

DAVID Y. IGE
GOVERNOR



CRAIG K. HIRAI
DIRECTOR

GLORIA CHANG
DEPUTY DIRECTOR

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

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

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

**TESTIMONY BY CRAIG K. HIRAI
DIRECTOR, DEPARTMENT OF BUDGET AND FINANCE
TO THE HOUSE COMMITTEE ON LABOR & TOURISM
ON
SENATE BILL NO. 2820, S.D. 2**

**March 22, 2022
9:00 a.m.
Room 312 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 increased teacher shortage differentials as negotiated and executed in separate memoranda of understanding between the Superintendent of Education/governing board of each State Public Charter School and the Hawai'i State Teachers Association, Bargaining Unit 5, to help address various labor shortages.

B&F has serious concerns because this bill "puts the cart before the horse." 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.



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

Date: 03/22/2022

Time: 09:00 AM

Location: 312 Via Videoconference

Committee: House Labor & Tourism

Department: Education

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

Title of Bill: SB 2820, SD2 RELATING TO TEACHER COMPENSATION.

Purpose of Bill: Appropriates funds for various teacher differentials to help address various labor shortages. Effective 7/1/2050 (SD2)

Department's Position:

The Hawaii State Department of Education (Department) supports SB 2820, SD2, which provides funding for various teacher differentials to help address labor shortages.

The Department utilizes a myriad of compensation methods and strategies to improve the recruitment and retention of qualified teachers. The implementation of the teacher shortage differentials for special education, hard-to-staff geographical locations, and Hawaiian Language Immersion Programs have proven to be an attractive incentive for individuals to teach in these vital areas as well as an encouraging acknowledgment for those who are already situated there. The data reveals that this is especially true in the area of special education.

Ensuring the continuous retention of qualified teachers for these critical teaching positions will positively impact students, schools, and their communities. The Legislature's commitment of a dedicated and recurring appropriation to the Department will help to sustain and affirm differentials as a reliable tool in its recruitment and retention efforts.

The Department appreciates your continued support and is committed to working collaboratively with the Legislature to ensure the hiring and retention of qualified individuals to provide all of our students with a robust educational experience.



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

March 20, 2022

TO: Representative Richard H.K. Onishi, Chair
Representative Jackson D. Sayama, Vice Chair
House Committee on Labor & Tourism

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

SUBJECT: **Measure:** S.B. No. 2820 SD 2 – RELATING TO TEACHER COMPENSATION
Hearing Date: Tuesday, March 22, 2022
Time: 9:00 a.m.
Location: Videoconference & Conference Room 312

Bill Description: Appropriates funds for various teacher differentials to help address various labor shortages. Effective 7/1/2050 (SD2).

EXECUTIVE OFFICE ON EARLY LEARNING'S POSITION: Support

Aloha. I am Coleen Momohara, Interim Director of the Executive Office on Early Learning (EOEL). EOEL supports the intent of S.B. No. 2820 S.D. 1 and defers to HIDOE as it relates to teacher differentials and provisions set forth in this bill.

EOEL is statutorily responsible for the development of the State's early childhood system and also administers the EOEL Public Pre-Kindergarten Program in partnership with the HIDOE. The State's teacher shortage also impacts the DOE teachers who teach in the EOEL's Public Pre-Kindergarten Program classrooms, particularly in rural and remote areas.

We appreciate the support and attention of this committee to ensure that the DOE teachers working with young children in the EOEL Public Prekindergarten Program classrooms are included in the effort to address compensation. Recruitment and retention of qualified teachers is critical to the success of implementing high quality prekindergarten programs. This bill would provide an incentive for individuals to reach in the vital areas of special education, hard-to-staff geographical locations, and Hawaiian Language Immersion programs. We appreciate the Legislature's commitment to support teacher recruitment and retention efforts.

Thank you for the opportunity to provide testimony in support of this bill.

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 2820 SD2 Relating to Teacher Compensation
DATE: March 22, 2022 at 9:00 AM
COMMITTEE: Committee on Labor & Tourism
ROOM: Conference Room 312 & Videoconference
FROM: Yvonne Lau, Interim Executive Director
State Public Charter School Commission

Chair Onishi, Vice Chair Sayama and members of the Committees:

The State Public Charter School Commission (“Commission”) appreciates the opportunity to submit this testimony in **STRONG SUPPORT OF SB 2820**. This measure appropriates funds for various teacher differentials to help address various labor shortages.

The Commission appreciates the support and attention of this House committees and the Senate in ensuring that public charter schools are included in the effort to address teacher shortages.

Thank you for the opportunity to provide this testimony.



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
HOUSE COMMITTEE ON LABOR & TOURISM

For Hearing on Tuesday, March 22, 2022
9:00 a.m., Conference Room 312 Via Video Conference

By

RYKER WADA
CHIEF NEGOTIATOR

Senate Bill No. 2820 SD2
Relating to Teacher Compensation

(WRITTEN TESTIMONY ONLY)

CHAIRPERSON ONISHI, VICE-CHAIR SAYAMA, AND MEMBERS OF THE HOUSE
COMMITTEE ON LABOR & TOURISM:

The purpose of Senate Bill No. 2820 SD2 is to appropriate funds for various teacher differentials to help address various labor shortages.

The Office of Collective Bargaining (OCB) **opposes** S.B. 2820 SD2 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

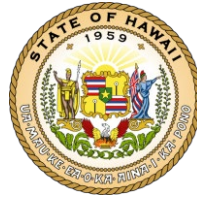
public employer and the public employees, independently or through an exclusive representative, to negotiate in good faith a written collective bargaining agreement with respect to wages, hours and other terms and conditions of employment.

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 for various teacher differentials 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.

DAVID Y. IGE
GOVERNOR



THOMAS WILLIAMS
EXECUTIVE DIRECTOR

KANOE MARGOL
DEPUTY EXECUTIVE DIRECTOR

**STATE OF HAWAII
EMPLOYEES' RETIREMENT SYSTEM**

**TESTIMONY BY THOMAS WILLIAMS
EXECUTIVE DIRECTOR, EMPLOYEES' RETIREMENT SYSTEM
STATE OF HAWAII
TO THE HOUSE COMMITTEE ON LABOR & TOURISM
ON
SENATE BILL NO. 2820, S.D. 2**

March 22, 2022

9:00 A.M.

Conference Room 312 and VIA Videoconference

RELATING TO TEACHER COMPENSATION.

Chair Onishi, Vice Chair Sayama, and Members of the Committee,

S.B. 2820, S.D. 2, proposes to fund pay incentives for teachers in special education positions, hard-to-staff geographic locations, and Hawaiian language immersion programs. The bill cites an example of a shortage of 1,029 experienced qualified teachers during the 2018-2019 school year.

The bill proposes criteria levels and tiers for determining the shortage differential pay, ranging from \$3,000 to \$8,000 annually per qualified licensed teacher to differentials negotiated by the employer and the bargaining unit in a memorandum of understanding.

The Employees' Retirement System (ERS) recognizes the need for equitable pay to recruit and retain qualified teachers in those existing areas and supports the intent of the bill. We offer the following comments:

The ERS notes that while the number of teachers affected and pay differentials are to be determined per the criteria and tiers in the bill, **the pay increases would cause an estimated \$92 million increase in the ERS' Unfunded Actuarial Accrued Liability**



Employees' Retirement System
of the State of Hawaii

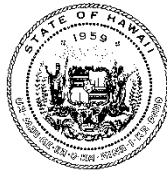
City Financial Tower • 201 Merchant Street, Suite 1400 • Honolulu, Hawaii 96813-2980
Telephone (808) 586-1735 • Fax (808) 586-1677 • <http://ers.ehawaii.gov>

(UAAL) due to the larger than anticipated salary increases for approximately 1,029 existing and new members.

As monies are being allocated to cover additional pay, we would encourage that funds be identified and allocated to offset the expected increase in our plan's UAAL (\$92 million). The proposed salary increases would result in an increase in total employee and employer retirement contributions, but this would not be enough to cover the increased liability. According to calculations provided by the ERS's actuary, Gabriel, Roeder, Smith & Co., the Legislature could as an alternative to the lump sum payment elect to increase employer contributions. Either of the alternatives, either a lump sum payment or employer contribution increase, would avoid reversal of funding progress already achieved.

The legislation may desirably cause some teachers to delay retirement as they increase their average final compensation (AFC) for benefit purposes.

Thank you for the opportunity to provide testimony on S.B. 2820, S.D. 2.



STATE OF HAWAII
HAWAII TEACHER STANDARDS BOARD
650 IWILEI ROAD, SUITE 268
HONOLULU, HAWAII 96817

March 19, 2022

WRITTEN TESTIMONY BEFORE THE HOUSE COMMITTEE ON EDUCATION

PERSON TESTIFYING: Felicia Villalobos, Interim Executive Director on behalf of the Hawaii Teacher Standard Board (HTSB)

DATE: March 22, 2022

TIME: 9:00 pm

LOCATION: Conference Room 312 and Video Conference

TITLE OF BILL: SB2820 SD2 Relating to Teacher Compensation

PURPOSE OF BILL: Appropriates funds for various teacher differentials to help address various labor shortages

POSITION: Supports SB2820 SD2

Chair Onishi, Vice Chair Sayama, and Members of the House Committee on Labor and Tourism:

The Hawaii Teacher Standards Board (HTSB) supports SB2820 SD2. HTSB supports this bill because it is a mechanism that would assist the efforts towards recruitment and retention of providing all public-school students with quality educators.

Providing every child in Hawaii with qualified teachers throughout their educational career, especially in areas of critical shortages, would guarantee each child is afforded the opportunity of a quality education and a greater range of future opportunities. SB2820 SD 2 is a way to address this need and provide longevity towards these efforts.

Thank you for the opportunity to testify in support of SB2820 SD2.



HAWAII GOVERNMENT EMPLOYEES ASSOCIATION

AFSCME Local 152, AFL-CIO

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

The Thirty First Legislature, State of Hawaii
House of Representatives
Committee on Labor and Tourism

Testimony by
Hawaii Government Employees Association

March 22, 2022

S.B. 2820, S.D. 2 - RELATING TO TEACHER COMPENSATION

The Hawaii Government Employees Association, AFSCME Local 152, AFL-CIO appreciates the intent of S.B. 2820, S.D. 2 which appropriates additional funds for hard-to-staff geographical locations, special education, and Hawaiian language immersion teacher differentials but **respectfully insists on equal treatment for all employees in similar situations.**

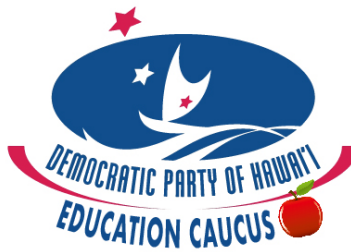
We represent thousands of employees in the Department of Education, many of whom work in hard-to-staff locations and work directly alongside special education and Hawaiian language immersion teachers, who equally deserve differential pay for the work they perform. We continue to remind the Legislature that all DOE employees play a critical role in educational excellence, as a school system is not exclusive to one profession but reliant upon a team of executives, specialists, support, and custodial staff.

Further, although the Employer has identified eleven civil service positions warranting shortage differentials for clinical psychologists, educational interpreters, engineers, occupational therapists, physical therapists, school psychologists, and speech-language pathologists, among others, there continues to be a high vacancy rate and a desperate need for services. We continue to implore the Legislature to view employee retention and job satisfaction from a holistic vantage point and broaden the policy solutions to benefit all employees.

