacher, when they have a wisdom and skill set that should receive a much higher compensation.

Please invest wisely in Hawaii's students and their teachers. Please provide pay commensurate with years of service -- and the wisdom and communal stability that they represent.

Mahalo,

Derek Bishop

SB-2819-SD-1

Submitted on: 2/17/2022 8:07:35 AM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Shely Chang	Individual	Support	No

Comments:

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

I am submitting testimony in support of SB2819.

My name is Shely Chang and work in the Leeward District, Campbell Complex.

I have been working for the DOE for 17 years and my husband has been working for 22 years. We are currently earning the same salary as those with much less years of service than us. With two incomes from the DOE and a family of 4 this salary decompression would possible mean not living from month to month. My husband works a second job and I had a second job up until 3 years ago when I finally had to due to family needs, which has made us struggle a more economically.

Please vote in support of Senate Bill SB2819.

I thank the committee for the opportunity to provide a written testimony.

Shely Chang

SB-2819-SD-1

Submitted on: 2/17/2022 8:08:44 AM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Erick Justin E Domingo	Individual	Support	No

Comments:

Aloha Honorable Senate WAM committee,

Please pass SB 2819 SD1 which gets the 8,000 teachers who been asked to sacrife in every economic downturn to their proper step on the salary schedule that is in our contract. I strongly support getting all of my fellow teachers to their correct step because it is long overdue.

Our schools are understaffed with many qualified teachers leaving for higher paying jobs. Our local teachers deserve a chance to thrive in our homeland, and we can't do that if we do not pay them what they deserve.

Our schools are yearly understaffed, and the turn over rate is always high. Let's try to keep teachers in their positions by giving them an incentive to stay. Please show teachers across the state that you are hearing their plea. Please Pass This Bill!!!

Mahalo,

Erick Domingo

8th Grade Phycial Education,

Maui Waena Intermediate School

SB-2819-SD-1

Submitted on: 2/17/2022 8:10:53 AM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Kori Oros	Individual	Support	No

Comments:

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

I am submitting testimony in support of Senate Bill SB2819

I am a 3rd grade teacher at Kipapa Elementary School.

When I first started teaching 13 years ago, I was a 20 something year old living with two roommates and \$600 rent. I was happy to have a job doing something I love. I didn't think about my financial future.

Fast forward, I'm in the same classroom, same grade and same school, however now I'm married with a 7 year old daughter and am 13 years better at teaching...and we are still renting.

I've taken students to Lego Competitions on the weekend, facilitated a garden program, organized a beach clean up, work 12-14 hour days guiding my grade level as well as creating a virtual curriculum from scratch, walked to student houses during the pandemic to deliver learning material, independently brought in guest speakers from Kokua Foundation and NOAA ... this is the type of teacher I have become.

My husband is also a Public School Teacher. Our options for homeownership are bleak. Our rent has been increasing every year. Our teacher "raises" are in lock step with our yearly insurance premium raises so our take home pay seems small.

Help us with our future. Please vote in support of Senate Bill SB2819.

Thank you for the opportunity to testify.

SB-2819-SD-1

Submitted on: 2/17/2022 8:15:45 AM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Andrew Stever	Individual	Support	No

Comments:

Please pass this bill, we need to retain our quality educators and entice new teachers. It is for the future of our keiki!

Aloha

Sincerely,

Andrew Stever

HAAS PCS Teacher

SB-2819-SD-1

Submitted on: 2/17/2022 8:16:04 AM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Liz Noetzel	Individual	Support	No

Comments:

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

I am writing in strong support of SB2819 SD1, for several reasons.

Covid has left our keiki struggling in many ways. Most notably, what I see in my seventh grade English students at Waikoloa Elementary and Middle School on the Big Island (Kona district) is that they are 'zoned out' after staring at a zoom screen for several semesters. Sometimes it takes an EXPERIENCED teacher with a toolkit of ideas, strategies and intuitiveness to wrangle these brains back to life- and I can attest to the fact that this is no easy task. In fact, this has been the most challenging year of my 22 year career in the Hawaii DOE. Every single day, I am asked to entertain while teaching in order to get my students to appreciate the content of what I have to deliver. I rise to that challenge as often as I can, and it changes from period to period, depending on the mood and tone of each class. It is like tap dancing on thumb tacks daily.

In order to retain teachers like myself who can switch things up on the spot, who know how to inspire students in the moment, how to spontaneously keep the energy going, how to bring the content to life, it would be really great if the salary reflected those years of experience and dedication. I am in my 22nd year, yet I am on step 11. Were I to move out of state, as I have often been tempted to do, my step would reflect my years of service, as is most common and obviously, most fair to the teachers.

If this bill passes, my life will change for the better financially in many obvious ways, and I will be justly rewarded for my years of service and for not moving to the private school where my husband works. It would not only be an incredible sign of respect to those of us who have dedicated so many years to this department, but the financial benefits would allow us to put money back into the economy of Hawaii! (Trust me, I don't save, I spend). The state has seen an increase in tourism during covid and to take some of those funds and allot them to the teachers sends quite a message- it says that you respect, value and support those of us who are in charge of your public school students, enough so that you will pay us what we are worth. This will inspire the old timers like myself to stay in-state, and to not retire early. There are many layers of benefits to the compression package and I STRONGLY encourage you to support SB2819 SD1.

Mahalo for your time and consideration,

Elizabeth Noetzel

Teacher, Waikoloa Middle School

SB-2819-SD-1

Submitted on: 2/17/2022 8:16:13 AM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Sara O'Rourke	Individual	Support	No

Comments:

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

I am submitting testimony in support of Senate Bill 2819.

My name is Sara O'Rourke and I am a teacher at Kapaa High School on Kauai.

I've been a DOE teacher in Hawaii for 26 years and I have only advanced to Step 12 on the salary schedule; which is only the middle of the salary schedule. I love my career, but I feel really undervalued because I have not been fairly compensated for my 26 years of dedicated service. I've started looking for jobs on the mainland where the cost of living is lower and my salary would be higher. However, getting paid a fair wage for my years of experience would definitely convince me to stay here.

Salary compression is a "make or break" issue for myself and many teachers at the moment. The passing of Senate Bill 2819 will be the morale boost that many teachers need right now, and prevent the teacher shortage crisis from getting worse.

Please vote in support of Senate Bill 2819. Thank you for this opportunity to testify.

SB-2819-SD-1

Submitted on: 2/17/2022 8:30:29 AM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Kammi Bailey	Individual	Support	No

Comments:

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

I am submitting a testimony in support of Senate Bill SB2819 SD1. Aloha, my name is Kammi Bailey, an elementary teacher in the Leeward District. As an educator, born and raised on Oahu, I strongly believe that we need to compensate our teachers with a fair wage. We work endless hours at school and at home to give our students what they deserve. It's sad to see many veteran teachers retiring earlier than they had planned and finding other careers that would fulfill their financial needs. Other teachers have left because they could get a better paying job without any college degree. I am in disbelief that as an educator with a Masters degree the potential of my future earnings are limited. My salary is scarce as it is and yet as an educator we constantly dig into our own pockets to supply and support our students and classroom needs. I truly believe that if this bill passes, we would have better qualified teachers and less of a teacher shortage. Please consider passing this bill and retain the local teachers here in our islands so they don't have to take an early retirement, take another teaching position in another state, and find other jobs that have better pay with no degree necessary. Teacher's deserve this and have been at a disadvantage for so many years. It's time for change and we need it now!

Thank you,

Kammi Bailey

SB-2819-SD-1

Submitted on: 2/17/2022 8:32:47 AM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Kileigh Sanchez	Testifying for DOE, Waianae Intermediate	Support	No

Comments:

I am an 8-year teacher at Wai'anae Intermediate, and I am writing to share my support on the topic of fixing the salary compression issue. We are severely underpaid for the work we do every day in our communities and I am pleading with you to make this right for people who have given years of their lives. An investment in our teachers is a step in the right direction towards supporting a better future for our keiki and communities and without fixing the salary compression, it'll feel like another nail in the coffin for a lot of teachers' careers in the classroom. Being in favor of fixing the salary compression will have an incredible ripple effect in the quality of education for our keiki because this will likely help immensely with the dire teacher retention issue.

SB-2819-SD-1

Submitted on: 2/17/2022 8:34:43 AM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Beth Fujikawa	Individual	Support	No

Comments:

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

My name is Beth Fujikawa. I am currently a Student Services Coordinator at Webling Elementary School in Central District on Oahu. I am submitting testimony in support of SB 2819, SD1.

Please provide enough funds to fix the teacher salary compression issue to show that we as a state value our hardworking teachers. Our teachers are worth it, as they are important for the future of our keiki.

I have been an educator with the Department of Education since 2000. This is currently my 22nd year teaching. Despite furthering my education with a Master's degree, classes, and professional development I have only been able to advance my salary through step movements. I worked very hard to reach the top of the classes very early in my career, yet have only received pay raises through contract negotiations. Despite my almost 22 years of service, I am currently at step 11, which equates to 12-13 years of service. My salary does not reflect the numerous years of service I have dedicated to the teaching profession.

In the past 10 years, I have seen numerous teachers change careers or move to the mainland, due to frustration regarding pay or promise of better pay elsewhere. I have seen some teachers quit mid-year, choosing not to return following winter break or even as early as fall break. Teachers deserve support and recognition for hard work. I especially feel that veteran teachers that have stayed in the profession deserve fair compensation. I believe addressing the salary compression issue now will assist in retaining teachers in the profession in the future.

I appreciate your time in reading my story and hope that you will feel compelled to support SB 2819, SD1.

All teachers need your help.

Mahalo,

Beth Fujikawa

Student Service Coordinator

Webling Elementary School

Central District, Oahu

SB-2819-SD-1

Submitted on: 2/17/2022 8:37:49 AM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Lani	Individual	Support	No

Comments:

SB2819SD1

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

I am submitting testimony in support of Senate Bill SB2819SD1.

I have worked here at my school in Maui as an elementary teacher for over 26 years. I am National Board Certified and have accomplished National Board recertification 3 years ago. I have diligently taken courses to improve my teaching and have reached the maximum number of credits for my pay scale. I have volunteered my time for numerous after school activities and have bought hundreds of dollars worth of supplies and incentives for students with my own money.

As a single woman, I have been unable to qualify for any small home in my hometown. I had sacrificed and lived modestly, so that I could save enough money to make a downpayment on a home. I thought I had enough money saved, but when I went to see how much I prequalified for, the bank said I prequalified for less than \$300,000. Homes in Maui are over \$500,000.

Despite my 26 years of loyalty to teaching my students, the state has failed to honor my devotion to my community. My salary was not enough to help qualify for buying my own home. In recent years, my mother has become sick. My finances are devoted towards caring for her needs. Obviously, I can't save money for a home and care for my mom.

The dream of having my own place is dying. I am at the whim of the landlord I rent from. I have no place of my own to retire in. In 4 years I will make 30 years of service, and there is nothing to show for my dedication. I know of young teachers who are seriously thinking about quitting teaching, because they don't want to end up like me. Years of service, with nothing to show for it at the end.

If you seriously care that Hawaii's children are educated by loyal and experienced teachers, please vote in support of Senate Bill SB2819SD1. Thank you for your time and consideration.

Lani

SB-2819-SD-1

Submitted on: 2/17/2022 8:41:14 AM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Todd Ozawa	Individual	Support	No

Comments:

My name is Todd Ozawa and I am a 7th grade English and Social Studies Teacher at Wheeler Middle School in Central District on O‘ahu. I am hereby submitting testimony in support of SB 2819 SD1.

There are so many factors that affect students, and all of them are worthy of attention. Certainly we should address every one of them if our children are our priority. Realistically, however, there are limits in time and money on what can be done at any given time. So what, then, should be the first priority? Class size. Access to technology. Bell Schedules. Nutrition. Where would that time and money be best spent to improve the education of these students who will become our state's future business, cultural, and political leaders? According to Jennifer King Rice of the Department of Education Policy and Leadership at the University of Maryland and a researcher with the Economic Policy Institute, **“Teacher quality... is the most important school-related factor influencing student achievement.”** My own experience in the profession supports this view, and I assert and agree that we need to do more, all we can, to train, recruit, maintain, and retain only the highest quality teachers for our children. As teachers we are being authentic, not just politic, when we say that our children are our priority.

So what can we do to ensure we find, have, and keep the best educators for our children? There are many ways we can improve our system. While some of may be controversial or unclear, fairly compensating our teachers should not be.

I have been teaching, part- or full- time, for almost 20 years. I have taught from Niu Valley to Wahiawa. I have been an ELL Program Coordinator and teacher, a choir director and a club advisor, a new teacher and a mentor to new teachers, and a supporter of and friend to numerous fantastic, dedicated teachers over the years. I have seen so many leave the profession, and have heard from many discouraged potential teachers, and it hurts me deeply to think that so many of our youth are losing the opportunity to be taught and mentored by such caring and capable teachers... and that we, as a state, are losing the future that we might and should have.

We, the teachers, the children, your community, and our future, need your help.

Mahalo for the opportunity to testify in support of this bill.

February 17, 2022

Aloha Honorable Chair, Vice Chair and Committee Members,

My name is Jerwin Descallar and I have been a counselor for the Department of Education for 13 years, with the last 5 years being at Ilima Intermediate. I am writing to you today in Strong Support of SB2819 SD1.

It has been proven repeatedly that Hawaii public school teachers are some of the lowest paid in the country, when adjusted for cost of living. This bill would give well earned opportunities for fair pay and support to allow more teachers to be able to afford to stay within the profession. Please support SB2819 SD1 and support the future of public education in Hawaii for our keiki.

Mahalo Nui Loa,

Mr. Jerwin Descallar

SB-2819-SD-1

Submitted on: 2/17/2022 8:50:07 AM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Bernadette I. McGill	Individual	Support	No

Comments:

Chair Dela Cruz, Vice Chair Keith-Agaran, and members of the Committee,
My name is Bernadette McGill, I am writing in support of Senate Bill SB28219 SD1. The change in salary compression will allow for a raise in pay that doesn't depend on negotiations. This bill would realign teachers whose step does not align with their years of service based upon two years of service per step. Having this option to increase salary would boost teacher retention in Hawai'i. Many teachers are leaving the profession due to feeling overworked, underappreciated, and getting underpaid. Why do we have to beg for pay raises that we need and deserve?

If you want to fix the teaching retention crisis in Hawai'i start with fixing the salary compression and support SB2819 SD1.

SB-2819-SD-1

Submitted on: 2/17/2022 8:53:37 AM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
STEVE MARKHAM	Individual	Support	No

Comments:

Thank you for taking the time to read my testimony. This is my twenty third year of teaching and while I understand that we have come a long way in terms of teacher salary, I am writing this testimony in strong favor of bill SB2819, which deals with teacher salary compression. It is my hope that my testimony will provide those with the power to pass this bill a perspective from a teacher who has invested over 20 years of teaching.

I graduated from UH Manoa with 7 friends, all of us with a degree in Education. Soon after graduation, we all took our positions in our respective schools ready to teach the children of Hawaii. Three years later, the 4 left the profession to pursue better paying jobs within the private sector. Five years after that, I'm the only one left in teaching. The reason for all seven of my friends leaving was ranged from stress and feeling of not being respected. Most of all however, it was the inability to make a decent living. One friend tried to get pre-qualified for a condo and was approved for an amount that didn't allow him to purchase anything. He promptly left teaching and now owns 9 different condos while running his own business. Please don't misunderstand. I do not expect to be financially compensated to where I can own multiple investment properties and be wealthy. However, when a husband and wife who both work as teachers cannot afford a 1-2 bedroom condo and has to resort to renting, I am inclined to testify today in favor of this bill.

We are in a world where every organization is competing for the best workers. I can say that the best teachers are being plucked from our profession. I'm lucky that I'm able to do what I love only because my parents helped me with my down payment of my home. Many are not so lucky and they are leaving our profession every day. As I type this testimony, my school has 4 long term substitute teachers because we couldn't fill those positions with a certified teacher. Two left during the middle of the year. If each of those teachers were in charge of 100 students (I'm at a middle school), that's 400 students that are being taught by someone without a teaching degree.

I humbly ask that you pass this bill so that we can say "good bye" to teacher shortages and improve the quality of future teachers who are considering this profession. I'm in favor of making stricter teacher evaluations should this bill pass. I feel it's only fair if we are asking for an increase in our salary. Thank you for your time.

SB-2819-SD-1

Submitted on: 2/17/2022 8:53:45 AM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Robert Widhalm	Individual	Support	No

Comments:

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

I am writing in SUPPORT of SB2819.

While much of this testimony is similar to my testimony submitted to the Education Committee, I felt it important to share my experience with the Ways and Means Committee as well.

I have been a teacher in Hawaii for over twenty-one (21) years and am currently a twelve-month state office teacher at the Professional Development and Educational Research Institute in the Office of Talent Management for the Hawaii State Department of Education.

One of the main reasons I am still an educator is because of the compensation of my current twelve-month position. Prior to being in this twelve-month position, which I actively sought and applied for, I began seeking employment in other fields and had a reasonably good chance of being hired as an apprentice for the Naval Shipyard program at Pearl Harbor as I made it to the interview rounds. By the time I was interviewed, I was offered and accepted my current position and thus informed the interview committee from the Shipyard. While I am not a current school-level teacher, I have considered returning to school-level and the classroom if I wouldn't have to worry about covering my expenses.

Prior to becoming a twelve-month teacher, I worked a second job and/or summer school for almost half of my career as a ten-month teacher just to make ends meet. While teachers technically had a couple months off in the summer, I rarely felt "off" the job. I would often spend several weeks during the summer either improving my own abilities and skills as a teacher (conferences, PD courses, professional readings) or improving my units and lessons and planning for the next year. During my last six years at the school level, I gave up almost all of my summers for our robotics program because students were that interested and willing to come and learn, build robots, and grow as individuals.

While my experience is my own, I know many teachers with this level of commitment and dedication to their students and the profession. The classroom teacher is one of the most demanding and stressful jobs and deserves the compensation commensurate with the demands of the job. With the pandemic, I can honestly say I cannot imagine the extreme challenge it has been for classroom teachers as I did not have to do what they did—every day! For anyone who

has not taught at least an entire semester, they really cannot say what it is like to be a teacher. As such, I cannot say what it would be like to teach in school during the pandemic.

Therefore, I urge the committee to recognize the need to adequately compensate experienced teachers through this bill in order to retain (and possibly attract) the large number of experienced educators, especially considering the current job market for job seekers. Please pass this legislation and appropriate funds to retain (and hopefully attract) experienced teachers.

Thank you for the opportunity to testify.

Sincerely,
Robert (Bobby) Widhalm

Jeenna Canché
Spanish Teacher, Maui High School

February 17, 2022

Members of the Committee,

Please accept my testimony in support of Senate Bill 2819 relating to teacher compensation (salary compression). I have been an educator in the state of Hawaii for 16 years, and I firmly believe that all educators should continually update their practice through content focused professional development and be adequately compensated for their expertise. From 2006 until 2015 I worked very hard to continually improve my practice by completing professional development credit courses, and simultaneously moved up the salary steps until I reached the top level in 2015. Since I have reached the top level, two things have happened. First, I am no longer incentivized to pursue professional development because nothing I do “counts” toward my steps, and second, my pay has stagnated due to salary compression. Unlike professionals in other fields with a masters degree, I no longer have any opportunities to increase my earnings as my experience and expertise continues to grow over time.

Because I am a dedicated educator and I am intrinsically motivated, I have continued to pursue professional learning opportunities on my own, but no longer receive monetary compensation for my efforts and I have to use my hard earned money to pay for it myself. However, I find it troublesome that many educators who reach the top levels of Professional Development, simply stop pursuing professional learning altogether. This can have a very negative impact on students. I have seen in my own content area (World Languages) that pedagogical research is constantly evolving and educators who do not keep up with current trends and changes may not be as effective in the classroom. If Professional Development were to continue to provide monetary incentives for all educators throughout their careers, the profession would be more likely to be up-to-date on contemporary research and teaching and learning trends, resulting in more effective teaching and higher levels of learning.

There is also a lot to be said for years of service. As my years of service have grown, I have found myself becoming a leader in my content area and amongst my fellow educators. I am often asked to go above and beyond in my school serving as a lead on committees and just helping out in many ways. It sometimes feels overwhelming, and I often feel that my compensation does not reflect the actual amount of work I am putting into my career. Although I cannot ever imagine leaving teaching, I do see how a more lucrative offer elsewhere could be very tempting. Just recently, a teacher that I

mentored just left the profession for this very reason. She had only been teaching for six years, but could see that she had better opportunities elsewhere.

One final thing I want to share is that I just heard about an affordable housing lottery on Maui and I was looking into the details. I was absolutely disheartened when I saw that as a single earner in Hawaii, earning the highest pay that I possibly can after working for 16 years, I could not even qualify for the lowest income bracket in the lottery since I only make about \$63,000 per year:

For Hale Kaiola, the income limits shall be:

CATEGORY	HOUSEHOLD INCOME	HOME PRICES	TOTAL NUMBER OF HOMES
Below Moderate 81% - 100%	\$76,721 to \$95,900	\$390,000 - \$399,000	12
Moderate 101% - 120%	\$95,901 to \$115,080	\$520,000 - \$560,000	20
Above Moderate 121% - 140%	\$115,081 to 134,260	\$599,000	8

<https://alaula.org/faqs>

According to this chart, I am BELOW, the “below moderate” range, even with a Master’s Degree plus 16 years of experience and all the Professional Development I can possibly have to be at the top of the payscale. I do not even qualify for affordable housing in Maui because I don’t make enough money.

I hope this testimony helps you understand how Hawaii’s educators are impacted by the current salary steps, and I urge you to take action to correct this, thus improving public education and encouraging more professionals to pursue teaching and stay in the field once they have entered.

Mahalo,
Jeenna Canche
808-280-4720

SB-2819-SD-1

Submitted on: 2/17/2022 8:57:46 AM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Kari	Individual	Support	No

Comments:

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

My name is Kari and I am submitting testimony in support of Senate Bill SB2819 SD1. I have been a special education teacher in Hawaii for 6 years. All of the teachers at my school work hard and we learn so much throughout our yearly experiences that will benefit our current and future students. Teaching strategies are always evolving and we are constantly asked to mold to the newest studies. Taking PD classes is beneficial, but very demanding when we have to take classes and work on assignments, on top of our work days.

It is so hard to survive in Hawaii on our current pay and it's not easy to convince someone to be a teacher in Hawaii because the benefits don't come close to other state teacher's pay. The workload for current teachers is so difficult and consuming, we need more people to help our share and spread the load. Please continue to help us and support us by continuing to provide this new pay compression.

Thanks for your time and consideration,

Kari Odo

SB-2819-SD-1

Submitted on: 2/17/2022 9:01:38 AM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Briann Starkey	Individual	Support	No

Comments:

To Whom It May Concern,

I, Briann Starkey, am a teacher at Kualapuu Public Conversion Charter School on Moloka‘i, I write in support of Bill SB 2820, Salary Compression and hope for it to be rectified to save the fidelity of Hawaii’s teachers.