Thank you for the opportunity to testify on to S.B. 2820, S.D. 2.

Respectfully submitted,

Randy Perreira
Executive Director



SENATE BILL 2820, SD 2, RELATING TO TEACHER COMPENSATION

MARCH 22, 2022 · HOUSE LABOR AND TOURISM
COMMITTEE · CHAIR REP. RICHARD ONISHI

POSITION: Support.

RATIONALE: The Democratic Party of Hawai'i Education Caucus **supports** SB 2820, SD 2, relating to teacher compensation, which appropriates funds for various teacher differentials to help address various labor shortages.

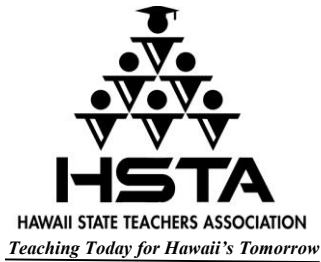
Teachers are the most important professionals in increasing student achievement. According to numerous studies, however, Hawaii's average teacher salaries are the lowest in the nation when adjusted for cost of living. A 2020 study conducted by APA Consulting on behalf of the Hawaii Department of Education 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.

Kris Coffield · Chairperson, DPH Education Caucus · (808) 679-7454 · kriscoffield@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 HOUSE COMMITTEE ON LABOR & TOURISM

RE: SB 2820, SD2 – RELATING TO TEACHER COMPENSATION

TUESDAY, MARCH 22, 2022

OSA TUI, JR., PRESIDENT
HAWAII STATE TEACHERS ASSOCIATION

Chair Onishi, and Members of the Committee:

The Hawaii State Teachers Association **strongly supports SB 2820, SD2**, relating to teacher compensation. This bill appropriates funds for various teacher differentials to help address various labor shortages. These shortages are in the areas of special education, hard-to-staff geographic locations, and Hawaiian language immersion programs.

To fund these differentials, we calculate these amounts, based on Gov. Ige's supplemental budget, would be about \$32.5 million for BU 5 members at the DOE and, by our estimates, \$2 million for BU 5 members at our public charter schools.

Recent data has shown how these differentials were effective; **these differentials worked as planned! According to the department's own data**, the number of teachers transferring into special education positions for the upcoming 2020–21 school year actually increased by 29 percent over the previous school year, while the number of teachers who left SpEd positions decreased by 57 percent. Nearly twice as many educators transferred into hard-to-staff schools for next school year compared to last, while the differentials led to a 41 percent decrease in those leaving hard-to-staff locations.

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-



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Vice President

Lisa Morrison
Secretary-Treasurer

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Executive Director

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!

The 5-year teacher retention drop in 2020-2021 may be indicative of the effects of COVID-19 with teachers not wanting to return to teach in our public schools in Hawai'i after the 2019-2020 school year. We continue to worry that a more difficult 2021-22 school year for all school staff will result in an even larger drop once the 2021-22 data becomes available. Coupled with a likely increase in retirements and other separations from the Department, it would go a long way towards retaining educators to fund these differentials to retain our licensed teachers.

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.

Finally, we agree with OCB testimony that an amendment should be made on who to negotiate with for non-charter schools. Instead of just negotiating with the superintendent, the language should also reflect negotiations take place with the Board of Education and the governor, too.

We need the legislature's help to end the teacher shortage crisis by funding these differentials for our hardest-to-staff positions, in special education, and in Hawaiian immersion.

To take care of the needs of our hardworking public school teachers, and to provide our keiki with the quality education they deserve, the Hawaii State Teachers Association asks for your **strong support** of this bill.

SB-2820-SD-2

Submitted on: 3/18/2022 3:29:51 PM

Testimony for LAT on 3/22/2022 9:00:00 AM

Submitted By	Organization	Testifier Position	Testify
Mike Golojuch, Sr.	Rainbow Family 808	Support	Written Testimony Only

Comments:

Rainbow Family 808 definitely supports SB2820. Please pass this bill. Thank you.

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

SB-2820-SD-2

Submitted on: 3/19/2022 9:03:12 AM

Testimony for LAT on 3/22/2022 9:00:00 AM

Submitted By	Organization	Testifier Position	Testify
Alec Marentic	Hawai'i Association of School Psychologists	Support	Written Testimony Only

Comments:

HASP supports the intent of this bill to adequately pay educators of hard-to-staff positions.



Committee on Labor and Tourism
Representative Richard Onishi, Chair
Representative Justin Sayama, Vice Chair

March 22, 2022

Dear Chair Onishi, Vice Chair Sayama, and Members of the Committee,

We support SB 2820 SD2, appropriating funds for various teacher differentials to help address various labor shortages.

We support any mechanism that supports teacher recruitment, retention, and teacher satisfaction, which will ultimately benefit our students. The data from the teacher differential program shows that it has been effective in retaining teachers, especially, the special education teachers. We are pleased to see that this initiative has been effective to date.

However, we know that we have teacher shortages in many areas. Perhaps we can think about building on this strategy to address other shortage areas in the future.

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	



UNIVERSITY OF HAWAII SYSTEM

Legislative Testimony

Testimony Presented Before the
House Committee on Labor & Tourism
Tuesday, March 22, 2022 at 9:00 a.m.

By

Nathan Murata, Dean
College of Education

And

Michael Bruno, PhD
Provost

University of Hawai'i at Mānoa

SB 2820 SD2 – RELATING TO TEACHER COMPENSATION

Chair Onishi, Vice Chair Sayama, and members of the committee:

Thank you for the opportunity to provide testimony on SB 2820 SD2, Relating to Teacher Compensation.

The University of Hawai'i at Mānoa, College of Education supports SB 2820 SD2 which provides a pay differential to help address various labor shortages in schools. The teacher pay differentials will positively affect the following labor shortage areas: special education, hard-to-staff geographic locations, and Hawaiian language immersion programs. We have witnessed that some form of differential has had a positive effect on retaining teachers particularly in hard-to-staff areas as those mentioned above.

TESTIMONY BEFORE THE HOUSE EDUCATION COMMITTEE ON EDUCATION

RE: SB 2820, SD2 – RELATING TO TEACHER COMPENSATION

TUESDAY, MARCH 22, 2022

LAVERNE MOORE, SPECIAL EDUCATION TEACHER

Chair Onishi, and Members of the Committee:

I, Laverne Moore, special education teacher at McKinley High School, speaking on behalf of the McKinley High School Special Education Department, we strongly support SB 2820, SD2, relating to teacher compensation. This bill appropriates funds for various teacher differentials to help address various labor shortages. These shortages are in the areas of special education, hard-to-staff geographic locations, and Hawaiian language immersion programs.

Online teaching has been the most challenging in our teaching career. Add to it, SPED state and federal mandates, procedures, paper work, training and retraining, reevaluation, eligibility and IEP meetings makes one ask, why are we still teaching?

To be honest, the \$10,000.00 differential is a means of adding to our high three, and we say to each other, it pays us for dealing with the hardship and mandates that are placed on special education teachers.

Our co-workers need the differential because they are starting out in their careers, have college loans, living paycheck to paycheck, working two or more jobs after school or on the weekends.

We need the legislature's help to end the teacher shortage crisis and retain our license and experienced teachers by funding these differentials for our hardest-to-staff positions, in special education, and in Hawaiian immersion.

Mahalo for the opportunity to provide written testimony on behalf of the hard-working special education teachers at McKinley High School and do support this needed legislation.



Date: March 19, 2022

To: House Committee on Labor and Tourism
Rep. Richard H.K. Onishi, Chair
Rep. Jackson D. Sayama, Vice Chair

From: Early Childhood Action Strategy

Re: Support for SB2820 SD2, Relating to Teacher Compensation

Early Childhood Action Strategy (ECAS) is a statewide cross-sector collaborative designed to improve the system of care for Hawai'i's youngest children and their families. ECAS partners work to align priorities for children prenatal to age eight, streamline services, maximize resources, and improve programs to support our youngest keiki.

ECAS supports passage of SB2820 SD2, which would appropriate funds for teacher differentials to help address various labor shortages.

Research shows that one of the most critical factors related to children's school success is their teacher. Hawaii, however, has suffered from chronic teacher shortages and turnover, which have only been exacerbated by the circumstances of the COVID-19 pandemic. Inadequate compensation has been identified as a primary issue in teacher recruitment and retention. The salary differentials in SB2820 SD2 are a key measure in making further progress toward fair and adequate compensation for our educators.

Teacher shortages are particularly striking in geographically hard-to-staff areas, special education, and Hawaiian language immersion education so we also urge your support of specific salary differentials for these important areas. Recent data have demonstrated that pay differentials for teaching staff can be highly effective in incentivizing and retaining teachers, particularly related to these specialized needs.

Ensuring the continuous retention of qualified teachers for critical teaching positions will positively impact students, schools, and their communities and SB2820 SD2 provides key tools in this effort.

Thank you for this opportunity to provide testimony in support of this measure.

SENATOR MICHELLE N. KIDANI, CHAIR
SENATOR DONNA MERCADO KIM, VICE CHAIR
COMMITTEE ON EDUCATION

Senate Bill 2820, SD 2

Tuesday, March 22, 2022

9:00 AM, House Conference Room 312

IN SUPPORT OF SENATE BILL 2820

My name is Dari Shim. I am a special education teacher with the Department of Education, currently teaching at Ali`iolani Elementary School.

I am presenting testimony in favor of Senate Bill 2820 – RELATING TO TEACHER COMPENSATION, specifically to secure the appropriation of funds for differentials currently in place for special education, Hawaiian language immersion, and geographically hard-to-fill areas.

I am married. My husband is permanently disabled, we have a special needs daughter, and I am the primary provider in my family. I am in my third year as a licensed Special Education teacher. Prior to becoming a Sped teacher, I worked in the DOE classroom setting for 9 years – first as a skills trainer, then educational assistant while also working 2 to 3 jobs, including co-owning a successful floral business. In order to manage the chronic health and behavioral needs of a child and adult with special needs, working 2 to 3 jobs was not a choice. I have been working since I was 16 and for the majority of my adult life, I have always had at least 2 jobs -- in order to stay in Hawai`i and survive financially in Hawai`i's high cost of living.

I am an intelligent woman with 3 college degrees, have worked in management and administrative positions, including 2 years at the Hawaii State Legislature, co-owned a successful floral business, and have been a Special Olympics coach for the past 17 years. My point is I work very, very, very hard. When the differential was given to Sped teachers, I was elated that I could quit my second job and pour my heart and soul into the success of my students and a career I love. (A job in the restaurant industry, that by the way, I made as much in (12) 4 hr. days as half of my teacher's salary.) Taking away the differential will place an extreme financial hardship on myself and my family. My resolve would be to take on another job. I love being a Sped teacher. My job as a teacher isn't even close to just 8 hours/day. I work until midnight and most weekends planning and preparing for the constant changing strengths and needs of every single one of my students. A second job would place a heavy burden on my ability to provide the best my students deserve.

My principal, colleagues, parents, and students would attest, I pour my heart and soul into my classroom and the results are reflected in the improvement of their behaviors and their academic growth.

Besides teaching, I also started and lead a weekly staff cohort called Aloha Response based on the foundations of ALOHA, aligned not only to the DOE's Nā Hopena A`o (HĀ) framework, but also aligned to HRS Section 5-7.5 – The “Aloha Spirit” law, which my father Alvin Shim wrote. Aloha Response has become an integral part of successful teacher collaboration and empowering students and families. I/We are in accordance with HRS Section 5-7.5. As leaders of our state and on behalf of the educators, you have a responsibility and obligation to give consideration to the HRS Section 5-7.5 and act accordingly to do what's right.