We want to try our best to retain our Hawaii teachers from either leaving the profession or moving to the mainland in search of a higher pay. We also don’t want our ‘seasoned‘ teachers to lose recognition of their experience as well.

I have been an educator for 16 years of which I have moved only 7 step increases to date. Grateful for the the Negotiations committee for including the 3% step increases in our last contract. With the Compression rate, my pay gap is resulting almost \$7,700 of where I should be on the rating scale according to my years of service.

There is, however, an economic hardship even with being a teacher especially with living on a small tiny island such Moloka‘i. Seven thousand dollars a year is a lot and so is the daily cost of living.

Fixing compression will boost the salaries of most teachers, helping and hoping to persuade many of them to remain on the job and stay in Hawaii where our keiki can benefit from their experience.

Please consider passing this bill so we can keep local teachers here in Hawaii

Sincerely,

Briann Starkey

SB-2819-SD-1

Submitted on: 2/17/2022 9:03:06 AM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Victoria Pescaia	Individual	Support	No

Comments:

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

I am submitting testimony in support of Senate Bill SB2819 SD1 relating to teacher salary compression.

My name is Victoria Pescaia. I am a teacher at Waialua High and Intermediate School. I have been teaching for 27 years. I have my Master’s degree and have paid to take many additional continuing education class credits, moving to Class VII in 2002. If I had not paid for my professional development, the only other way I would have increased my salary, would be step movements. I have just reached Step 12. New teachers would be at Step 12 in a third of the time to get to where myself and many of our veteran teachers are after over a quarter of a century.

This is a shame. Many of us experienced teachers are invested in our communities. I have built relationships with our families and have had the privilege of watching my students grow and become young adults with their own families. I am honored to teach some of my former student’s children.

Paying experienced teachers a little more per year will keep them around longer, easing the constant turnover. Our students will suffer if more experienced teachers leave the profession. Low teacher pay leads to constant turnover in schools and unqualified emergency hires and substitutes in hundreds of classrooms each year. It also results in the need to address shortages by recruiting in the Mainland. We’ve had some great teachers come through our campus but they don’t stick around, even with all the resources invested in helping them develop in the classroom. Raising a family is hard, someone moving here from the Mainland that doesn’t have a local support system, is going to reconsider staying in the profession and Hawaii.

I’m not thinking of quitting but I am beginning to think of retiring. With the way inflation has been affecting our daily lives in Hawaii, my husband and I have been having the difficult discussion of deciding if we can continue to live here. When I retire from teaching, I won’t be able to retire from working if we choose to remain in Hawaii because my retirement is based off my “high 3” and that has been hampered by salary compression. I will reach my full retirement eligibility soon and am young enough to get a private sector job elsewhere that will compensate me for the experience and value I bring.

Many veteran teachers like myself love our students and love teaching, but if we don't see hope to make salary gains, some of us will retire, making the teacher shortage crisis worse. We are here to stay in education and Hawaii if we can afford it!

Please vote in support of Senate Bill SB2819 SD1.

Thank you for your consideration,

Victoria Pescaia

Waiialua High and Intermediate School Teacher

SB-2819-SD-1

Submitted on: 2/17/2022 9:06:08 AM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Dawn S. Fraser	Individual	Support	No

Comments:

Despite family, friends and other people, including my former teachers, warning me that I would never be "rich", I chose to enter the teaching profession because I love working with children and wanted to make a difference. When I first started out at 23 years of age, I was not worried so much about pay because I had the time and energy to also work part time. I lived with family and used my "extra" money to pay for professional development classes and eventually a master's degree to become a school counselor in addition to trying to save money to buy a new car and a future home. The classes and master's degree gave me the opportunity to get an increase in pay as well as open another opportunity to work with students in a different capacity.

Since 1993, I have worked as a part-time math teacher, project coordinator (mainly for programs that targeted increasing the college going rate of first generation, low income students, especially Native Hawaiian students), science teacher, high risk counselor, grade level counselor, and now as a college and career counselor. In addition to my "regular" duties, I have worked as a department chair, accreditation committee chair, graduation chair, supervised counseling interns, helped with planning and chaperoning student activities (field trips, proms, commencement) and coordinated and participated in various evening and weekend workshops for students and families. My career has definitely kept me busy from Monday through Friday and in the evenings and weekends (time for which I have never received compensation). My career has been nothing short of rewarding because of the students and families I have worked with.

I first earned national board certified teacher in school counseling in 2011 and just completed my recertification for another 10 years. Going through the process made me a better leader and educator because I became more aware of what I am doing and how I measure progress in terms of student achievement. In doing so, I am better able to implement systems in what I, and my colleagues, do to effect positive change in our school and for our students.

As I am now in my 28th year of my career and looking towards retirement and what I will be able to afford, I do not regret the time, energy and personal money I have invested in my career or the supplies, food, and gas I have paid for out of my own pocket. I am, however, worried about what kind of life my profession will be able to provide for me after I retire. The credits I earned and paid for (mostly with my own personal funds) put me in Class VII and I have been there for about 20 years. Today, I am only at Step 13 (something that was only achieved in recent years because of the last teacher contract). Even with my national board certification, I still do not reach the top of the teacher pay scale. My colleague who is in her 30th year is at Step 14a (still not at the top of the pay scale).

I humbly ask for your help in recognizing the work and dedication my colleagues and I have given to the students we serve. Through a teacher strike, work furloughs, staff and budget shortages, distance learning, and salary compression, I (along with my fellow colleagues) have remained dedicated to our students and our profession. I do not believe we are asking for something that we did not earn. Your support will make the difference in what our lives will be now as educators and in the years ahead as retirees. Your vote will make the difference whether or not I can retire and choose to work OR need to work out of necessity.

Your support helped to increase the starting pay of teachers to help attract more people to the profession. We need your help now to encourage and recognize teachers who are dedicating their careers and personal lives to our profession for the students and their future families of Hawaii.

SB-2819-SD-1

Submitted on: 2/17/2022 9:06:16 AM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
SuAnne Kim	Individual	Support	No

Comments:

Aloha Chair Kidani, Vice Chair Kim, and members of the Committee,

I am submitting testimony in support of Senate Bill SB2819.

My name is SuAnne Kim, and I am a National Board Certified Teacher at Palolo Elementary in the Honolulu District. This is my 30th year as a teacher in Hawaii.

I am close to the top of the salary schedule at step 13. I have missed step increases as well as across the board increases several times in my career, and I had hoped to reach the top of the salary schedule by the 30th year of my teaching career, however it has not happened yet. To make up for the shortfall of earnings, I have taken a second job since 2010's "Furlough Fridays", and I know I am not the only teacher in the state that has done so. I truly love teaching the keiki of Hawaii, and would like to see the top fo the salary schedule before retiring from the DOE.

Please vote in support of Senate Bill SB2819. Thank you for the opportunity to testify.

Sincerely,

SuAnne Kim

SB-2819-SD-1

Submitted on: 2/17/2022 9:07:14 AM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Misty Tsukayama	Individual	Support	No

Comments:

Dear Senators,

I am writing in support of Senate Bill 2819, Relating to Teacher Compensation. I am a 25-year veteran teacher who has been at Step 12 since October 2019. I have always believed that hard work and dedication pay off. The salary schedule which shows the compression of a large number of teachers in our State says otherwise. Adjusting the salary schedule based on years of service is the fair and right thing to do.

When I started in 1997, I was excited and a bit naïve. I worked through the strike and furloughs, always putting students and the school first before even considering pay. The past two years have been rough. I am a non-classroom teacher who has filled in for many positions due to Covid-19 requirements and absences by other faculty and staff. I wipe cafeteria tables 4 days a week, just one example. Honestly speaking, I wonder if it is worth it and how much longer I can do this.

When I started at age 24, I had a goal to reach the highest Class on the salary schedule by age 30. I did it. Since then, 20 years later, my only raises have come from contract negotiations. I have had no power or ability to move up the salary schedule. My 21-hour credits have been useless. I put in the same amount of time and did the same amount of work as all other teachers, however, have only been able to bank those credits. That is unfair and unequal. Almost 12 years ago I took a 12-month teaching position as it was the only way to get a “raise” in pay. We were (and are) not guaranteed any Step movements. It was not what I wanted to do at the time with two young children, but I felt I had no choice. Living in Hawaii is not cheap.

Consider all of this and then double it because my husband is also a teacher with 25 years of service who is compressed on the salary schedule. This year we also have a graduating senior who hopes to attend college on the mainland. Currently, it would be extremely difficult for us to afford mainland college tuition and costs. We would need to take out a lot of loans and accrue a lot of debt. And then do it all over again with our second child. While compensating teachers for years of service may not be completely life changing, it would definitely be life-experience changing for our family and many others as well. It would allow us some peace of mind and help us feel that our time in public school education in the State of Hawaii was, and is, worth it, and that we are appreciated and needed. Passing this bill is not only beneficial but extremely necessary to retain dedicated and life-long teachers. It will also allow teachers to retire, with a sense of stability and security, when the time is right.

I respectfully ask that you pass Senate Bill 2819, Relating to Teacher Compensation, for my family, my colleagues, and for all teachers in the State of Hawaii who deserve it.

Sincerely,

Misty Tsukayama

Hawaii Public School Teacher

SB-2819-SD-1

Submitted on: 2/17/2022 9:10:41 AM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Shane	Individual	Support	No

Comments:

Aloha.

Mahalo for your time in considering a greater sense of equality for our keiki, 'ohana and educational staff by considering this bill 2819 SD1.

As an educator of 17 years, from the Big Island, mainlan, Philippines and to Australia. I have always done my best as well was surrounded by colleagues who to provided their best, towards our keiki, our future. Here in Hawaii we hold a special lens towards our young haumana. The community always doing its best to provide and guide, to lead by example.

Funding in, for and with education has always been a hot topic. The simplest view is that in any industry or business, if provided with adequate resources which are responsibly used, that industry or buisness thrives. Education too thrives from resources. Whether those resources provide experience, extra guidance, furthered education or materials; our keiki benefit. In turn, we benefit as our societies continue to evolve and grow towards the light we choose to shine.

A shortage of qualified, educated personell in the field of education has caused a delay in our educational "industry". For years, across many states this is evident. If we are to lead the way by becoming a state truly focused on its people, we too will recognise where we can allocate our resources. Do we allocate them to a public works project which possibly has mismanaged funds and that looks for the cheapest bid, yielding the poorest quality outcome? Do we allocate our states resources towards program, guides and teachers? Teachers who will be able to offer support and guidance to our haumana. Support beyond the 7-3 school day. Support that is tailored towards the student whose needs far exceed the status quo "curricula of Math and ELA".

By supporting SB2819 SD1, ensuring that some resources are allocated to retaining quality educators or inspinring new ones to embark upon the road of teaching; we will help lead the way and guide our future as well the world by showing that people, children, society comes first. This comes first over our pursuit of politcal and financial gains.

I urge and suggest for you to consider the outcome of your decisions with SB2819 SD1

Mahalo for your time.

SB-2819-SD-1

Submitted on: 2/17/2022 9:11:32 AM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
SHIRLEY YAMAUCHI	Individual	Support	No

Comments:

"I have dropped out of two Masters' programs offered by the University of Hawaii at Manoa, unable to afford my continuing education there. I am not eligible for WIC, since I supposedly make too much as a school teacher. Yet, I find myself having to charge all of my groceries at Target, to get to my second teacher paycheck of the month, on the 20th. My aging, widowed mother lives in Japan and I have not been able to see her since May 2005.