I implore you, please secure the appropriations of funds to maintain the differential in place and pass Senate Bill 2820, SD2.

Senator Kidani, Senator Mercado Kim, please maintain the shortage differential for teachers in special education, Hawaiian language immersion programs, and hard-to-staff geographical areas.

Mahalo for your time,

Dari Shim Special Education Teacher
Ali`iolani Elementary School
KMR Complex, Honolulu District of O`ahu
d_kshim@yahoo.com

SB-2820-SD-2

Submitted on: 3/18/2022 4:05:59 PM

Testimony for LAT on 3/22/2022 9:00:00 AM

Submitted By	Organization	Testifier Position	Testify
Kealakai Lindsey-Meyer	Individual	Support	Written Testimony Only

Comments:

Aloha Chair Onishi, Vice Chair Sayama, and members of the Committee,

I am testifying in SUPPORT of SB2820, which will provide funding for various teacher differentials to help address labor shortages.

My name is Kealakai Lindsey-Meyer, I am a special education teacher at Waimea High School on the island of Kauai, Hawaii. Passing SB2820 will allow the Hawaii Department of Education to appropriate funds to improve the recruitment and retention of qualified teachers. This will not only positively impact both teacher recruitment and retention but also prevent the teacher shortage crisis from getting worse. The implementation of the teacher shortage differentials for special education, hard-to-staff geographical locations, and Hawaiian Language Immersion programs have proven to be an attractive incentive for individuals including myself to continue teaching in these vital areas, especially in the area of special education.

I am very grateful and understand the responsibility I share in receiving these funds. It not only has helped me financially but I have a sense of appreciation for the hard work I put into the overwhelming amount of paperwork and caseloads that go unnoticed by leaders and government officials. I know that my fellow special education colleagues feel the same way. Ensuring the continuous retention of qualified teachers for these critical teaching positions will positively impact students, schools, and their communities. Sustaining and affirming differentials as a reliable tool in its recruitment and retention efforts will in my opinion provide all of our students in Hawaii with a robust educational experience.

Please vote in support of all teachers in Hawaii by passing SB2820.

Mahalo for your time and the opportunity to testify.

SB-2820-SD-2

Submitted on: 3/18/2022 4:43:50 PM

Testimony for LAT on 3/22/2022 9:00:00 AM

Submitted By	Organization	Testifier Position	Testify
Lihauokalani Kaapuni	Individual	Support	Written Testimony Only

Comments:

I am submitting testimony in support of Senate Bill SB 2820, SD2.

My name is Lihau Kaapuni. I was born and raised on the island of Molokai. I've been an elementary school teacher for 13 years.

My children and I have been living with my parents for the past 7 years because I can't afford to rent a house let alone buy my own home. Living in Hawaii is expensive but living on Molokai makes financial matters worse. Food and gas prices are outrageous. We pay a lot more for food, gas, and various services than our neighboring islands. It's unfair that the cost of living continues to increase in Hawaii but our salary continues to stay the same.

In the past two years, I've contemplated finding another job and moving to the mainland for a better financial future. As the only financial provider for my family, I'm not sure how much longer I can stay in this profession if our salary doesn't change.

Please vote in support of Senate Bill SB 2820, SD2 relating to teacher compensation.

Thank you for your time and the opportunity to testify.

Kind Regards,

Lihau Kaapuni

SB-2820-SD-2

Submitted on: 3/18/2022 4:30:20 PM

Testimony for LAT on 3/22/2022 9:00:00 AM

Submitted By	Organization	Testifier Position	Testify
Michael Richey	Individual	Support	Written Testimony Only

Comments:

Aloha Chair Onishi, Vice Chair Sayama, and members of the Committee,

I am submitting testimony in support of Senate Bill 2820. My name is Michael Richey, I teach English Language Arts at Kailua High School. I, very gratefully, call this place my hometown, having been born and raised here. Unfortunately, as a public school educator, my salary does not allow my fiance and I to have the chance at owning a property in Kailua, or any of adjacent areas. This is, generally speaking, a problem many face here in Hawaii. SB 2819 would give my small burgeoning ohana, and all of my fellow educators, a greater chance at affording a healthy lifestyle so that they can continue to support and nurture our keiki.

Please vote in support of Senate Bill 2820

With aloha & gratitude,

Michael Richey

SB-2820-SD-2

Submitted on: 3/18/2022 4:58:52 PM

Testimony for LAT on 3/22/2022 9:00:00 AM

Submitted By	Organization	Testifier Position	Testify
Hana Mauldin	Individual	Support	Written Testimony Only

Comments:

Dear Chair Onishi, Vice Chair Sayama, and members of the Committee.”

I am submitting testimony in support of Senate Bill 2820. I am a teacher in the Kau, Kea'au, Pahoia complex area on Hawai'i Island. This is a complex that recieves teacher differentials. Your support would allow teachers like me to contiune to recieve additional funds. I have used my own money for my classroom and will contoine to do so. Every little bit helps me to help my students. Please vote in support of Senate Bill 2820.

Mahalo for your time,

Hana Mauldin

SB-2820-SD-2

Submitted on: 3/18/2022 4:49:54 PM

Testimony for LAT on 3/22/2022 9:00:00 AM

Submitted By	Organization	Testifier Position	Testify
Michael Press	Individual	Support	Written Testimony Only

Comments:

Chair Onishi, Vice Chair Sayama, and members of the Committee,

Name is Michael Press and I am a teacher at Ilima Intermediate on Oahu in Ewa Beach. I am writing you to support SB2820 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 2820 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-2820-SD-2

Submitted on: 3/18/2022 5:15:14 PM

Testimony for LAT on 3/22/2022 9:00:00 AM

Submitted By	Organization	Testifier Position	Testify
Aoi Shinagawa	Individual	Support	Written Testimony Only

Comments:

Chair Onishi, Vice Chair Sayama, and members of the Committee,

I am writing in support of SB2820 relating to shortage differentials in hard-to-staff areas. It is no secret that Hawai'i has a shortage of teachers, and no secret that there are some schools that are viewed as less desirable than others. With the current system, young and inexperienced teachers are forced into "undesirable" positions and leave once they receive their tenure, or even worse, positions at these schools are left unfilled and unlicensed adults are left to attempt to teach the material. This results in a subpar education for the students in these communities, further contributing to the injustices and widening the inequity between students in these communities and in population centers. Without these shortage differentials, there is little incentive for teachers to stay in these "difficult" schools. One teacher I knew lived in Honolulu but worked in Waianae. He stayed until he attained tenure status and enjoyed his time there, but stated that the costs of gasoline and the supercommute combined with the unique difficulties of teaching in this area resulted in him choosing to leave the school once he was able.

Simply put, the shortage differentials influence qualified teachers to choose to stay in hard-to-staff areas. This helps students in these areas, who are already from marginalized communities, receive a higher quality education. If the differentials were taken away, it would only serve to punish the most underprivileged people of Hawai'i. It would only hurt innocent people who need the most help.

Again, please vote in support of SB2820.

Thank you for your time and consideration.

SB-2820-SD-2

Submitted on: 3/18/2022 5:26:47 PM

Testimony for LAT on 3/22/2022 9:00:00 AM

Submitted By	Organization	Testifier Position	Testify
Andrew Sanchez	Individual	Support	Written Testimony Only

Comments:

Current teacher pay is already ridiculously low. Should the state continue to disrespect teachers with the low pay that is the norm here, the state should prepare for a larger teacher shortage. The fact that this is the current status of public education is a sad state of affairs. For heaven's sake just pay teachers what they're worth. Instill some quality principals, quit the back door dealings, have some integrity, and take care of your teachers!

SB-2820-SD-2

Submitted on: 3/18/2022 7:37:45 PM

Testimony for LAT on 3/22/2022 9:00:00 AM

Submitted By	Organization	Testifier Position	Testify
Nanna Lindberg	Individual	Support	Written Testimony Only

Comments:

Chair Onishi, Vice Chair Sayama, and members of the Committee

I am submitting testimony in support of Senate Bill SB2820 SD2.

My name is Nanna Lindberg and I am a science teacher at Maui High School. I'm strongly urging you to pass this bill. For too long, teachers have been under compensated for their hard work. They are leaving the profession for better paying opportunities and to be able to support their families. My husband is also a teacher, and together we have two kids. The education we want for them is one that is sufficiently funded and led by the best teachers. We are losing those teachers. Through the pandemic, despite federal aid proposed to be used for teacher compensation, we have suffered a pay cut, and a new contract with no increases in pay. Many teachers ratified our new contract believing that the one time bonus passed by legislature was coming so that we wouldn't be suffering a pay cut. That did not happen as it was vetoed by the Governor and legislature did nothing to override that decision. This bill would be one, although not enough, step towards stabilizing the teacher workforce for our future generation. Although I am not directly affected by the differentials, my husband is both through being a SPED teacher and working a hard to staff area. The extra compensation helps us pay for childcare and other costs associated with having a family. It also helps retain the most vulnerable part of our education workforce.

Please vote in support of Senate Bill SB2820 SD2. Thank you for the opportunity to testify.

Nanna Lindberg MSc, PhD

SB-2820-SD-2

Submitted on: 3/18/2022 7:32:19 PM

Testimony for LAT on 3/22/2022 9:00:00 AM

Submitted By	Organization	Testifier Position	Testify
maria hector	Individual	Support	Written Testimony Only

Comments:

The teacher differential has made a huge difference for me and my family, especially since our salary has been reduced by the loss of the 21 hours and our growing inflation. Please support the continuation of differentials. Thank you.

SB-2820-SD-2

Submitted on: 3/18/2022 7:42:19 PM

Testimony for LAT on 3/22/2022 9:00:00 AM

Submitted By	Organization	Testifier Position	Testify
Dawn LW Shiota	Individual	Support	Written Testimony Only

Comments:

Aloha,

My name is Dawn Shiota and I have worked for the Hawaii Department of Education for over 24 years. I am currently a School Counselor on Maui. I am not receiving this incentive but am writing to support my hard working colleagues who are. I am urging you to support this bill to attract and retain Hawaiian Language Teachers, Special Education teachers and teachers working in hard to fill positions. This bill will help retain our current teachers in these positions and may help recruit new teachers into these areas of shortages. We cannot afford to lose any more teachers due to our salaries being one of the lowest in the nation. Mahalo for supporting this bill and our Keiki.

SB-2820-SD-2

Submitted on: 3/18/2022 10:01:48 PM

Testimony for LAT on 3/22/2022 9:00:00 AM

Submitted By	Organization	Testifier Position	Testify
Brook Cretton	Individual	Support	Written Testimony Only

Comments: Chair Onishi, Vice Chair Sayama, and members of the Committee, I am submitting testimony in support of Senate Bill SB2820 SD2. My name is Brook Cretton and I have been a Special Education teacher here on Maui for 8 years. We all know that the teacher shortage is a crisis in Hawaii and I believe the SB2820 SD2 pay differential for SPED, Hawaiian Immersion, and hard to staff areas has been beneficial in helping to alleviate that ailment afflicting our keiki. Throughout the previous years I have seen so many SPED teachers get hired and then leave because they realize that they are not able to make ends meet here with this career. These vacancies in our school systems have had effects beyond just losing that one teacher. Because SPED teachers have variance lists with a caseload of students that they are care coordinators for, when vacancies occur, more students are added to our caseloads. This added burden makes it more difficult to provide adequate care to each student and their IEP and leaves us more open to due processes, which further deplete our resources. The added stress of the large caseloads and being spread thin with additional paperwork and IEP meetings also produces more burnout and SPED teachers leaving. It becomes a cycle with the ones being the most affected those struggling students who are getting even further behind and being more prone to dropping out, illiteracy, limited options, and uncertain futures. Based on current SPED vacancy data, this compensation has shown to be an intervention that has slowed this difficult cycle and secured many more long term committed SPED teachers ensuring that our most challenged and needy keiki are getting the same opportunities in life as their peers. Please vote to pass this bill passes so that we can continue to have the resources and motivated personnel to support these students to our fullest capacity. Mahalo for your time, service and commitment to our community.