Since New Year's Eve 2004 through June 2012, I worked as a cashier and stock girl at a store at the Ala Moana Shopping Center. The store has since closed and I have not been able to find part time work that understands Kapolei Middle School's multi track scheduling, where I have a three week vacation every nine weeks. It is also difficult to have a part time job, with our daily responsibilities of grading papers and other work related preparations, past our contractual 3 pm work day. I also offer free tutorial to all of my students from 730--815 am and first recess, daily. There are days where I am at the school for eleven hours, from 6 am through 5 pm, only to continue on with my work, once I reach my townhome in Makakilo.

I am a registered voter and have worked at the Kapolei High School polling site for both the primary and general elections of 2012. I was paid \$85 for each election. I also eagerly await phone calls from Hawaii 5-0, so that I may pick up a role as an extra on the show. I have been out of a regular part time job since late June 2012.

In the school year of 2011-2012, 14 teachers left Kapolei Middle School, forever. Our administration was forced to locate 14 new hires to replace those who left our school. Parents demands are not being met when teacher vacancies are not filled, substitute teachers are also limited in number.

It is easy for outsiders to quickly suggest moving to the U.S. mainland, to locations such as Las Vegas. Hawaii has always been my home. My paternal grandparents immigrated to the Big Island at the turn of the 20th century. Unfortunately, I have two paternal cousins who were educators, and they have both left for other careers. I have considered leaving Kapolei Middle for South Whidbey School District #206 or Coupeville School District in WA, back

in 2013. I chose to stay in my home state of Hawaii instead and continued to persevere at Kapolei Middle School. Please help the public school educators of Hawaii. Let us have EBT cards or WIC assistance at the very least. There are many healthy, capable citizens of our State who do nothing for our society, yet are able to collect various government subsidies. That is not fair and wrong." This passage was from a previous testimony that I submitted to our law makers. I am now at year 22 of my career and caught in the compression. I am pleading with our law makers to help the teachers who are caught in the compression. My life is pretty much the same as I shared (above), but now with a six year old son, and having only two days where I am able to work a part time job. It is wrong that Hawaii does not honor our teachers with their years of service. I want to be at 14B, not at Class VII, step 11. Thank you for your consideration.

SB-2819-SD-1

Submitted on: 2/17/2022 9:12:06 AM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Jennifer Yoshizawa	Individual	Support	No

Comments:

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

I am submitting testimony in support of Senate Bill SB2819 SD1. My name is Jennifer Yoshizawa and I have been working for the Department of Education, Central District since 1999. I have held different positions as a teacher, counselor, and registrar. I have enjoyed every minute I have given to my students, my school, and the department. However, it has come with great personal financial sacrifice. In 2001, as a beginning teacher, I endured a teacher strike which caused me to fall in debt. In addition, I have experienced furlough Fridays that also cut my pay. I was able to get out of that negative financial situation, but till this day, I don't feel that I have financial freedom. It seems unfair that my years of service are not equally recognized among my peers who have been working for less years. My children will soon be in college and if this bill passes, it will help me significantly to bear the burden of college costs. Receiving a fair wage for my years of experience will allow me to continue working for the Department of Education without wondering if there is a better career path for me.

As stated earlier, I am in support of Senate Bill SB2819 SD1. I ask that you vote in support of SB2819 SD1 as it will make a significant impact on me and my family, allowing me to continue with this profession. Thank you for this opportunity to testify.

Sincerely,

Jennifer Yoshizawa

SB-2819-SD-1

Submitted on: 2/17/2022 9:12:13 AM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Natalia Sandoval	Individual	Support	No

Comments:

My name is Natalia Sandoval and I have been teaching special education in the HI DOE for the past 16 years. I am testifying on behalf of myself and all the other veteran teachers who have been impacted by the salary compression problem.

The salary compression issue has impacted my family financially for years, to the point that my husband, a veteran special education teacher of 13 years, left the DOE to pursue a job as a laborer because it paid double the amount he made as a teacher.

He sacrificed his love for supporting students with severe disabilities, in order to support his ohana financially and stay here in the islands.

Because of the salary compression, I have had to work tirelessly around the clock. I have taught fall, winter, spring, and summer ESY for the past 16 years. I have always maintained at least 2 extra jobs. We are still trying to dig ourselves out of the student debt hole that the Lingle Furloughs caused us to go in.

Making things worse with our salaries is what us veteran teachers need to continue to stay in this profession.

Mahalo,

Natalia Sandoval, MA SPED, NBCT

SB-2819-SD-1

Submitted on: 2/17/2022 9:15:21 AM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Derek Govin	Individual	Support	No

Comments:

Testimony in support of SB2819 SD1

2/17/2022

Derek Govin

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

I am submitting testimony in support of Senate Bill SB2819 SD1 (salary compression). The consistency and importance of this funding cannot be understated.

Students deserve highly qualified teachers, especially when they are part of a vulnerable population and need services to access education.

With the pandemic affecting Hawaii public schools now for a third school year, we must also make sure we can retain educators we already have who know our students best. Compression on the teacher salary schedule is a wrong that needs to be rectified if we are to stave off a mass exodus from the profession.

Experienced teachers are planning to retire because they have no hope they will recover the lost recognition of their experience.

When teachers know they can reach the top of the salary schedule in 22 years, they will be able to plan and have better financial security and be more likely to remain on the job with students benefiting from experienced, qualified teachers instead of more short- and long-term substitutes, some of whom do not have college degrees.

With a first-year, certified teacher's salary starting at roughly \$50,000 a year, Hawaii's educators are among the lowest paid in the country factoring in Hawaii's high cost of living. As a result, the state deals with a constant recruitment and retention problem, with Hawaii's Department of Education (HIDOE) reporting 886 teacher vacancies, 230 of those

open spots in special education. Fixing compression will boost the salaries of most teachers, helping to persuade more of them to remain on the job and stay in Hawaii where our keiki can benefit from their experience.

Please vote in support of Senate Bill SB2819 SD1. Thank you for the opportunity to testify in support of this bill.

Derek Govin

SB-2819-SD-1

Submitted on: 2/17/2022 9:15:51 AM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Evelyn Gamez	Individual	Support	No

Comments:

Aloha Chair Kidani, Vice Chair Kim, and members of the Committee,

I am submitting testimony in support of Senate Bill SB2819 D1. My name is Evelyn Gamez and I teach at Maui High School.

The change in salary compression will allow for a raise in pay that doesn't depend on negotiations. This bill would realign teachers whose step does not align with their years of service based upon two years of service per step. Having this option to increase your salary would incentivize teachers to continue being teachers in Hawaii for longer periods of time and help with the teacher shortage crisis. Many teachers are leaving the profession due to the high living costs which are unique to the islands. Combine those living costs with high student loans and teachers end up stressed with nothing to show for their wages.

The teacher, whose position I took over in 2015, left abruptly at the end of the year after being offered a better position in another state where he could own a home and a new vehicle. These options seem ever further away for so many teachers on the islands who have to settle for renting an apartment and depending on a "maui cruiser" for their commutes to work. There are numerous accounts of this same scenario playing out across the islands. Please take the first step to stop the teacher shortage in Hawaii.

This bill will give teachers an opportunity to continue to grow their wages while staying in the profession.

Please vote in support of Senate Bill 2819 D1.

Mahalo for your time,

Evelyn Gamez

SB-2819-SD-1

Submitted on: 2/17/2022 9:19:05 AM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Aimee Takaki	Individual	Support	No

Comments:

I am writing in SUPPORT of SB2819 SD1.

This is my 3rd year teaching 7-12 within the HIDOE system but in my 10th year teaching overall. While my situation falls outside the teachers impacted by salary compression, I see the need for this to bill to rectify the issue plaguing some of my colleagues. I come from a family of educators in Hawai'i beginning with my maternal grandparents on Kaua'i. I have other family members that work within the education system here in Hawai'i in other capacities aside from teaching in the classroom. We are a family that supports and believes in public education here in Hawai'i. However, I believe we are nearing an avoidable crisis.

Teacher shortage has been compounded by the effects of Covid-19. We cannot and will not make it through additional shortages brought on by teachers leaving due to issues with salary compression. Students need and deserve to have dedicated and qualified teachers in the classroom. New and beginning teachers do better when they can collaborate with and learn from veteran teachers on their campuses. Fixing salary compression is the first step in aiding teacher retention.

Please vote in SUPPORT of SB2819 SD1.

SB-2819-SD-1

Submitted on: 2/17/2022 9:25:39 AM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Mia-Pia Cummins-VanHerreweghe	Individual	Support	No

Comments:

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

I am submitting testimony in support of Senate Bill 2819 SD1

I am a science teacher at Konawaeana Middle School in Kealakekua. I have been a teacher for the last 14 years, have a Master's in Education, an advanced teaching license, and am highly qualified in Math, Biology, and Chemistry. I am currently not at the salary step I should be at after 10 years of teaching (in the same school), even after completing many professional development courses through the Department of Education. This year alone, our school lost 4 teachers who left and moved back to the mainland because of not being able to make ends meet here on a teacher salary. This is hurting our students as we cannot teach them as successfully as we should. It is also hurting the positive morale of teachers.

Please vote in support of Senate Bill 2819 SD1.

Thank you for your consideration,

Mia-Pia Cummins-VanHerreweghe

Date:February 16, 2022
Re:Senate Bill 2819 SD1
Fr: Diana Masterson,
DOE Teacher

To Whom it May Concern,

My name is Diana Masterson and I have been teaching in the Hawaii Department of Education for over 20 years. I am one of the 8,700 teachers in Hawaii impacted by salary compression therefore **I am writing this testimony to strongly support Senate Bill 2819 SD1**. The lack of equity causing the compression in teacher salaries is impacting highly qualified tenured teachers like myself. There is little incentive to remain in the classroom when we are stuck at a certain level and are unable to advance ourselves despite our years of service and proven dedication to Hawaii schools and children. To survive in Hawaii and keep up with the cost of living, reinventing ourselves and moving on is a necessity for survival, especially if we want to continue to raise our own children in this state we love and call home. Retaining qualified teachers has remained a challenge over the years. Acknowledging the years of service we have worked in the DOE, and connecting that to a payscale and a process for advancement that was in place when we decided to make teaching our profession, makes sense, is fair, and shows respect for teachers, students and schools. I would be more than happy to continue in the teaching profession if I felt I was getting paid what I am worth and what the pay scale says I am worth, therefore I am writing this testimony to strongly support Senate Bill 2819 SD1.

Mahalo,
Diana Masterson
Elementary Teacher
Mokapu Elementary School

SB-2819-SD-1

Submitted on: 2/17/2022 9:31:12 AM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Brandi Rawlins	Individual	Support	No

Comments:

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

I am submitting testimony in support of Senate Bill 2819. My name is Puanani Rawlins and I am a Hawaiian immersion kindergarten teacher at Ke Kula Kaiapuni o Kualapu'u on Molokai. Please vote in support of Senate Bill 2819, relating to teacher compensation (salary compression), in order to properly and morally support kumu financially.

Mahalo nui for this opportunity to testify to you folks today.

SB-2819-SD-1

Submitted on: 2/17/2022 9:31:20 AM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Cynthia Fong	Individual	Support	No

Comments:

Aloha Senators,

I fully support this bill as it makes compensation equitable and appropriate. It will encourage teachers to stay.

Already, too many teachers have retired or quit; much due to lack of fair compensation and the rigors of teaching. Our compensation is low compared to what is expected and required of us, especially with our high cost of living. If you want to keep quality teachers, compensate them, otherwise, they will leave. Further, FUND this bill. This is a wrong that should be corrected.

I submitted an earlier testimony with more details when in committee. Please feel free to read it.

Again, my support is behind this bill along with funding it.

Respectively,

Cynthia Fong

SB-2819-SD-1

Submitted on: 2/17/2022 9:33:33 AM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Jacqueline Rasmussen	Individual	Support	No

Comments:

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

I am submitting testimony in support of Senate Bill SB2819.

I currently work at Kahuku High & Intermediate School in the windward district of Oahu. I have worked at this school for and in this state for 6 years. I love my job. However, I have never been able to support myself without a second job in the evenings/afternoons. This way of living where I go straight from one job to another is not sustainable. I am feeling myself get more and more burnt out each year and I'm not sure how much longer I can do this. When I first started 6 years ago I thought that this situation would be temporary and I had hope that eventually, my hard work would result in pay increases that would allow me to stop worrying about how to support myself without a second job. The fact is that under the current system I cannot look forward to a future where my compensation will eventually allow me to quit my second job and still afford my rent and living expenses. Under the current system I cannot look forward to a future where I will be able to afford to buy a home. This realization that if I want to stay in this profession I will forever have to work two jobs and give up my dream of homeownership fills me with despair. It makes me feel like maybe this isn't worth it and I should find another profession that will pay me what I am worth. I don't want to do that because I feel that teaching is my calling and I don't want to leave with the thought that my students will be stuck with a string of under-qualified substitute teachers in my place. Unfortunately, without this bill I might have to.

Please vote in support of Senate Bill SB2819.

Thank you for the opportunity to testify on this important matter.

SB-2819-SD-1

Submitted on: 2/17/2022 9:35:34 AM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Beth	Individual	Support	No

Comments:

I have been teaching in Hawaii for 17 years. When people used to ask me if I could afford to live here, my answer was yes, because it was "doable" for a long time.

Now, my answer is no, I cannot afford to live here as a single person on a teacher's salary. And I've been financially responsible and already live frugally.

It is sad because teachers are going to have to make tough choices to leave and the ones who will ultimately pay the price are the students of Hawaii.

I'll never understand why people don't think that teachers deserve a liveable wage — we spend all day with children and adolescents who are the most important part of most people's lives.

SB-2819-SD-1

Submitted on: 2/17/2022 9:41:29 AM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Kristie A Fetterly	Individual	Support	No

Comments:

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

I am submitting testimony in support of Senate Bill 2819 SD1, in regards to teacher compensation and salary compression. I have been an educator in the state of Hawaii since 2007. I have worked within our public and private school systems. When my family made the choice to move to Hawaii from the mainland I took a pay cut to start teaching in Hawaii. Even though the cost of living far exceeds where I moved from. Even with advanced degrees and 20 years of experience as an educator I still have to work two jobs to make ends meet and provide for my family. We have an educational crisis and teacher shortage and in order to fill the gaps of learning, we need to ensure that we secure and keep our highly qualified teachers. Yearly, I know of teachers who have left Hawaii, highly qualified teachers who met the needs of their students. These teachers have left because we are one of the lowest-paying states and our teachers have been stuck within the same salary scale/yearly movement for years. Please vote in support fo Senate Bill 2819 SD1, to support our students, our families, and our islands.

Thank you for the opportunity to submit written testimony.

Kristie Fetterly

SB-2819-SD-1

Submitted on: 2/17/2022 9:43:16 AM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Tammy Yoon	Individual	Support	No

Comments:

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

I am submitting testimony in support of Senate Bill 2819.

My name is Tammy Yoon and I teach in the Leeward District at Pearl City High School. I teach Education classes for students who aspire to be future educators. When my students ask about teacher pay, it is disheartening to tell them what teachers make here, especially when explaining about pay raises. When they ask, why don't you move to a place where they'll pay better, I tell them, Hawai'i is home. It is already difficult to attract students to the teaching profession, so how can we expect to keep home grown teachers? Competitive salaries and fair wages for experience can help! Please vote in support of Senate Bill 2819. Thank you for your consideration in this matter.

Mahalo!

SB-2819-SD-1

Submitted on: 2/17/2022 9:46:44 AM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
William Steve Stinefelt	Individual	Support	No

Comments:

I am writing in favor of SB2819. I have been a public school teacher with the DOE since January of 2001 and my pay has been compressed for many years. As a matter of fact, I am only making slightly more than a teacher with 7 years of experience. I view this as a total disrespect for the efforts of veteran teachers statewide, and I will probably leave the profession early because of it. For many years, this has taken place. I blame both the state and the HSTA union for the current situation. Here are my thoughts:

The state probably knows that veteran teachers are well vested into the system and have a lot to lose by leaving the profession early. We need to attain a certain amount of years of experience and reach a certain age before we can successfully retire without incurring a penalty. My feeling is that members of the state administration know this and are taking advantage of this situation. I also blame the teachers' union (HSTA). For MANY years, the HSTA has seemed to prioritize hiring new teachers and retaining SPED teachers over retaining veteran teachers.

So, due to inaction from the state and the HSTA, I stand to be penalized with a lesser pension than I deserve for the rest of my life as my high-3 will not be anywhere near as much as it should be. It is bad enough that we aren't being currently compensated for what we do. However, we shouldn't be penalized for the rest of our days because nobody saw the value of what veteran teachers can offer the DOE. **THAT IS UNFAIR!**

So here is the bottom line for me:

I will be in my 22nd year of teaching next fall and I will be 62 years old in February of the next school year. At that point, I can retire without suffering too much with my pension benefits. If pay compression is not addressed very soon, I might retire in February of 2023. I would hate to do that, as it would be very unfair to my students and I like my job and what I do in the classroom. I would hate to leave my students with an unqualified teacher for the remainder of the year. However, why should I be expected to care for my students if the state doesn't show that much appreciation for me and my efforts?

You probably will not receive too many written testimony letters from veteran teachers regarding pay compression for two reasons; Reason #1 is that you don't seem to give much advance notice as to when these hearings are going to take place. Reason #2 is that most veteran teachers are really busy just trying to do our jobs under VERY trying conditions due to the COVID situation. Absences are rampant and we need to provide work for

students that are not able to attend regular classes. Also, with students missing about a year-and-a-half of in-person learning, they are way behind so teachers are forced to teach new concepts and remediate at the same time.

Please help right a wrong and address the pay compression issue now. You have many unhappy veteran teachers out there that are thinking of an early retirement because they are unhappy for several reasons. Think about it this way; do you want happy teachers that want to come to work, set a good example, and educate our future leaders? Or do you want unhappy teachers that are just putting in the time and counting down the days until they can retire because they feel disrespected by the people who pay them? The ball is now in your court. If you would like to contact me about this issue, I will gladly meet so you can get the perspective of a veteran teacher that works in the trenches.

William Steve
Stinefelt
Science Teacher
School

Physics & Physical
Mililani High
stevestinefelt@gmail.com

SB-2819-SD-1

Submitted on: 2/17/2022 9:47:37 AM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Todd Yoshizawa	Individual	Support	No

Comments:

I support bill SB2819.

I left teaching 6 years ago after dedicating 19 years of my life to teaching at Mililani High School, where I achieved awards including HSTA Teacher of the year, CTE Teacher of the year, Mililani High School Oceanic Cable Outstanding Educator Award, and SkillsUSA adviser of the year. It was a career I enjoyed, and I felt I made a difference in the lives of others. Unfortunately I had to make the decision to leave my profession to support my family as we were living paycheck to paycheck. I was able to support my family much better working as a laborer, that required no higher education to be hired.

We do everything we can to raise our children right, to make good decisions and be critical thinkers. To do this we need the best teachers we can as they sometimes spend more quality time and have more interaction with our children than ourselves. It's time teachers receive what they are worth and retain those professionals.
please support SB2819 also.

thank you

Todd Yoshizawa

47-606a Ahuimanu Rd.

Kaneohe, Hi 96744

SB-2819-SD-1

Submitted on: 2/17/2022 9:47:56 AM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Ryan Link	Individual	Support	No

Comments:

I, Ryan Link am a teacher at Kualapu‘u School. I write in support of Bill SB 2819, Salary Compression and hope for it to be rectified to save the fidelity of Hawaii’s teachers.

Retaining our current Hawaii teachers is top priority. We don’t want them to either leave the profession or move to the mainland in search of a higher pay.

I have been an educator for 19 years. I originally moved here out of college from Washington State. I was in my mid 20’s then and on a “three year plan.” I figured I was going to move to Hawai‘i for a few years and move back. Well, that plan didn’t stick and living in Hawai‘i turned into my life. I love it here. I have amazing friends who mostly are coworkers. I’m now 43, married, and have a ten year old son. I barely make more than my co teacher who has only been here for four years. I live in a small condo that is crowded with the three of us. I’m priced out of the houses I’d like to live in.

I’m at the point in my life where I need to make a decision. I have hopes and dreams just like anybody. I’d like to have a house that I can be proud of. In all reality, yes, I want to make more money. Who doesn’t?

This is where compression comes in. We, as teachers in Hawai‘i, are so underpaid it’s ridiculous. For our cost of living we make pennies. Add the fact that we weren’t getting raises for many years in the early 2000’s. We should be paid like counterparts in other states.

For example, I got my Masters Degree in the spring of 2003. That summer I moved here. Classmates of mine that stayed in Washington, with the same amount of experience, are making \$114,605! That is almost double what I make! This is also in an area that has a way lower cost of living than here.

Yes, I’m at the point in my life where even though I love working at Kualapu‘u School on Molokai, I am considering moving. Why? Pay. It truly is pathetic what we are paid here. A friend of mine teaching on Kauai has a side job working at a grocery store because he isn’t making enough. We are teachers. We have college degrees and take professional development classes. We deserve to be paid like other teachers in other states. Especially with our cost of living.

Again, as of now, my family is very much considering moving away in two years and the reason is pay. My wife is a teacher as well at the same school.

I've taught on Molokai since 2003. Led seven field trips to the east coast of the United States. Been loyal to my school and love it here. If the state wants to keep people like me and / or retain new teachers, the state needs to pay us a fair, competitive wage.

Fixing compression will boost the salaries of most teachers, and hopefully retain us. I'm tired of working with new teachers that leave after a year or two and cite pay as one of the reasons. The students deserve better as well.

Please vote in support of Senate Bill 2819.

Sincerely,

Ryan C. Link

Kualapu'u School

Molokai, HI

SB-2819-SD-1

Submitted on: 2/17/2022 9:53:22 AM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Laura Ramirez	Individual	Support	No

Comments:

Aloha,

I strongly support this bill and urge you to pass it. Teachers are known to spend lots of their own money and wages on buying school supplies for their students. It is only fair and right that they be properly compensated.

Mahalo,

Laura Ramirez

February 17, 2022

Dear Chair Dela Crus, Vice-Chair Keith-Agaran, and members of the committee,

My name is Mason Keli'i Dimond, Mililani High School class of 1992 and current Farrington High School social studies teacher. I am writing to urge your support for Senate Bill 2819 SD1 that corrects the long standing salary compression error for teachers of my years of service. I have been teaching for 22 years and have been in Class VII for many years. However, my pay has moved very little, and teachers with five years less experience than me make exactly the same amount.

This error has stood for an extended amount of years. It belittles our profession and dismisses our loyalty to public schools, the department of education, and the people of Hawaii. It is overwhelming to consider the amount of money teachers of similar years of service to me have been denied because of salary compression. You would be able to better retain experienced teachers of 20-30 years beyond their retirement, should Senate Bill 2819 SD1 be properly realized.

Please vote in favor of Senate Bill 2819 SD1.

Sincerely,

Mason K. Dimond
Wallace Rider Farrington High School
Social Studies Teacher

SB-2819-SD-1

Submitted on: 2/17/2022 9:54:32 AM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Lara Mangieri	Individual	Support	No

Comments:

As a 20 year veteran teacher, I support this bill. It is extremely unfair veteran teachers are not paid much more than new teachers when they have given so much to the education of our Keiki. They have persevered in a low paying, difficult job that does not garner much support from the communities they serve.