SB-2820-SD-2

Submitted on: 3/18/2022 11:03:50 PM

Testimony for LAT on 3/22/2022 9:00:00 AM

Submitted By	Organization	Testifier Position	Testify
Kaleolani Hanohano	Individual	Support	Written Testimony Only

Comments:

TESTIMONY BEFORE THE HOUSE LABOR & TOURISM COMMITTEE

RE: SB 2820 Proposed SD2, RELATING TO TEACHER COMPENSATION, SHORTAGE DIFFERENTIALS

Friday, March 18, 2022

Aloha e Chair Onishi, Chair Sayama, and members of the Education Committee:

My name is Josette Kaleolani Akim Hanohao. I am a teacher at Kahuku High & Intermediate School in Windward District in the moku of Ko`olauloa on the island of O`ahu o Kakuhihewa. I am submitting testimony in support of RE: SB 2820 Proposed SD2.

Please provide enough funds to 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. The Department of Education will need \$45 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.

This is what Hawaiian Immersion educators must know how to do above and beyond their roles at HIDEO certified teachers:

As of Jan. 7, 2020, in order to meet the fluency requirement for the differential, individuals without a Hawaiian Immersion or Kaia`olelo-Kaiapuni Hawai`i license will need to provide evidence of Hawaiian language fluency for one of the following options:

- 1. Passing a Hawaiian language oral proficiency exam at his or her own expense (e.g. KHA W/HAW 490),**
- 2. Providing a diploma or official transcript that s/he is a graduate of a Kaiapuni high school, or**
- 3. Completing 30 semester credit hours* of non-introductory Hawaiian language courses (beyond 202) including:**

- **12 semester credit hours*** in continuing Hawaiian Language courses (301, 302, 401, and 402); and
- **Minimum of six (6) semester credit hours** from Hawaiian language elective courses at the 300–400 level in various content areas; and
- **The remaining 12 semester credit hours may include non-introductory Hawaiian knowledge courses to enhance Hawaiian language worldview (to be determined on a case-by-case basis**

These are critical steps taken by Kaiāpuni educators that ensure quality, equity and authenticity. Right now we need you to work at pushing this critical piece of legislation through. It is up to you to make great things happen for the betterment of our keiki Kaiāpuni, their parents and for the life of the `ōlelo.

I ke hana ka `ike!

The learning and knowledge is in the work!

Josette K. Akim Hanohano

Windward District, Moku o Ko`olauloa i O`ahu o Kakuhew

TESTIMONY BEFORE THE COMMITTEE

RE: **SB2820 SD2**: Relating to teacher compensation (teacher differentials)

Saturday, March 19, 2022

8:30 a.m.

Chair Onishi, Vice Chair Sayama, and members of the Committee

My name is Johnathan Chouinard. I am a Special education Teacher at Wheeler Elementary school in Central DISTRICT on OAHU. I am submitting testimony in support of **SB2820 SD2**.

I want to thank the Legislature for finding ways to review the state budget relating to teacher compensation (teacher differentials). Over the last few years the pandemic has made life challenging for everyone. The raise in cost of living, the loss of employment for some, and the fear of illness has made life in the state difficult. Removing the teacher differentials will cause more harm for the teacher across the state. As Ex-Chair Dela Cruz said two years ago when discussing funding for schools and teachers "We don't want to have an additional negative effects that might make matters worse."

I am from NYC, I moved out here to start teaching special education almost 10 years ago. I have a wife and our baby is due in June. I am excited to start my family in my adopted state of Hawaii. However, if funding for teacher differentials pay were revoked and I lost a huge% of my pay; I would be making **Less Money** then I could live on. With the current rate of inflation at 7.9%, My

wife and I are already feeling the economic impact. With that income I would be forced to move back to main land and pursue my teaching career else where, or look for a second job after school. If I were to get a second job after school, I would not be able to dedicate time to my students and their families.

I am not the only teacher that feels this way. Through the years in Hawaii, dozens of friend from mainland and here has left the teaching profession because of the rising cost of living and lower than average pay. The state has already felt the exodus of teacher fleeing the island to go teach on mainland or have retired. Hawaii already has a shortage of teachers. Doing this will ensure teachers leaving, and difficulty retaining teacher from other states. Teacher from other states would be difficult to recruit, and home grown teachers would leave the Hawaii to have a better opportunity to make a living on mainland. I know you understand this. It's time to protect the teachers, the educational opportunities, and the students that live across the islands.

Mahalo,

Johnathan Chouinard, Central District, Ohau.

SB-2820-SD-2

Submitted on: 3/19/2022 9:00:54 AM

Testimony for LAT on 3/22/2022 9:00:00 AM

Submitted By	Organization	Testifier Position	Testify
Mara saltzman	Individual	Support	Written Testimony Only

Comments:

Aloha Legislators,

I have been a public school special education teacher in Hawaii since 2007. There is clearly difficulty in the State of Hawaii filling positions in special education and remote locations. This is negatively affecting the children. Please continue to fund the differentials for hard to staff positions. Without these differentials I could not afford to maintain my basic lifestyle in Hawaii with the high cost of living. Low pay is why teachers leave Hawaii and positions are hard to staff. Please support this bill. Thank you.

Sincerely,

Mara Saltzman

SB-2820-SD-2

Submitted on: 3/19/2022 9:23:11 AM

Testimony for LAT on 3/22/2022 9:00:00 AM

Submitted By	Organization	Testifier Position	Testify
Sarah Starr	Individual	Support	Written Testimony Only

Comments:

Thank you for considering my testimony on this bill.

I am submitting testimony regarding my support of senate bill SB 2820 SD1. I am a Special Education preschool teacher in the Honolulu District. I have direct experience with the difficulties and general lack of support our Special Education teachers have. We have the legal responsibility of implementing the federal requirements of IDEA, which includes many meetings and legal paperwork. But even more importantly, we teach Hawaii's most vulnerable population of students, which can be very challenging. This work is very demanding, and children with disabilities need highly qualified teachers! Yet we as a state have great difficulty retaining qualified SPED teachers. I myself may not consider changing to a general education position because of my deeply rooted belief that my students need me. But I have seen many highly qualified SPED teachers become burnt out with the extra workload and pressure and leave Special Education for general education. This differential makes an enormous difference to myself and my family. It retains highly qualified teachers for our most vulnerable keiki. 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 cost of living and highly demanding workloads here in Hawaii. Please retain our highly qualified Special Education teachers by providing them with fair compensation for the extra duties and difficulties that come with teaching SPED! Also please support differentials for hard to staff and Hawaiian immersion schools! Please support SB2820 SD1. Thank you for the opportunity to testify.
Sincerely, Sarah Starr

SB-2820-SD-2

Submitted on: 3/19/2022 9:39:00 AM

Testimony for LAT on 3/22/2022 9:00:00 AM

Submitted By	Organization	Testifier Position	Testify
Derek Bishop	Individual	Support	Written Testimony Only

Comments:

Subject Line: Testimony in Support of SB 2820, SD2

Aloha Chair Onishi, Vice Chair Sayama, and members of the Committee,

This is my testimony in support of SB 2820, SD2. My name is Derek Bishop. I am a 32-year special education teacher veteran at Paauilo Elementary and Intermediate School on the Big Island.

I relocated to Hawaii from California as the special education and hard-to-staff differentials took effect in 2020. These differentials have made all the difference in retaining me in my employment with the State of Hawaii. 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.

It will be very hard to make ends meet without the differentials. I will be more likely to return to California should the State of Hawaii discontinue these incentives to staff critical shortage areas.

I would like to add that the special education differential is warranted, on account of the paperwork and general compliance burdens of the Department of Education's special education practices being much greater than other districts I have worked for on the mainland. A great deal of my personal and weekend time is tied up with special education paperwork, to a degree that I had been unfamiliar with previously.

Please vote in support of SB 2820, SD2. Please invest in your teachers who are willing to work in remote locations and serve our most challenged populations.

I wish to thank this Committee for the opportunity to testify.

Mahalo,

Derek Bishop

SB-2820-SD-2

Submitted on: 3/19/2022 9:47:58 AM

Testimony for LAT on 3/22/2022 9:00:00 AM

Submitted By	Organization	Testifier Position	Testify
Jennifer Jo	Individual	Support	Written Testimony Only

Comments:

Dear Honorable Members of the Senate,

I am writing in support of SB 2820, that will continue the Shortage Differentials for hard to staff teaching areas. As a Special Education teacher, I have benefited from working with colleges that are highly qualified teachers in order to provide the best support and interventions our most vulnerable student population. These differentials should be a permanent addition to our teaching contract because they have been proven to increase the number of highly qualified special education teachers. The benefits that these shortage differentials have made in our teacher workforce far outweigh the cost of funding them and have proven to be a significant return on investment.

Thank you in advance for your consideration,

Jennifer Jo

SB-2820-SD-2

Submitted on: 3/19/2022 10:30:50 AM

Testimony for LAT on 3/22/2022 9:00:00 AM

Submitted By	Organization	Testifier Position	Testify
Heather Ramiro	Individual	Support	Written Testimony Only

Comments:

House Committee on Labor & Tourism

3/22/22 Video Conference

SB2820 - Relating to Teacher Compensation (teacher differentials)

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 SB2820 relating to teacher compensation to reestablish teacher PD credits. 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 SB2820 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-2820-SD-2

Submitted on: 3/19/2022 11:18:23 AM

Testimony for LAT on 3/22/2022 9:00:00 AM

Submitted By	Organization	Testifier Position	Testify
Holly S Paulman	Individual	Support	Written Testimony Only

Comments:

As a Special Education teacher who is passionately committed to quality classroom and programs for our students I ask you to pass the measure/bill to provide Special Education teachers with the pay differential they are currently provided. I have and continue to spend much of my personal time in continuing education, it is essential to my work and I know that being highly educated and skilled offers my students more of what they need to succeed. I am grateful for your consideration and the passing of SB2820.

SB-2820-SD-2

Submitted on: 3/19/2022 11:47:09 AM

Testimony for LAT on 3/22/2022 9:00:00 AM

Submitted By	Organization	Testifier Position	Testify
Kalelani Ogata	Individual	Support	Written Testimony Only

Comments:

Chair Woodson, Vice Chair Kapela, and members of the Committee. I am submitting testimony in support of Senate Bill SB 2820, SD2 relating to teacher compensation (teacher differentials). I am a teacher in the Honolulu district who has been teaching for over 20 years in special education. I am so thankful for the differential pay I am currently receiving. It has helped my family and honestly, it has kept me teaching in SPED and teaching period. Teaching special education is very difficult and physically/emotionally taxing with all of the paperwork, meetings, and dangerous student behaviors...I had one foot out the door before the differential passed. The differential saved me. Please continue the differentials for SPED, Hawaiian Emersion, and Hard to Staff locations. The increased pay is doing what it is supposed to. It is keeping and attracting qualified teachers into these positions that no one else wants. Please vote in support of Senate Bill SB 2820. Thank you for the opportunity to testify.