SB-2819-SD-1

Submitted on: 2/17/2022 9:54:34 AM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Chris Neppl	Individual	Support	No

Comments:

Aloha Chair Kidani, Vice Chair Kim, and members of the Committee,

I am submitting testimony in support of Senate Bill 2819. My name is Chris Neppl, and I have been a part of Honolulu District, Kaimuki-McKinley-Roosevelt Complex Area for 20 years to this month. I currently teach 4th grade at Jefferson Elementary School.

The impact this legislation will have for me personally will be life changing. If the bill is passed, I will be able to say with certainty that I can continue and finish my teaching career here in Hawaii. I started my career in January 2002, the school year directly after the teachers' strike. I was here for the pay cut in 2009, where we had furlough Fridays that forced me to work a second job on those Fridays in an effort to make up for the decrease in salary. I had a friend who started their teaching career alongside me 20 years ago, yet disappointingly had to leave after about ten years because of the pay cuts during those furlough Friday years. I don't want to have to do the same. I chose to stick it out here in Hawaii, hoping for improvements in pay. I've been around for the tiny pay increases that have only been limiting, not prospering. I've been stuck in the middle of the salary schedule, which has restricted me from being able to keep up with the cost of living, to meet basic living needs like a place of my own and properly save money for my family's future. Two years ago I submitted my testimony for this bill and covid killed it, resulting in another decrease in salary, and a new contract cementing me again in a pay that isn't even keeping up with the cost of living from years ago. I've committed to teaching here in Hawaii 20 years ago, and would very much like to continue teaching here, and finish my career here, and retire. I can't continue this career path that has me stuck on the same step of the salary schedule, only to have to wait for negotiations to decide if and how many step movements I will get for each contract, when my years of service should be the deciding factor securing me at the top of the salary schedule. This bill will resolve these issues. This bill will allow me to continue teaching here and finish my career here.

This bill will allow me to be able to afford my own place to rent, and provide the chance to buy my own home in the near future. This bill will secure my life here in Hawaii where I can put roots down and say with confidence that I can raise a family here, and have my kids attend a school within a system I've worked in for so long. Salary compression has restricted me from buying a home, or even renting a place of my own, forcing me to bounce around for the past 20 years to over 10 different shared rental properties and even a live in boat situation, all in attempts at surviving here, not prospering. The passing of this bill will

allow me to afford a living situation where I don't have to rent a room in someone else's house, but instead provide me the opportunity to rent my own place and in the near future purchase my own property that either way, would give me a place I can call my home.

This bill will allow me to focus on what is most important, my students, and their learning, by using the necessary time outside of the classroom to grade papers and plan, rather than a second job. Salary compression has forced me to consider and take on additional jobs and non educational training to provide a second income in attempts at making up for the shortage in my teaching salary. I've worked as a cook in kitchens, taught yoga classes, tutored, acted, worked for my friends' businesses including Hawaii International Conferences, attended broker's opens for Revoluson, and worked as an educational consultant, all in so many attempts at just keeping up with the cost of living that my salary does not provide. This legislation will provide the opportunity for me to have a choice, and not a required second job so that I can focus solely on my job as a teacher and the needs of my students.

Personally, this bill will make what has been wrong for too long, right. Hawaii is the only state in the country that does not pay teachers based on years of service. I have felt disrespected, restricted, and demoralized. Over the years I've spoken with people in public who have said to me the following: "I have so much respect for what you do." "I love teachers, I wish they paid you guys more." It's bittersweet to hear such words from strangers. After hearing these words it's just disheartening and upsetting. We all know veteran teachers like myself are more effective in the classroom having a greater impact on students' lives and their education because of the years of education and experience they've put in. This bill will make what has been disrespectful, just and right. What has been restrictive, prosperous. What has been demoralizing, uplifting.

Salary compression has impacted my personal health and well being. Twenty years of teaching, working nights and weekends, and still unable to provide the basic needs of a decent home and savings are a heavy burden on one's self worth. The choice of a teaching career is one of great sacrifice with little reward. The knowledge that we are so underpaid in comparison with the rest of the nation is very disheartening. It is not right. I go to work everyday, focusing on taking care of my students to the best of my ability, but who is taking care of me? Salary compression certainly has not. I've been teaching for 20 years, yet remain stuck in the middle of the salary schedule at step 11. I've earned my masters degree in education. I've taken all the professional development classes and earned my way to the highest class on the pay scale (class 7). It's time for our state to catch up with the rest of the country and pay us based on our years of service because that is the right thing to do for our teachers, our students, and the future of public education in the state of Hawaii.

Passing this legislation will be life changing for so many reasons. One, I will be able to do what I had planned to do without question, stay in Hawaii to continue to teach and retire. Two, I will be able to afford my own place to rent, and provide the chance to buy my own home in the near future. Three, I can focus on what is most important, my students, and their learning, by using the necessary time outside of the classroom to grade papers and plan, rather than a second job. Four, I will feel respected knowing that I am receiving a

salary that is equitable to my peers in other states because I am getting paid for my years of service.

Please vote in support of Senate Bill 2819. Thank you so much for the opportunity to testify.

SB-2819-SD-1

Submitted on: 2/17/2022 9:54:41 AM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Carli Miyashiro	Individual	Support	No

Comments:

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

I am in support of passing this bill. I have been in the DOE for over 10 years. For the last 6 years, I have been at the top of my pay scale. It is very discouraging to know I will never be paid more than what I am making right now. Because of this, I am currently looking for jobs outside of Hawai'i and outside of the DOE that pay citizens a decent wage.

By adjusting the salary scale compression, I would be more willing to remain in Hawai'i since I know I would get a raise every few years. I finally would feel like I am rewarded for my contributions to the community. During the pandemic, people finally saw how hard teachers worked and how much we cared about our students. Let's follow up with this momentum and finally pay teachers what they deserve. By fixing this issue and allowing teachers to receive more money, the state will be able to retain teachers, including myself.

Thank you,

Carli Miyashiro

SB-2819-SD-1

Submitted on: 2/17/2022 9:55:11 AM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Brandy Thompson	Individual	Support	No

Comments:

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

I am submitting testimony in support of Senate Bill 2819 with modifications. My name is Brandy Moana Thompson and I teach high school in Kona on the Big Island. I am a Native Hawaiian teacher who moved back home to the Big Island two years ago after teaching in California for 18 years. I have a CA and HI teaching license and a Masters degree in Math Education. Currently, I am on the same step as a teacher in Hawaii with only two years of service. Other teachers who moved back home to Hawai'i are in a similar situation as myself. This bill currently supports addressing the compression issue for years of service in Hawai'i. Teaching experience whether in-state or out-of-state benefits all students of Hawai'i. I am requesting that all teachers in Hawaii are put on the correct step by years of experience whether in-state or out-of-state.

Mahalo,

Brandy Moana Thompson

SB-2819-SD-1

Submitted on: 2/17/2022 9:57:08 AM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Keanuene Gannet	Individual	Support	No

Comments:

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

My name is Keanuene Gannet; I am a special education teacher. I am submitting testimony in support of Senate Bill SB2819 SD1.

Please vote in support of Senate Bill SB2819 SD1

SB-2819-SD-1

Submitted on: 2/17/2022 9:57:20 AM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Todd Holmberg	Testifying for Maui High School	Support	No

Comments:

Aloha Chair Kidani, Vice Chair Kim, and members of the Committee,

I am submitting testimony in support of Senate Bill SB2819. My name is Todd Holmberg, and I am a Teacher at Maui High School.

Hawaii has had a large deficit in special education teachers for a long time. Those of us in special education rely on differential pay to continue providing badly needed services to our students with special needs. The extra responsibilities and liabilities associated with SPED duties create a disincentive for teachers to remain without the additional pay. Without the differential pay, there will be a substantial exodus from SPED, migrating to general education or even out of the teaching field altogether.

Please vote in support of Senate Bill SB2819.

Mahalo for your time,

Todd Holmberg

SB-2819-SD-1

Submitted on: 2/17/2022 9:58:05 AM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Uluhani Waialeale	Individual	Support	No

Comments:

Welina ke aloha e Chair Dela Cruz, Vice Chair Keith-Agaran, and members of the Committee

I, Uluhani Waialeale, am a teacher at Kualapu‘u Elementary School. I write in support of Bill SB 2819, Salary Compression and hope for it to be rectified to save the fidelity of Hawaii’s teachers.

Retaining our current Hawaii teachers is top priority. We don’t want them to either leave the profession or move to the mainland in search of a higher pay.

I am a graduate of the Kahuawaiola Indigenous Teacher Education Program and since 2004 I have been a licensed Hawaiian Language Immersion Teacher (K-12) in the State of Hawai‘i.

Fixing compression will boost the salaries of most teachers, helping and hoping to persuade many of our teachers to remain on the job and stay in Hawaii where our keiki can benefit from their experience.

Please vote in support of Senate Bill 2819.

Na‘u iho me ka mahalo palena ‘ole

Uluhani Waialeale

SB-2819-SD-1

Submitted on: 2/17/2022 9:59:24 AM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Stephanie Po Yi Ho	Individual	Support	No

Comments:

I am submitting testimony in support of Senate Bill 2819. Teachers are underpaid and we are seeing less interest in the profession. I fear that The Great Resignation will have a tremendous effect on teachers leaving our children without qualified teachers. The future of Hawaii depends on this bill to support the educators. Thank the committee for the opportunity to testify.

SB-2819-SD-1

Submitted on: 2/17/2022 9:59:39 AM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Heather J Fomenko	Individual	Support	No

Comments:

February 17, 2022

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

I am submitting testimony in support of Senate Bill SB2819 relating to teacher compensation (salary compression.)

My name is Heather and I am a 18 year veteran teacher in Hilo. This particular bill has been of interest to me since it was first researched a few years ago. I am one of those teachers stuck at step 11 because of our infamous period of economic decline where we did not get steps negotiated into our contracts. I should be at least 2 more steps above this because of my years of service.

Passing this bill will be impactful to many members of our teaching ohana. Since we are seeing more and more of incredibly high inflation with everything from food to construction materials as well as prices of homes and rent, by remedying the compression for those teachers that are affected, we can feel a little more comfortable when paying for goods and services for our family. Right now, with the prices skyrocketing on everything, we feel the pinch because we haven't had any raises to commensurate with inflation. It hurts!

Also, by compressing the salary steps to where they should be, we would most likely see a few less teachers calling it quits and retiring. Our most valued and experienced teachers would stay on for a few more years and with our teacher shortage crisis, this bill needs to pass so we can keep them on.

I know too many teachers who have gotten fed up with the lack of professional pay for teachers in Hawaii because of the enormous cost of living. Federal employees qualify for COLA to assist with the high cost of living for a reason. Let's fix this for teachers and I bet we will see far less jumping ship. Qualifications for teachers are a big part of our profession but so are our years of experience. At this rate, I wonder if I'll ever make it to the top of the salary steps before my time comes to retire especially since we are now in another 2 year contract with no negotiated steps. I am hopeful that this SB2819 bill will move forward as it will help so many of our teachers.

Please vote in support of Senate Bill 2819.

Thank you for your consideration and for the opportunity to testify on behalf of all of my fellow colleagues,

Heather Fomenko

State of Hawaii Senate
31st Legislature
Concerning SB2819

Salutations Esteemed Legislators,

I would like to first take a moment to say, you're welcome. I joined the DOE for the 2018 school year as a middle school teacher at Maui Waena Intermediate. Although I am only one person, I lessened the teacher shortage that year, entering D202 to fill a retiring teacher's vacated position. As I look at my choice today, I wonder if I can make it 27 more years because that is how long it might take to reach the top of the payscale. If the compression issue is addressed and ameliorated, I might stand a chance at the tender age of 68. By the way, just so you know, education is not my second career. To add insult to injury I possess more than two decades experience as a classroom teacher and an administrator in private school, earned a Master's Degree from an accredited institution in 2010, and have been highly qualified with three PRAXIS endorsements in Elementary, Secondary ELA, and Special Education since 2012.

While I am grateful for the opportunity to finally enter the public school realm (provided by the great state of Hawaii) I must ask you, esteemed legislators, to put yourselves in the shoes of an educator. Would you remain in a field where salary compression has been a constant for more than 40 years? Especially when valid avenues to ameliorate this have been broached, but turned down, verbiage changed, or the solutions deemed unreasonable due to practices that unfairly favor the wealthy and thus the powerful? Please note that this is not a departure from practices that characterized Hawaiian colonialism: reward the rich to punish the poor. Repeat history with continual exploitation.

Today I teach Special Education ELA, but I'm no stranger to economics. I seem to remember something about the law of supply and demand; when something is low in supply there is typically a higher demand for the product, therefore the product is more valuable and more expensive. Why must I ask, is this not reflected in education? In 2018 there was a 10% teacher shortage. This shortage is likely to increase dramatically at the end of this school year: reports state that 55% of the national workforce is planning to leave the profession. While there are many rewards relating to teaching, pay is not one of them, especially for those HIDOE teachers who have experienced compression time and time again. I myself have only been compressed once at this point, but it seems likely that after this year I can start a tally on the cinder block walls in my classroom, starting the extrapolation of lost earnings because quite simply I provide no value to society. It's not that I'm not important. If I don't come to school, who is going to teach children to read, write, implement analysis and critical thinking communicative skills? How would/could you, and the rest of society go to work and earn your living? It seems simple, charge teachers with the task to continually absorb budget shortfalls without lament or the hope of recovering lost time. It's no wonder a fellow ELA teacher left last year to pursue part-time marine tourist photography. Or that an Art teacher in upcountry Maui is no longer teaching but working 40 hours a week as crew on a boat in Maalaea. One of my teacher friends is

considering returning to Texas because her rent is going up \$400 a month in April. I absolutely understand their conundrum and have considered my other options recently as well.

If the state wants to solve the teacher crisis it's really quite simple: devise a pay scale that represents a liveable wage with cost of living increases (I mean milk, bread, rice, and gasoline haven't gone down in price while our wages have in the last 12 months because of the 21 hour reduction). This will attract not only qualified teachers seeking transplant status, but homegrown talent as well as teaching "becomes" a viable, lauded, and rewarded profession as it is in other countries. But more importantly, right the wrongs that have accumulated because of prior poor planning on behalf of the state. Put your money where your mouth is and show the teachers who have absorbed these unjust actions that their experience, expertise, and tenure matters. Demonstrate compassion and decency (I feel like a dog begging for a bone). Maybe you didn't make the decision to compress teacher pay in the past, but you now have the ability and hold power to advocate for teachers and the state of our public education system which may be in dire straits. Consider it a form of reparations after decades of public flogging.

Best,
Melinda Martinez
Seventh Grade ELA SPED
HQ Educator, MAEd

SB-2819-SD-1

Submitted on: 2/17/2022 10:00:55 AM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Wendy Baker	Individual	Support	No

Comments:

Aloha Chair Dela Cruz, Vice Chair Kieth-Aragan, and Members of the Committee,

I am submitting testimony in support of SB2819. I have been teaching students of the Puna District on Hawaii Island for the past 14 years. These past two years have been some of the most challenging! Nevertheless, we are overcoming obsticals and becoming better! In order for me to continue teaching, it is important that I am complensated fairly. Thank you for supporting this measure that will help retain teachers such as myself and improving the state on this fundamental issue.

Mahalo,

Wendy Baker

February 17, 2022

Person Submitting Testimony: Hannibal E. Starbuck

To: Senate Committee on Ways and Means

Re: Hearing on February 18, 2022, 10:10 a.m. Conference Room 211 & Videoconference

Subject: SB 2819 SD1 Relating to Teacher Compensation–Salary Decompression

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

I am submitting this testimony in strong support of SB 2819 SD1. This is my 16th year teaching science at H.P. Baldwin High School. I have a B.S. in Physics from UH Manoa and a MS in Geoscience from Mississippi State. I obtained my Post Baccalaureate in Secondary Education in Science from UH Manoa and did my student teaching at Farrington High School. I am a National Board Certified Teacher (NBCT). All of my years as a teacher in the Hawaii DOE have been at Baldwin, my alma mater (Class of 1989). I am currently the department head of the science department at BHS.

Many things keep me in the teaching profession. I love the community connection to our island Maui, teaching kids of families who are long time friends and meeting the new generations as they come up through the ranks to high school. I am passionate about my subjects and always try to find the relevance to Hawai'i nei. Right now, the biggest drawback to teaching in Hawai'i is the continuous struggle with pay. I was here for "Furlough Fridays" and "Last Best and Final Offer." These hurt my family financially. Now we are in a contract with no raise for 2 years while the cost of living goes up faster than ever before. I know that my colleagues and I have been present for the entirety of this pandemic. We have adapted to new learning situations and put ourselves front and center in the classroom with students every day. We deserve this legislation to pass. This testimony is from myself as an individual. Mahalo,

Hannibal E. Starbuck

Science teacher and Department Head

H.P. Baldwin High School



SB-2819-SD-1

Submitted on: 2/17/2022 10:19:57 AM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Alana Haitsuka-Fernandez	Individual	Support	No

Comments:

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

I am submitting testimony in support of Senate Bill SB2819 SD1.

My name is Alana Haitsuka-Fernandez, and I have had the honor and privilege of teaching in the Hawaii Department of Education for the past 27 years. Currently, I work at Honoka`a High and Intermediate School on the Big Island. I love being an educator and value the work that I am able to do. I teach and work with students and fellow educators because it's important and incredibly rewarding to play a positive role and make a difference in young people's lives. More recently, for the last seven years, I've also gotten to work with and mentor new teachers. I've been granted this opportunity due to my years of experience. There really is no substitution for experience. As time passes, your teaching toolbox grows full of strategies: You learn how to anticipate situations, how to face daily challenges, how to reach all kinds of students, how to take lessons a bit further. Experience matters and for many years, our salary schedule has not recognized this. I'm nearly to that 30 year mark, but I realize that my experience, commitment, dedication, and time strengthening my craft are not recognized nor compensated. We need our experienced educators to stay in our system. It's not only so they can continue to serve our students, but it's also because their presence on campus significantly impacts the new and younger teachers in a positive manner- which in turn, also benefits students. All along the way, these past 27 years, I never had extra money, and almost always had a second or third job in order to provide for my own children's tuition or to cover unexpected expenses. At this point in my career, I'd like to feel financially secure, lose the second and third jobs, and be paid according to my years of service, and not feel like giving up. If we want our experienced educators to keep on moving our schools forward, we have to move their salary step as well. It hasn't been fair that we've stalled. The resources are now available and it's time to make things right. Let's compensate fairly those that have given to our keiki for so very many years.

Please vote in support of SB2819.

Mahalo for the opportunity to submit testimony and for your consideration of this bill.

Alana Haitsuka-Fernandez

LATE

SB-2819-SD-1

Submitted on: 2/17/2022 10:24:58 AM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
cynthia luafalemana	Testifying for HSTA	Support	No

Comments:

Aloha Committee Members,

My name is Cynthia Luafalemana and I am a 3rd grade teacher who has taught at for the past 22 years making the same amount of pay since 2009 because of the furloughs. Salary compression has continued to lag as teachers such as myself have been in this profession and I need to stress this is a profession with a license and a degree; for over 20+ years with limited salary increase and benefits. I don't see myself retiring any sooner than expected, but I don't plea for an increase in pay along with our 21 ours restored. Can you imagine working with students who are below the poverty level only to realize that as a teacher, you are in the same boat as them? How is this possible? Compression since the furloughs occur. Yes, furlough that took our pay and our dignity to be notable professionals.

I continue to ask myself, do I pay the bills, rent, food, and gas before going to the doctors or dentist. This is shameful that as professionals we can barely go to the dentist let alone worrying about bills and rent. We teachers deserve better as we continue to support our students with school supplies, snacks, and for many clothing or housing them. And yet, we as teachers myself included are struggling just to put food on the table.

As a member of the Teacher's Union, I believe that more teachers would become interested in this profession if the pay was competitive and attractive. We deserve better why? We are on of the most dedicated profession taking more college or professional courses just to earn better pay and knowledge; we as teachers are always looking for resources that will allow your students to succeed and become engaged in the world that they live in; we as teachers only want the best for our students and their future. If those are not great ideas for a better pay, I don't know what else is?

I plea to help our teachers out here, it depends on you so that we can start investing more in our students and on your families.

LATE

SB-2819-SD-1

Submitted on: 2/17/2022 10:28:57 AM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Trinity Soares	Individual	Support	No

Comments:

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

I thank you for giving me, Trinity Soares, a high-school student, the opportunity to give my testimony in support of Senate Bill 2819. This bill addresses how teachers will receive salaries adjusted based on their teaching experience.

This issue is not a small one, and I am grateful for the attention and energy you are putting in to address it.

To begin, SB 2819 would allow teachers to see corrections in their salaries depending on how long they've been teaching. This increase in their salary would make teachers want to stay and teach longer in schools. They are actively getting "compressed" to where it is obvious that their years of service fall out of placement with their salary as their years of service increase.

I, myself, have had a teacher who has been teaching for many years. My fourth-grade math teacher was a teacher known by both the grades above me, and now, by the grades below me who are now students in his class. He's well-known at the school he teaches at and in my experience, he was a very funny teacher who got all students engaged; no matter if they were well-behaved or not. I fear that if his salary stays the same and does not increase as his years of teaching increase, he may retire, and students that have never experienced learning from him, may never get the chance to.

And although he seems to be enjoying his job, with the increase of prices of nearly everything due to inflation, he may not stay in his profession and teach any longer if he can't provide for himself. Is it worth it to stay and do something that you enjoy over the needs and bills you're required to pay? In addition to this, many teachers experience fatigue and have to deal with misbehavior often in their classes.

In conclusion, SB 2819 would increase teachers' want to teach--not only for the enjoyment, but also for the salary they worked hard to earn throughout years of teaching.

With each of these points in mind, I, Trinity Soares, request that you please vote in support of Senate Bill 2819.

LATE

SB-2819-SD-1

Submitted on: 2/17/2022 10:48:11 AM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Sybil Ranada	Individual	Support	No

Comments:

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

I am submitting testimony in support of Senate Bill SB2819 SD1.

My name is Sybil Ranada and I am in my 17th year as an educator in the Leeward District. As a young, single person, I always said that I was going into public education with the full awareness that I would not be making a great income, especially in Hawai'i. Fast-forward several years to being married and having a family quickly changed my perspective. Paying for childcare and soon pre-school takes a chunk out of our income. With the sudden increase of real estate, it is looking almost impossible for us to purchase a home with sufficient space for our family.

I will be honest in that due to the strains on educators due to the pandemic, topped with the ridiculous rise in housing and inflation, I have seriously contemplated a career change. I have about 20 more years to work, which gives me sufficient time to switch careers and get settled into -- one that would better compensate my time and also free up some time that I lose each work day, due to long working hours (off the clock).

I truly enjoy being in education, but having a family has given me new perspective in the things I would like to provide, which includes experiences and precious time spent together. The salary compression would help quite a bit in helping to accomplish these things, not only for me, but so many other educators across the state as well. I ask that you please vote in support of Senate Bill SB2819 SD1.

Thank you for the opportunity to testify.