SB-2820-SD-2

Submitted on: 3/19/2022 11:48:07 AM

Testimony for LAT on 3/22/2022 9:00:00 AM

Submitted By	Organization	Testifier Position	Testify
Andrea Quinn	Individual	Support	Written Testimony Only

Comments:

Dear Honorable Board Members:

Please support SB 2820. There are numerous reasons to keep the shortage differentials.

Special education teachers need an additional two years of education to become licensed in special education. These positions are also hard to staff because students with special needs not only require specialized attention and more curriculum planning, but often come with an assortment of behavior problems. Their parents are also typically more difficult to deal with.

Why would teachers be motivated to work with children with special needs and all the attendant challenges in working with these children and their families if they can get the same pay working in general education? As a special education teacher, I personally know of several general education teachers leaving their positions for special education positions specifically for the pay differential. Remove the differential and these teachers will go straight back to teaching general education and we will see a shortage of special education teachers by next school year.

By removing the differentials, you will also be courting lawsuits because the instruction of special needs students in their IEP goals will suffer, instruction they are entitled to by law. Before the differential, I knew of one teacher who had to teach multiple grade levels, not to mention the fact that science, music and physical education were also being neglected. Additionally, I am aware of at least two teachers who are planning to move to the mainland for better paying jobs in areas that have a lower cost of living.

Please keep the pay differentials.

Sincerely,

Andrea Quinn

SB-2820-SD-2

Submitted on: 3/19/2022 12:38:35 PM

Testimony for LAT on 3/22/2022 9:00:00 AM

Submitted By	Organization	Testifier Position	Testify
Rebecca Kapolei Kiili	Individual	Support	Written Testimony Only

Comments:

Aloha Chair Onishi, Vice Chair Sayama, and members of the Committee,

My name is Rebecca Kapolei Kiili and I strongly support SB 2820 SD2 relating to teacher differentials. As a Kaiapuni teacher for 17 years, I know first hand how hard it has been to fill teacher vacancies with qualified teachers who are dedicated to public education for the Hawaiian Language Immersion Programs (HLIP) across the state in both DOE and Charter schools. This is one of the main reasons that I chose to work in this program and stay for as long as I have. Without qualified HLIP teachers, equitable access is denied to families who wish to choose this educational pathway for their children.

When the Kaiapuni differentials were first piloted, there were no vacancies on the island of Maui for the first time in history. The differentials filled the needs of our community with qualified teachers and also created a healthy competitiveness to these positions ensuring that the most qualified candidates were chosen. In the past, sometimes these positions would be filled by folks that spoke the language, but lacked any formal teacher training and/or credentials. Most times, these positions remained unfilled for many, many years.

The average public school teacher salary is already one of the lowest in the nation. And while all teachers deserve the best pay, Kaiapuni teachers have to work with less resources because Hawaiian language curriculum is not readily available to schools like the English language resources which means that Kaiapuni teachers have to spend a great deal of effort and time either translating or creating curriculum entirely on their own. These added hours are not compensated for by the HIDOE despite the fact that teachers are doing what the HIDOE should be providing to Kaiapuni schools. The lack of equity has been grossly overlooked for too many years by the BOE and HIDOE. Kaiapuni teachers have to go above and beyond just to ensure that everyday teaching and learning can be maintained for their students. Kaiapuni teachers deserve differential pay for all the extra long hours they spend to create curriculum, work with families, and lead their communities.

Within the HIDOE policies and federal laws like NCLB, Kaiapuni teachers have had added barriers to maintaining their status as highly qualified because of the misalignment in federal and state policies as well as internal policies of the HIDOE. As a high school Kaiapuni teacher, holding three state licenses, two Bachelor's degrees, one Master's degree, and one almost complete Ed doctoral degree, I have had to still earn a highly qualified (HQ) status. I have paid for Praxis exams, fees for National Board Certification, and other

courses to meet the highly qualified status which is added costs directly out of my own pocket. None of these expenses were reimbursed. It is these types of systemic issues that unfairly create more barriers for teachers and further discriminate against those in non-mainstream educational settings.

Again, while I believe that all teachers deserve the best pay, when comparing the workload of Kaiapuni teachers and SPED teachers to our colleagues, there is no doubt that we put in way more than we get compensated for, every day, every week, every month, every year. We deserve this differential pay in every way. Please pass and approve this invaluable measure. It will make a huge difference for retaining already highly qualified teachers and preventing further vacancies.

Thank you for your time and the opportunity to testify.

Mahalo,

Rebecca Kapolei Kiili

Maui

SB-2820-SD-2

Submitted on: 3/19/2022 12:12:44 PM

Testimony for LAT on 3/22/2022 9:00:00 AM

Submitted By	Organization	Testifier Position	Testify
Torie Nakata-Nagao	Individual	Support	Written Testimony Only

Comments:

Aloha Chair Onishi, Vice Chair Sayama, and members of the Committee,

I strongly support SB2820 SD2. I have been a public school teacher for most of my career and recently made the transition to school counselor. Although I have an advanced degree, I cannot afford to buy a home in Hawaii with my salary. I live paycheck to paycheck paying for my student loans and living expenses. With the high cost of living quickly getting worse here, our public school educators desperately need help. Our school has a staff that have been on staff for 15+ years. It's unfortunate to see that a handful of my colleagues, including myself, have had to work part-time jobs after the school day so that we're able to support ourselves or their families. At our school, we have lost some amazing educators as they both moved to the mainland where they were able to afford a home for their families. I don't want to see our school, or state, lose any more amazing educators to the mainland. I would also love to continue to have a career where I'm able to support myself and build savings as well. Please vote in support of Senate Bill SB2820 SD2. Mahalo.

SB-2820-SD-2

Submitted on: 3/19/2022 2:02:28 PM

Testimony for LAT on 3/22/2022 9:00:00 AM

Submitted By	Organization	Testifier Position	Testify
Tracy Brojakowski	Individual	Support	Written Testimony Only

Comments:

My name is Tracy Brojakowski, I am in my 21st year of teaching Special Education at Lahainaluna High School. When I first started my teaching career at Lahainaluna in 1999 we had initiated a strike to get the attention of the State due to the poor teaching terms and conditions. We have been through furloughs, not having a suitable contract due to State lack of commitment to education throughout the past two decades. On top of all this we are considered one of the lowest-paid teaching communities in the United States, when figuring the cost of living.

Personally I have worked two jobs to pay back my student loans and continue to survive on the current teacher salary. I lost my second job in the service industry due to the COVID-19 outbreak and it leaves me in a desperate situation.

Teachers are considered essential workers during this pandemic. I have worked from home setting up digital classrooms, correspondence with my students and their families, taking part in on-going communication all day & night with other staff members to meet students' needs. This is a critical time for most families that do not have a support system. We as educators are there for these families to give them strength and hope during these difficult times.

It would be an atrocity to take this life raft down when needed the most. Please back us up and support all State employees.

Thank you,

Tracy Brojakowski

Special Education Teacher, Lahainaluna High School

SB-2820-SD-2

Submitted on: 3/19/2022 2:17:02 PM

Testimony for LAT on 3/22/2022 9:00:00 AM

Submitted By	Organization	Testifier Position	Testify
Jeffrey Uyeda	Individual	Support	Written Testimony Only

Comments:

Dear Honorable Labor Committee members,

Please consider funding an increase in salary adjustments/ differentials for teachers. I have been a special education teacher for over 20 years here in the state of Hawaii and we have been struggling to fill teacher positions in- Special Education, Hard to Fill Areas, and Hawaiian Immersion Schools, for MANY YEARS. To put it simply, hundreds of incapable people have been hired to fill these lines. These individuals have no idea about our unique and special culture here in Hawaii; they have little to NO teaching experience; AND A LOT of them do NOT have an educational degree. WHY?? The answer is simple... not enough money to (a) keep good teachers - often leaving the profession - and (b) not enough money to recruit new, qualified and educated teachers, ESPECIALLY IN THE AFOREMENTIONED TEACHING LINES.

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 SB2820 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-2820-SD-2

Submitted on: 3/19/2022 2:41:44 PM

Testimony for LAT on 3/22/2022 9:00:00 AM

Submitted By	Organization	Testifier Position	Testify
Sheri Preston	Individual	Support	Written Testimony Only

Comments:

Aloha!

My name is Sheri Preston and I have been a Special Education teacher at Kohala Middle School for the past 8 years. I love teaching in our small rural community but there are drawbacks. In our small community basic necessities cost more. There is a lack of affordable housing here and a very limited inventory. This contributes to the problem of being able to attract teachers and keep the good teachers we already have. The hard-to-staff differential helps to counter some of the expenses of living and working in rural Kohala.

As a Special Education teacher I love working with my students who all have a unique set of needs. To do my job well requires more meetings and paperwork to file, more involvement with students and communication with their parents, and more coordination with other teachers and administrators. My job also requires flexibility with subject matter and more legal liability. The Special Education differential helps to support the extra time and work my fellow Special Educators and I put into our profession.

Please help support our teachers in rural Kohala who need the differentials to stay in the profession and educate and serve our keiki.

Mahalo for your time,

Sheri Preston

Kohala Middle School

SB-2820-SD-2

Submitted on: 3/19/2022 3:36:41 PM

Testimony for LAT on 3/22/2022 9:00:00 AM

Submitted By	Organization	Testifier Position	Testify
Lara Mangieri	Individual	Support	Written Testimony Only

Comments:

I support this bill because of Hawaii's problem of retaining teachers.

SB-2820-SD-2

Submitted on: 3/19/2022 6:06:16 PM

Testimony for LAT on 3/22/2022 9:00:00 AM

Submitted By	Organization	Testifier Position	Testify
Erin Mendelson	Individual	Support	Written Testimony Only

Comments:

Dear Legislatures,

Thank you for considering continuing the compensation for special education and hard to fill teacher positions. It has made a significance impact at the schoo level. Struggling learners need to highest quality teachers. This compensation draws and retains better teachers in the profession.

Please do the right thing,

Erin Mendelson

SB-2820-SD-2

Submitted on: 3/19/2022 7:02:01 PM

Testimony for LAT on 3/22/2022 9:00:00 AM

Submitted By	Organization	Testifier Position	Testify
Karol Wack	Individual	Support	Written Testimony Only

Comments:

Dear Distinguished Members of the Legislature,

I am writing in support of bill SB2820 SD2. Though it was spring break, I still spent 2 days in my classroom and yet I have much more work to complete. I have had to try to find some balance as I am not only physically and mentally exhausted but feel defeated and weary beyond what I thought was possible. You see, teaching a group of young students with special needs during a pandemic is the most stressful, exhausting and challenging thing I've ever done. I love teaching but the challenges of teaching at this time paired with the continual threat of losing the shortage differentials is taking its toll.

I've been so grateful for the differentials, they have enabled me to support myself. Without them, I would have to leave teaching for another profession. I would probably be wise to leave, as I don't know how much more I can take. I love working with and for my students, school, administration, colleagues and community. I arrive at school before 7am and stay past 4pm, with work regularly extending into nights, weekends and holiday breaks. It is what teachers do, we are dedicated and continually give, despite the challenges.

Please support us in receiving a livable wage, our keiki deserve dedicated teachers for a better tomorrow.

Mahalo for the opportunity to share my testimony. I hope you will stand with and for our keiki by providing teachers with what we need to continue serving.

Sincerely,

Karol Wack

Special Education Teacher

Honoka'a Elementary School

SB-2820-SD-2

Submitted on: 3/19/2022 7:02:31 PM

Testimony for LAT on 3/22/2022 9:00:00 AM

Submitted By	Organization	Testifier Position	Testify
Irene Barber	Individual	Support	Written Testimony Only

Comments:

Aloha Chair Onishi, Vice Chair Sayama, and members of the Committee,

I am submitting testimony in support of SB 2820, SD 2.

I have been a dedicated public school teacher on Hawaii Island for 30 years, currently in the Kea'au-Ka'u-Pahoa district. I am asking your support for SB 2820 to fund the differentials for hard to fill districts such as this one. As you know, attracting and maintaining highly qualified, experienced teachers for classrooms in rural and poverty stricken areas is essential to give our keiki the education they deserve. 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 absolutely necessary in hard to fill areas.

Please vote in support of SB 2820, SD 2 to attract and keep qualified and experienced teachers in our schools, and to uphold our commitment to educate the children of Hawaii.

Thank you,

Irene Barber

SB-2820-SD-2

Submitted on: 3/19/2022 8:59:05 PM

Testimony for LAT on 3/22/2022 9:00:00 AM

Submitted By	Organization	Testifier Position	Testify
Wendy Nickl	Individual	Support	Written Testimony Only

Comments:

Aloha Chair Onishi, Vice Chair Sayama, and members of the Committee,

I am submitting testimony in support of Senate Bill 2820. My name is Wendy Nickl, and I have worked as a public school teacher for 34 years in the State of Hawaii. I am currently a teacher at Kohala Middle School, in the West Hawaii district of the island of Hawai'i.

I am a recipient of the geographic hard-to-staff shortage differential, and having this differential has allowed me to stay in this profession I love.

I am the registrar, curriculum coordinator, and testing coordinator at Kohala Middle School. At my small school, I also serve as the Title 1, AVID, GEAR UP, CFES, and Advisory coordinator, and sit on many school and community committees. We all must wear many hats at our school due to a lack of adequate funding for rural schools. The hard-to-staff differential is an incentive for me to continue to support our students, families and staff instead of retiring. I bring a lot of expertise and experience to our school, and would like to continue in my roles.

I am the main source of income in my family, and the hard-to-staff differential has helped my finances at home, with a retired disabled spouse, a mortgage, and a child attending college.

Please know that the geographic hard-to staff differential makes a tremendous difference in the living conditions for all teachers, whether new, in the middle of our careers, or continuing to contribute to our communities as veteran teachers.

Thank you for reading my testimony. Please vote in support of Senate Bill 2820.

Wendy Nickl

Kohala Middle School

Proud public school teacher

Chair Onishi, Vice Chair Sayama, and members of the Committee
SB 2820 SD2

In support of SB 2820 SD2

My name is Katrina Souza and I am in my 18th year of teaching at James B Castle High School in Kaneohe. I am testifying in favor of SB 2820 SD 2.

As a single parent of two school-aged children, addressing salary compression would be life-changing for me and my family. Despite having a Master of Education in Teaching from the University of Hawaii at Manoa and 18 years of service, I am at Class 6, Step 11, which means I make about \$72,000 a year. I am also the head of the English Department, so that means I earn an additional \$100 a month.

What this translates to in real life is that on average every month I am about \$300 short. I have a mortgage on a condo built in 1971 in Aiea, which I purchased in 2005. I also have to pay maintenance fees, which keep increasing every year, plus all the myriad household and car expenses that pop up as fun surprises. To cut costs, YouTube and I have become good friends as I learned how to replace my dryer belt, fix my washer when it stopped draining water with a load of towels in it, replace a pipe under my sink, fix my sink faucets, and change the filters in my car. I also pay for my son's morning care and A+ fees and my daughter's club soccer expenses. Additionally, I take care of our family's medical insurance premiums and associated out-of-pocket expenses, including my daughter's braces. So that \$300 short is not because I go on trips, take vacations, eat in restaurants, splurge on new clothes, or treat myself to a spa day.

The only way I have not been experiencing poverty or foreclosure is because of tax refunds, last year's generous federal stimulous payments, and the fact that I take every opportunity to pick up extra side jobs whenever I can. This includes teaching after school credit recovery, summer school, and tutoring. I have been hustling for the past six years. There is no such thing as summer vacation or getting off work at 2:50 p.m. This hustle is in addition to the hours I put in as a high school English teacher. For example, this spring break, during the week, I had three days off and I worked two and a half days, for free, grading essays and lesson planning.

Therefore, addressing salary compression would immediately allow me to break even every month and allow me to breathe and not be a ball of stress. Honestly, I am stuck. I am not like many of my co-workers who are so close to retirement or could retire and have been openly talking about retiring immediately if salary compression is not addressed. Because what would be the point of them staying? I still have at least 12 more years. All I am asking is that you see value in my 18 years of experience and my commitment to my students.

Please pass SB 2820 SD2.

Sincerely,
Katrina Souza

SB-2820-SD-2

Submitted on: 3/19/2022 11:23:28 PM

Testimony for LAT on 3/22/2022 9:00:00 AM

Submitted By	Organization	Testifier Position	Testify
Kelli Uyeda	Individual	Support	Written Testimony Only

Comments:

Chair Onishi, Vice Chair Sayama, and members of the Committee,

I am writing testimony in support of Senate Bill 2820, SD2 (Relating to teacher compensation-teacher differentials).

My name is Kelli Uyeda and I work in the Central District of Oahu. I am a teacher of 22+ years of experience working with students in the regular elementary education setting. The current and possible future shortage differential for special education teachers is one of the reasons that I have taken the initiative to get certified in special education, grades K-12 with an emphasis in mild/moderate disabilities. In the last month, I have passed my Praxis exams and have added special education as a field to my teaching license. I have applied for a special education position for the 2022-2023 school year. This is how I know that shortage differentials work to retain and recruit certified teachers and to get them into shortage positions- I am living proof.

Please vote in favor of teacher differentials. It works!

SB-2820-SD-2

Submitted on: 3/20/2022 8:22:54 AM

Testimony for LAT on 3/22/2022 9:00:00 AM

Submitted By	Organization	Testifier Position	Testify
David Brown	Individual	Support	Written Testimony Only

Comments:

Pass the bill. Pay teachers more!!!!!!!!!!!!!!

SB-2820-SD-2

Submitted on: 3/20/2022 9:28:42 AM

Testimony for LAT on 3/22/2022 9:00:00 AM

Submitted By	Organization	Testifier Position	Testify
Mike Landes	Individual	Support	Written Testimony Only

Comments:

Chair Onishi, Vice Chair Sayama, and members of the Committee,

I am submitting testimony in support of Senate Bill 2820 SD2. 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. As a teacher in a geographically hard-to-staff location, I can personally attest to the effectiveness of the shortage differentials, and the importance of continuing them. After many years of living in the community where we teach, my family had to move to the other side of the island because of the exceedingly high cost of living in West Maui. My wife and I love the schools where we teach, but we had to seriously consider transfers to other schools closer to where we live because of the costs associated with our daily commute to the other side of the island...and then the differentials kicked in and changed everything. We were able to continue to serve the schools, students, families, and community we love. Our colleagues no longer had to debate whether or not to leave West Maui so they could simply survive. Veteran colleagues have chosen to delay retirement and are continuing to use their experience and expertise to help guide their students and our school. And excellent teachers have been incentivized to transfer to Lahaina schools, fulfilling a dire need and helping to support our amazing students. This is just what I see on a personal level as a teacher at a school directly impacted by the shortage differentials, but as HSTA Maui Chapter President I have received countless stories from other teachers across Maui who have been similarly affected, and I have seen the statistics that have been presented to the BOE showing the effectiveness of these differentials at helping to reduce the teacher shortage crisis. While more most certainly needs to be done, especially fixing the salary schedule compression, ensuring the continued funding of the differentials is sorely needed. Please, do the right thing and vote in support of Senate Bill 2820 SD2.

Mahalo for your time,

Mike Landes

SB-2820-SD-2

Submitted on: 3/20/2022 10:06:25 AM

Testimony for LAT on 3/22/2022 9:00:00 AM

Submitted By	Organization	Testifier Position	Testify
Kahanu Nguyen	Individual	Support	Written Testimony Only

Comments:

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

My name is Kahanu Nguyen. I am a 2nd grade, Special Education resource teacher at Waiakeawaena Elementary School in Hawaii District on the Island of Hawaii. I have taught for 15.5 years here in Hawaii. I am submitting testimony in support of Senate Bill 2820.

I have been eligible to receive the shortage differential for SpEd teachers for the last three years and I accepted to remain in the special education classroom next year because this has helped me afford to remain in Hawaii and raise a family. As teachers, we choose to work way beyond our salaried hours because we love our calling to serve our keiki. This differential has been a major factor in remaining in special education. Thank you for advocating for what is best for teachers because it will be what's best for our keiki! Please vote in support of Senate Bill 2820. Thank you for this opportunity to testify.

Mahalo,

Kahanu Nguyen, Hawaii District, Island of Hawaii

SB-2820-SD-2

Submitted on: 3/20/2022 7:06:52 AM

Testimony for LAT on 3/22/2022 9:00:00 AM

Submitted By	Organization	Testifier Position	Testify
eric iwasaki	Individual	Support	Written Testimony Only

Comments:

Chair Onishi, Vice Chair Sayama, and members of the Committee,

I am submitting testimony in support of Senate Bill 2820 SD2 and I am a 20-year teacher at Kalama Intermediate on the island of Maui.

Teacher differentials has been a great way to help our students by attracting and by retaining teachers in areas of shortage.

Please vote in support of SB 2820 SD2 to ensure Sp.Ed students, Hawaiian Immersion students and students living in rural areas in Hawai'i receive great teachers for the entire year on every day of the year.

Thank your for this opportunity to testify

SB-2820-SD-2

Submitted on: 3/20/2022 10:19:13 AM

Testimony for LAT on 3/22/2022 9:00:00 AM

Submitted By	Organization	Testifier Position	Testify
Emiri Iwasaki	Individual	Support	Written Testimony Only

Comments:

Chair Onishi, Vice Chair Sayama, and members of the Committee,

I am submitting testimony in support of Senate Bill SB2820 SD2.

I am a Special Education teacher teaching in the Leeward District and have been teaching in the State of Hawaii for 21 years.

Special Education has long seen a shortage of qualified teachers for many years. We work with students that require specialized instruction, which may include not only academic support, but mental, physical, and emotional services as well. Being a special education teacher is not an easy task. It involves not only working with the students and their families, but consultations and working together with a whole network of special education support services. It involves never ending paperwork, data keeping, long hours of meetings, in addition to the regular tasks of just being a teacher. It has been especially difficult during the past 2 years, with the pandemic, and a part of what kept me going during this time was the shortage differentials. It made me at least feel appreciated and acknowledged for the tremendous amount of work I put in. I believe it has kept many special educators, like myself, from leaving the profession or switching to General education positions, and has allowed the most vulnerable student population to have highly qualified teachers, rather than from emergency hires or substitute teachers.

Please continue supporting the shortage differentials for Special Education, hard to staff areas, and Hawaiian language immersion so that we can keep our qualified Special Education teachers in schools and classrooms for the benefit of our most vulnerable students.

Please vote in support of Senate Bill number SB2820 SD2.

Thank you for the opportunity to testify.