Sincerely,

Sybil Ranada, Leeward District

SB-2819-SD-1

Submitted on: 2/17/2022 11:17:20 AM

Testimony for WAM on 2/18/2022 10:10:00 AM



Submitted By	Organization	Testifier Position	Remote Testimony Requested
Sarah Tochiki	Testifying for Hawaii State Teachers Association	Support	No

Comments:

Dear Hawai'i State Senators,

My name is Sarah Tochiki and I am the band director at Chiefess Kamakahahei Middle School in Lihu'e. I am also the Vice-President of the Kaua'i Chapter of HSTA. I am writing in support of SB2819-SD1, related to teacher compensation.

This is the second time I am submitting testimony for this bill. In talking with colleagues who are at retirement age or right about to retire, fixing the compression issue would help keep them in the classroom. With the struggles we endured for the last two years of the pandemic, there are so many teachers who are ready to quit. Our veteran teachers are so important to our schools. We need those with the most experience to teach our students, but to also help the newer teachers through mentoring and collaboration. We will have a mass exodus of teachers if this does not go through. Pay veteran educators what they have already earned.

Thank you for the opportunity to submit testimony and for your support of our hardworking educators in our Hawai'i Public Schools.

Sarah Tochiki

sarah.tochiki@gmail.com

SB-2819-SD-1

Submitted on: 2/17/2022 11:42:12 AM

Testimony for WAM on 2/18/2022 10:10:00 AM



Submitted By	Organization	Testifier Position	Remote Testimony Requested
Marcia Howard, PhD	Individual	Support	No

Comments:

Aloha,

I am submitting a testimony to the SB 2819 SD1 state Senate Committee on Ways and Means on Action Department of Education; Charter Schools; Teacher Compensation; Experimental Modernization Project; Appropriation

FRIDAY FEBRUARY 18, 2022

My name is Dr. Marcia Howard. I am a Special Education Teacher at Pearl Ridge Elementary in Central District on O’ahu. I am submitting testimony in support of addressing Teacher Salary Compression by making necessary discretionary salary adjustments for Hawai`i’s teachers.

It is imperative that this committee provide enough funds to adjust the matter of teacher salary compression and provide funding for the dedicated teachers in Hawai`i. In doing this, it will communicate that we, as a state, value our hardworking educators who for many years, have diligently served the keiki of Hawai`i. The Hawai`i Department of Education will need to implore methods to not only recruit but maintain certified, licensed and qualified teachers and competitive compensation is a powerful way to demonstrate that tenet.

I have been teaching special education for the past 28 years (22 years here in Hawai`i) and it has been a rewarding yet difficult experience at the same time. I enjoy teaching and working with students with special needs, however there are parts of my experience in teaching that have been frustrating and mainly it’s the pay for the amount of work we perform. Moreover, I received my Doctorate Degree in Exceptionalities from The University of Hawai`i at Manoa in 2014 and was hoping that with this degree I could attain enough salary to sustain my living here in Hawai`i however, sadly and frustratingly, I have not.

In Brooklyn, New York where I am originally from, teachers with 28 years of experience are making upwards of \$120,000. I can only surmise that with a PhD they are making more! It is sad to say that even with a PhD and 28 years experience in special education here in Hawai`i my salary is only \$74,000 (Step 105 07 10). Subsequently, even with the sped differential, which has been a great step towards securing qualified special education

teachers, Hawai`i is in a crippling need to revamp the teacher pay scale and move on this bill swiftly.

During the pandemic, many people, specifically parents, experienced a glimpse of what teachers endure daily with a classroom full of students and we were lauded as heroes and labeled essential workers. We were told over and over how much we were appreciated, respected and should get paid more for what we do. Many teachers did not need a pandemic to inform us of this but the world was able to see how much teachers have to contend with on a daily basis. Wherein some parents were able to see what teachers encounter daily with their one or maybe two children, is actually multiplied greatly when face to face instruction occurs with a classroom full of students. That short stint of online teaching displayed to the world the value of educators and the unlimited gift, talents, skills and strategies that teachers exhibit on a daily, monthly and yearly basis.

Lastly, teachers are expected to work more yet given less. Teachers spend an insurmountable time writing and creating lesson plans, tests, and projects, staying late, using their own funds and often times, going above and beyond what's expected. If Hawai`i is to tackle the issue of teacher shortages by not only attaining but maintaining certified, licensed and highly qualified educators, then it is crucial that funds be released in efforts to continue to teach Hawai`i's keiki by being appropriately compensated in the education profession.

Mahalo for your attention in this matter,

Marcia D. Howard, PhD

Pearl Ridge Elementary

Special Education

Resource Room/FSC

Grades K-6

SB-2819-SD-1

Submitted on: 2/17/2022 1:19:48 PM

Testimony for WAM on 2/18/2022 10:10:00 AM



Submitted By	Organization	Testifier Position	Remote Testimony Requested
Jamie Lai	Individual	Support	No

Comments:

Teachers simply deserve to be compensated for their hard work! Teachers have one of the most important professions in the world, yet they get paid the least for educating children of the future. Teaching is one of the hardest jobs out there and they should be compensated! They also have to deal with problematic students, conferencing with parents, and the list is endless. Please support and pay our teachers what they deserve.

SB-2819-SD-1

Submitted on: 2/17/2022 3:56:46 PM

Testimony for WAM on 2/18/2022 10:10:00 AM



Submitted By	Organization	Testifier Position	Remote Testimony Requested
Amie Yee	Individual	Support	No

Comments:

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

I am submitting testimony in strong support of Senate Bill 2819. I have been working for the DOE for over 20 years, so I am directly affected by the salary compression. I am supporting this bill because it will fix the wrongs and help retain many of us, our veteran teachers. This will also help to validate and acknowledge all the efforts and hard work that we do every day as teachers for our students in Hawaii.

LATE

SB-2819-SD-1

Submitted on: 2/17/2022 4:41:03 PM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Bronsten Kossow	Individual	Support	No

Comments:

Please support, mahalo!

SB-2819-SD-1

Submitted on: 2/17/2022 5:29:57 PM

Testimony for WAM on 2/18/2022 10:10:00 AM



Submitted By	Organization	Testifier Position	Remote Testimony Requested
Miki Kubo	Individual	Support	No

Comments:

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

Mahalo for your willingness to hear the voices of teachers, like me, who have dedicated decades to our keiki of Hawai'i. I ask that you please consider SB2819 SD1 in support of the salary scale compression. It is my generation of teachers who endured the 2001 teacher strike; the Cayatano payroll lag that was never reverted back as promised; and the Lingle work furloughs. Please consider our sacrifices that were overlooked and do what is right, what is pono; not just for us as individual teachers, but for our profession that is suffering high attrition rates. We must make teaching attractive to the next generation. We must also show them that loyalty is honorable and commitment is commendable. Again, I mahalo you for your time & consideration in supporting SB2819 SD1.

Mahalo piha,

Miki Kubo

LATE

SB-2819-SD-1

Submitted on: 2/17/2022 7:17:51 PM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Stacy Sugai	Individual	Support	No

Comments:

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

Thank you for allowing me to submit testimony in support of Senate Bill 2819.

This is my 28th year as a school counselor in the Leeward District. After 28 years of service, I am only on Step 13 of the pay scale. There were numerous years that we didn't get any step movements or raises due to Hawaii's economy. Like many other educators, I currently have a second job.

I believe passing this bill would encourage many educators to stay in the DOE. We all love our students and it's our passion to make a difference in their lives. Having veteran teachers is crucial to be able to mentor the younger educators. There are many things in education that only experience can teach you; you can't learn these things in books. As a veteran educator it is always a privilege to not just teach our keiki, but the young educators as they enter the school system.

Please pass this bill. Please also consider adding steps for my colleagues who are at the top of the payscale.

Mahalo,

Stacy Sugai

LATE

SB-2819-SD-1

Submitted on: 2/17/2022 7:31:01 PM
Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
SANDY MOCHIDA RAPOZO	Individual	Support	No

Comments:

Senator Kidani - my sister, a high school Counselor at Mililamni High School along with any of my friends work within the DOE who I don't feel is graded or awarded income increases based on years of service as well as performance reviews & classes required so I'm writing to ask that you support SB2488 SD2 HD1.

So many educators have years of service not be including in pay increases, who is affected by the compression issue this bill is designed to help.

I support my sister who is currently in step 12 after all these years and ask that this bill be passed to help keep our educators in this field, getting paid for their years of experience and service. this will benefit both the community and our children of the future.

Sandy Mochida-Rapozo, sister of Cindy Schrock

LATE

SB-2819-SD-1

Submitted on: 2/17/2022 7:50:29 PM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
WINIFRED MOCHIDA	Individual	Support	No

Comments:

Senator Kidani - my daughter, a Counselor at Mililani High School completed 4 years of college at Chico State, student teaching for a year then recieved her Masters at Chaminade University. She was in the classroom then in administration & now as a Counselor, she participates & supports her students in athletics, student government & social events.

I'm writing to ask for your support SB2488 SD2 HD1.

I support my daughter, who is currently in step 12 after all these years and ask that the bill be passed to help keep our educators in this field, getting paid for both their years of experience and service. I feel this will benefit our children of the future.

So many educators have years of service but not seeing this reflected in pay increases & these are the ones who are affected by the compression issue this bill is designed to help.

I appreciate the opportunity to provide input on this issue.

Aloha,

Winifred Mochida, mother of Cindy Schrock

LATE

SB-2819-SD-1

Submitted on: 2/17/2022 8:25:17 PM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
EDWIN RAPOZO III	Individual	Support	No

Comments:

Senator Michelle Kidani:

I am in support of bill SB2488 SD2 HD1 because I strongly feel educators should not only be graded/pay increases on "steps" or "classes" but also years of service. I have several family members in the DOE who take so much pride in helping the students & serving the entire community.

thank you for allowing me to provide input & I really hope it passes.

Mahalo for your service

Edwin Rapozo III

LATE

SB-2819-SD-1

Submitted on: 2/18/2022 6:50:45 AM

Testimony for WAM on 2/18/2022 10:10:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Scott Clarke	Individual	Support	No

Comments:

Aloha,

I have been a teacher for 29 years and feel that the support of SB2819 would do a great deal to further compensate teachers that have been in the profession for many years. It would be a positive step toward retaining teachers that may be contemplating leaving the profession.

Mahalo for your consideration of this bill.

SB-2819-SD-1

Submitted on: 2/18/2022 7:48:25 AM

Testimony for WAM on 2/18/2022 10:10:00 AM



Submitted By	Organization	Testifier Position	Remote Testimony Requested
Tracy Ann K Davis	Individual	Support	No

Comments:

February 18, 2022

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

I am submitting testimony in support of Senate Bill SB2819 SD1.

My name is Tracy Ann K Davis and I am a 4th grade teacher at Kaunakakai Elementary School on the island of Molokai. I am writing in favor of supporting Senate Bill SB2819 SD1. Your actions can help keep teachers invested in their profession. The cost of living and expenses are the highest in our country and with your support this bill will ensure that teachers keep their jobs, stay until they retire, continue living in Hawaii, and stay passionate about why they chose to be teachers in the first place. Teachers invest thousands of dollars and hours to do what they are passionate about, shouldn't you do that for them to?. Isn't our keiki worth it?

I appreciate all the hard work you have put in, to support the future leaders of Hawaii, by helping educators stay invested. I humbly ask that you please vote in support of Senate Bill SB2819 SD1.

Mahalo to your committee for doing all you can to support the educators of Hawaii. It is evident that educators shape the future through our children and with your support you can help keep teachers here in Hawaii and employed.

Mahalo Nui Loa,
Kumu Tracy Ann K Davis

4th grade teacher