SB-2820-SD-2

Submitted on: 3/20/2022 11:07:32 AM

Testimony for LAT on 3/22/2022 9:00:00 AM

Submitted By	Organization	Testifier Position	Testify
Glenda Bendell	Individual	Support	Written Testimony Only

Comments:

Aloha Chair, Vice Chair, and members of the Committee,

I am submitting testimony in support of Senate Bill 2820,SD2. I am a teacher in the Maui District and represent all teachers in the state of Hawaii who face the daily challenges of affording housing and all of the costs of living on Maui and in this beautiful state of Hawaii. Please address the differences in compensation and the cost of living in hard to fill positions in Hawaii. With the same qualifications Special Education teachers California and Wahington state earn upwards of \$30 000 more annually than teachers in Hawaii. The students in HIDEOE deserve to be taught by qualified enthusiastic teachers. Qualified teachers wish to teach students in Hawaii. We love our students and we love teaching in Hawaii. Please make this possible by continuing to work towards improving compensation for teachers so that we can afford to live and work in Hawaii.

The math in this equation is simple. Although paying teachers what they are worth is costly, the cost of not providing our children and young adults a high quality of public education in Hawaii is more costly!

Please submit this bill so that we can continue to retain the happy and valuable teachers teachers we have already secured in our schools as well as recruit a greater number of highly qualified teachers in Hawaii. We all support the leaders of tomorrow!!!! Let us not sell them short.

SB-2820-SD-2

Submitted on: 3/20/2022 11:41:47 AM

Testimony for LAT on 3/22/2022 9:00:00 AM

Submitted By	Organization	Testifier Position	Testify
Lorinda Alana	Individual	Support	Written Testimony Only

Comments:

I am a teacher of 6 years at Kamehamha Elementary school. I have lived in Hawaii since 1997. MAUI especially Lahaina is a very hard to fill area! Teachers cannot support themselves with the net salaries that they make with the price of food, gas and housing. **ALL** of these things are going up **SUBSTANTIALLY** and the *salary freeze for two years* amounts to a **REAL** salary cut because inflation has gone up by 8% already this year (2022) which means our real pay has **DROPPED** by 8%. **This is AWFUL**. Please kick in with this differential which will at least assist in helping educators to make it . It is so hard being a teacher in Hawaii!

Please pass SB2820 to help our teachers stop leaving the state. It is the least you can do. Have a heart and protect our professional teachers. They deserve your support!

SB-2820-SD-2

Submitted on: 3/20/2022 5:31:57 PM

Testimony for LAT on 3/22/2022 9:00:00 AM

Submitted By	Organization	Testifier Position	Testify
Samantha Killnas	Individual	Support	Written Testimony Only

Comments:

As a newer teacher to the state of Hawaii I find the differential to be both progressive and extremely appealing to teacher recruitment. I personally benefit from the hard-to-staff and the special education differentials. I feel appreciated that after receiving extra schooling in order to be a qualified special education teacher I am able to receive additional compensation. These differentials are what attract qualified teachers to the great state of Hawaii and retain them. If these differentials are terminated many teachers will leave for either higher-paying jobs or to a place with a more affordable cost of living.

SB-2820-SD-2

Submitted on: 3/20/2022 4:00:38 PM

Testimony for LAT on 3/22/2022 9:00:00 AM

Submitted By	Organization	Testifier Position	Testify
Colleen T Parlee	Individual	Support	Written Testimony Only

Comments:

Chair Onishi, Vice Chair Sayama, and members of the Committee.

I am submitting testimony in support of Senate Bill SB 2820, SD2

My name is Colleen Parlee and I teach at Wheeler Elementary in the Central District.

Please ensure funding is secured for the differentials currently in place for special education, Hawaiian language immersion, and geographically hard-to-fill areas. This is such a vital part of educating our keiki!

Please vote in support of Senate Bill SB 2820, SD2

Thank you for the opportunity to testify,

Colleen Parlee

SB-2820-SD-2

Submitted on: 3/20/2022 5:37:34 PM

Testimony for LAT on 3/22/2022 9:00:00 AM

Submitted By	Organization	Testifier Position	Testify
Jeffrey Iverslie	Individual	Support	Written Testimony Only

Comments:

To: Chair Onishi, Vice Chair Sayama, and members of the Committee:

I am submitting testimony in support of Senate Bill SB2820, SD2

My name is Jeffrey Iverslie. I am a Special Education teacher at Konawaena Elementary School in West Hawaii District.

I have been working at Konawaena Elementary School for 19 years as a Special Education teacher. In that time frame, I have worked with 34 different special education teachers. While some were unable to deal with the geographic isolation of our beautiful island, the vast majority were unable to support themselves and/or their family on the current pay structure. Since the pay differentials were implemented, there has been greater retention of special education teachers at our school. I believe that passing SB2820 and adequately funding Special Education, Hawaiian language immersion and hard to staff positions will provide needed incentives for teacher retention which is vital to address the educational needs of our students.

Please vote in support of SB2820.

Thank you for the opportunity to testify.

Respectfully, Jeffrey Iverslie

SB-2820-SD-2

Submitted on: 3/20/2022 5:57:12 PM

Testimony for LAT on 3/22/2022 9:00:00 AM

Submitted By	Organization	Testifier Position	Testify
Logan Okita	Individual	Support	Written Testimony Only

Comments:

Aloha Chair Onishi, Vice Chair Sayama, and members of the Committee,

I am submitting testimony in support of Senate Bill SB2820, SD2.

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. Although I do not qualify for any of the shortage differentials provided in this bill, I believe that they help to ensure that our keiki who need qualified teachers have them in their classrooms. The data from the Department of Education shows that the shortage differentials have been effective at keeping teachers in these positions. These shortage differentials offset the higher cost of living in some of our rural areas, compensate teachers for the additional workload required by their role, and entice qualified teachers to fill vacancies that have historically seen high turnover rates.

Please vote in support of Senate Bill SB2820, SD2. Thank you for the opportunity to testify!

Sincerely,

Logan Okita, MEd, NBCT

SB-2820-SD-2

Submitted on: 3/20/2022 6:23:13 PM

Testimony for LAT on 3/22/2022 9:00:00 AM

Submitted By	Organization	Testifier Position	Testify
Hope McKeen	Individual	Support	Written Testimony Only

Comments:

Aloha nui e nā luna kōmike hana a ho‘okipa malihini

Please support this measure as the data has shown that if you pay teachers more they choose to be in these positions. Our best and brightest are needed for these positions and the extra compensation helps tremendously in keeping them there.

Na‘u nō

Hope Pualani McKeen

SB-2820-SD-2

Submitted on: 3/20/2022 6:42:04 PM

Testimony for LAT on 3/22/2022 9:00:00 AM

Submitted By	Organization	Testifier Position	Testify
De Austin	Individual	Support	Written Testimony Only

Comments:

March 20, 2022

House Committee On Labor & Tourism

Rep. Richard H.K. Onishi, Chair

Rep. Jackson D. Sayama, Vice Chair

Honorable Chair Onishi, Vice Chair Sayama, and members of the Committee on Labor & Tourism,

Please support SB2820.

Our state has underserved its teachers for far too long. We are losing experienced teachers and we are failing to recruit new teachers with our comparatively low pay. Certainly, some teachers come to Hawaii for “Hawaii”, but they leave because of Hawaii, too. We have a revolving door for teachers who come here with hopes to stay, but leave within 2-3 years.

By modernizing our pay system to reflect an increase in salary based on experience, and not time, we are making improvements which have been long overdue.

Please support teachers so we can grow our communities and our opportunities for our youth.

Please support SB2820.

Very sincerely,

D Austin

Kihei, Hawaii

SB-2820-SD-2

Submitted on: 3/20/2022 7:23:04 PM

Testimony for LAT on 3/22/2022 9:00:00 AM

Submitted By	Organization	Testifier Position	Testify
Chad Mahoe	Individual	Support	Written Testimony Only

Comments:

Aloha Chair Woodson, Vice Chair Kapela, and members of the Committee,

I am submitting testimony in support of Senate Bill SB2820 SD2 .

My name is Chad Mahoe. I am a school counselor at Ewa Makai Middle School. I have been an educator for 15 years. I have my Master's degree of Education in School Counseling. I am on Class IV, Step 10. I have not been able to commit to taking professional development due to my growing family and not taking advantage of certain opportunities. Although I appreciate attracting new educators to our profession, it seems like the incentives for educators who are committed to Hawaii and our haumana takes a back seat. I love the job that I have and seek to retire from the DOE when the time is right. With a family of 8 and another child on the way, it is near impossible to survive in Hawaii without making certain sacrifices. My 'ohana and I chose to raise our family with me as the sole breadwinner and my wife to stay at home and care for our children. We put our faith in God and he has provided for all of our needs. However, if this bill is passed, it will ensure that I will eventually be able to get paid what I am worth and retire at a pay that will help me to survive later in life as well. I do not work in this field for the pay nor the glamor that it offers, but rather to ensure the keiki of Hawai'i has educators who truly care about them and seeing them succeed in life. Any pay increase will help my family and I to persevere through our harsh economic climate, especially during these tough times!!

Please vote in support of Senate Bill SB2820 SD2.

Mahalo for your consideration,

Chad Mahoe

SB-2820-SD-2

Submitted on: 3/20/2022 8:58:49 PM

Testimony for LAT on 3/22/2022 9:00:00 AM

Submitted By	Organization	Testifier Position	Testify
Anjanette Naganuma	Individual	Support	Written Testimony Only

Comments:

Aloha Chair Onishi, Vice-Chair Sayama, and members of the Committee,

I am Anjanette Naganuma of Lahainaluna HS, Maui District. I am writing in support of Senate Bill 2820 SD2, and continuing the hard-to-staff salary differentials for special education, Hawaiian language immersion, and geographically hard-to-fill areas.

I will freely admit that in the face of wage stagnation for the last 2 years and with the increased pace of inflation, the hard-to-staff salary differential made it possible to weather the economic hardship. However, these differentials have been the finger-in-the-dam of massive teacher exodus. News article after article blares to the nation that Hawaii teachers are at the bottom of the barrel when it comes to our pay vs. our cost of living. Way too many teachers at West Maui schools live in South or Central Maui, and even Upcountry. Without the financial incentive to look past the commute time and gas cost, staffing West Maui schools will become prohibitively difficult. That doesn't even take into account teachers who are leaving simply because they can no longer afford the "paradise tax" of living in Hawaii in general.

Continuing the differentials, along with raising the pay for all teachers, will make a huge difference in retaining quality teachers. Remove the differentials, and I will not be surprised to see the HDOE hemorrhage teachers, especially in hard-to-staff schools like mine.

Please vote in support of SB2820 SD2.

Mahalo piha for your time

SB-2820-SD-2

Submitted on: 3/20/2022 9:26:13 PM

Testimony for LAT on 3/22/2022 9:00:00 AM

Submitted By	Organization	Testifier Position	Testify
Tina Marie Myers	Individual	Support	Written Testimony Only

Comments:

Chair Onishi, Vice Chair Sayama, and members of the Committee,

I am submitting testimony in support of SB 2820, SD 2 relating to teacher compensation. I have been teaching special education in the Leeward District for 12 years. The differentials have been making a difference with the recruitment and retention of teachers in key areas.

Please vote in support of SB 2820, SD 2.

Thank you,

Tina Marie Myers

SB-2820-SD-2

Submitted on: 3/20/2022 9:32:08 PM

Testimony for LAT on 3/22/2022 9:00:00 AM

Submitted By	Organization	Testifier Position	Testify
KRISTEN HULL	Individual	Support	Written Testimony Only

Comments:

Chair Onishi, Vice Chair Sayama, and Members of the Committee,

I am submitting testimony in support of Senate Bill SB2820 SD2. I am currently a first grade teacher in Kailua Kona, West Hawaii at Kahakai Elementary School. My school is in a hard to staff geographic location. I have been teaching for 13 years; 8 years at Kahakai Elementary School.

The shortage differential has helped me and my family tremendously this school year. In July 2021 we found out that the house we were renting for the last seven years was sold. We had to find a new place to live in less than one month. Without the shortage differential pay I received this school year, we would be struggling to afford our new monthly rent, which has tripled.

Rent this year has increased exponentially across the state. Many local families have had to find new places to live in Kailua Kona during this horrific housing crisis. In May of last year I remember feeling so thankful that I was not in that predicament. Two months later, I was smack dab in the middle of it with my husband and three year old daughter. Without the shortage differential I received, I know we would not be able to afford where we are living right now. It has definitely made a difference.

Thank you for giving me the opportunity to share my personal story of how the shortage differential has helped me and my family. Please vote in support for Senate Bill SB2820 SD2.

Kristen Hull

SB-2820-SD-2

Submitted on: 3/20/2022 9:57:17 PM

Testimony for LAT on 3/22/2022 9:00:00 AM

Submitted By	Organization	Testifier Position	Testify
Karen Veriato	Individual	Support	Written Testimony Only

Comments:

Aloha Chair Onishi, Vice-Chair Sayama, and Committee Members,

I strongly support SB-2820, SD2. I work at Na'alehu Elementary School, a hard-to-fill, rural school in the Ka'u District of Hawai'i Island. The differential encouraged one SPED teacher to work one more year prior to retirement. The differential has also helped maintain a solid teaching staff. We normally have a high turnover rate. Please continue funding the differentials by supporting the passage of SB-2820, SD2.

Thank you for this opportunity to testify.

Karen

TO: Representative Richard H. K. Onishi, Chair
Representative Jackson D. Sayama, Vice Chair
Committee on Labor & Tourism

REGARDING: **RELATING TO TEACHER COMPENSATION**
SB 2820, SD 2 (HSCR 1156-22) Shortage differentials for hard
to fill areas.

DATE: Tuesday, March 22, 2022
TIME: 9:00 A.M.
PLACE: VIA VIDEO CONFERENCE
Conference Room 312
State Capitol
415 South Beretania Street

POSITION: **IN SUPPORT** of SB 2820, SD 2

INTRO: I am a teacher of 19 years, currently working on the Leeward
Coast of Oahu.

I am testifying in support of SB 2820, SD 2.

Shortage differentials for hard-to-fill positions are needed. Having worked
in a school with low turnover, and in schools with high turnover because of the
geographically challenging locations, I can attest to the need for stable teacher
work force.

The school with low turnover had better testing scores and students were
better behaved because there was an experienced, unified teaching staff. The
schools with higher rates of turnover have lower testing scores because it takes
time for new teachers to become experienced enough to provide quality teaching.
It also makes it more difficult to move a school forward because having many new
teachers is like never finishing running a marathon, because you're always starting
the race over. It is also exhausting for the senior teachers to continually work with
new teachers, just to have these new teachers leave.

It is a challenge for any school with more than 10% of its staff with new
teachers to function smoothly and provide students with quality educational

experience. Schools in geographically challenged areas have a turnover rate of about 30% or more. The differentials have helped decrease the turnover rates.

Supporting this bill is a move towards providing quality education for our children, and to build a stronger economic future for our State. Investing in education is an investment in our children and to help them stay in Hawaii.

Sincerely,

Debra Yamakawa

Public School Teacher

debyamakawa@gmail.com

SB-2820-SD-2

Submitted on: 3/21/2022 7:34:22 AM

Testimony for LAT on 3/22/2022 9:00:00 AM

Submitted By	Organization	Testifier Position	Testify
John Fitzpatrick	Individual	Support	Written Testimony Only

Comments:

Aloha Honorable Chair,

I strongly support SB 2820 because the differentials work. Several exemplary teachers at my school moved into Sped classrooms because the financial incentive was great enough.

At my school we have not been able to find a math teacher all year and my students come to my class distressed about not leavening anything because they are just given a computer program and when lucky a long term subs to administer the computer program. My students are going to be struggling to do well on the math SBA and when they get there scores next year they will likely feel extremely deflated. I tell you this story because it is what happens to students every year in Hana, Molokai, and on Lanai. The differentials help feel these hard to staff schools with good caring teachers.

Lastly the differentials are paying highly skilled Hawaiian educators to teach our Hawaiian immersion students in 'Olelo Hawaii. This is extremely difficult because their is no set curriculum and they have to design and build their curriculum or translate English curriculum into Hawaiian. They often have to communicate with parents in both Hawaiian and English. But Hawaiian immersion is essential for a thriving Hawaii so please support these amazing and extremely talented educators.

Please support Sb 2820

Mahalo,

fitz

SB-2820-SD-2

Submitted on: 3/21/2022 7:40:44 AM

Testimony for LAT on 3/22/2022 9:00:00 AM

Submitted By	Organization	Testifier Position	Testify
christopher castillo	Individual	Support	Written Testimony Only

Comments:

Aloha, Chair Onishi, Vice-Chair Sayama, and members of the Committee.

I am submitting testimony in support of Senate Bill SB2820 SD2 and hope after reading my story that you also push to support it as well. My name is Chris Castillo. An 8-year teacher at Waianae Elementary School, who also works multiple jobs after school. I am writing about the pay differentials which have really made an impact on whether or not I stay in the profession. The pay differentials were developed to attract teachers in hard-to-staff positions. We as a state push for "Grow your own" programs and building local teachers, but that is not the demographics at most of these schools. In my own opinion, and 8 years of experience watching teachers come and go, I can say that no one is rushing over to teach here.

For many years we have covered positions by hiring from the mainland or hiring TFA-like programs. Where people can pursue teaching, be placed in a classroom as an emergency hire without the teaching experience that many of us have worked for. When I first started, the hard-to-staff was a bonus of \$3000 that we got at the end of the year which was even less after taxes and then some coming to be about 1,200. That bonus helped pay off some of the debt that I accumulated but not enough. I was spending over 3,000 a year on my classroom, supplies, and my students. Buying fans and water for my classroom to fight the heat, school supplies because my kids came with none, or even food some of my kids could take home or eat during class. But that payout came at the end when I could have used it throughout the year.

Right before the pandemic hit, the amount raised and it was spread amongst our paychecks throughout the year, which gave me a little more breathing room. Until it was in the conversation that would take that away use. That news broke me, and even though I was struggling living on my own I felt like an accomplished adult. I didn't think I would be able to continue teaching in the community I love because of the debt I had accumulated putting my heart and soul into it. If those cuts would have been made, I would have had to leave and try to figure out a "Plan B" Knowing that my story is not a special one because many teachers are facing this problem, I often think how much longer can we keep going in this circle.

Teachers are getting tired of the lack of support, materials, and pay. A teacher's work conditions are a student's learning conditions. While teacher pay is an overall problem, this differential was to entice people to come to teach at these schools, but we can't expect them to thrive and to stay if a lot of their paycheck is going into our classrooms and not to themselves.

If we want to keep our teachers in these areas, I implore you to please support SB2820 SD2 not just for this year, but for the many years to come so it is one less thing to deal with as we tackle other issues revolving around teacher retention and supporting our student during a pandemic.

Thank you for your time.

SB-2820-SD-2

Submitted on: 3/21/2022 8:14:47 AM

Testimony for LAT on 3/22/2022 9:00:00 AM

Submitted By	Organization	Testifier Position	Testify
Shannon Cover	Individual	Support	Written Testimony Only

Comments:

Hi, my name is Shannon Cover, I teach at Waianae Elementary School, and the implementation of the teacher shortage differentials for special education and hard-to-staff geographical locations are key reasons I'm able to continue to afford the cost of living and feel as though my efforts are being fairly compensated. Even with these differentials, many teachers continue to leave island due to the expenses and high expectations. Especially in the area I teach (which I do love), the students took a hard hit during the pandemic. All of the teachers are essentially teaching three grade levels of content in each classroom, and we have to buy a lot of our own supplies for students who can't afford it on their own. Without these differentials, I wouldn't be able to justify the work I put in with the expenditures, and I would be devastated to leave. Please don't take these away.

SB-2820-SD-2

Submitted on: 3/21/2022 8:16:30 AM

Testimony for LAT on 3/22/2022 9:00:00 AM

Submitted By	Organization	Testifier Position	Testify
Jonathan Silva	Individual	Support	Written Testimony Only

Comments:

I support this bill because this bill helps buffer the financial burden working at a hard to staff school. People start here and realize how expensive it is to live in lahaina so they either transfer or or move back to the US.

Please keep this bill

Jonathan Silva

11 year school counselor

SB-2820-SD-2

Submitted on: 3/21/2022 8:45:16 AM

Testimony for LAT on 3/22/2022 9:00:00 AM

Submitted By	Organization	Testifier Position	Testify
Sarah "Mili" Milianta-Laffin	Individual	Support	Written Testimony Only

Comments:

Committee on Labor and Tourism

Tuesday, March 22, 2022 at 9:00am

Aloha Chair Onishi, Vice-Chair Sayama, 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 2820 SD2.

SB2820 SD 2 would make sure funding is secured for the differentials currently in place for special education, Hawaiian language immersion, and geographically hard-to-fill areas. We’ve seen this program be successful in filling vacancies in these critical areas; it works!

I personally know teachers who have relocated to “hard to fill” campuses and positions to use the extra money to support their families. The smart choice for the students of our state is to support SB 2820 SD2.

Sarah Milianta-Laffin, Teacher

Ilima Intermediate School

Leeward District

SB-2820-SD-2

Submitted on: 3/21/2022 9:00:20 AM

Testimony for LAT on 3/22/2022 9:00:00 AM

Submitted By	Organization	Testifier Position	Testify
Moani Aiona	Individual	Support	Written Testimony Only

Comments:

To: Chair Onishi, Vice Chair Sayama, and members of the Committee

I am submitting testimony in support of Senate Bill 2820 related to teacher salary compression and pay differentials for Kula Kaiapuni Teachers, Special Educaiton Teachers and Hard to Staff Areas.

My name is Moani Aiona, I am a school counselor at Hana High and Elementary School in rural Hana, Maui. I urge you to support this bill to that we can retain highly qualified teachers in these needy areas. Hana is one of those areas. We have very high teacher turn over because the cost of living is so high teachers cannot afford to live here on a teacher salary. The differentials ensure that all our staff gets the extra money to live here and our Kula Kaiapuni teachers who work countless hours to provide curriculum for our keiki are also compensated.

If salary compression is resolved, teahcers like myself who have been working 21 years can also have compensation that would allow us to pay our mortgages and send our own children to college.

I urge you to support this bill as an investment in our community.

mahalo, Moani Aiona, School Counselor

SB-2820-SD-2

Submitted on: 3/21/2022 9:03:12 AM

Testimony for LAT on 3/22/2022 9:00:00 AM

Submitted By	Organization	Testifier Position	Testify
Dorisa Pelletier-Yamasaki	Individual	Support	Written Testimony Only

Comments:

To the Committe Members, Chair Onishi, and Vice Chair Sayama, I am in 100% support of this bill. Much needed! Thanks, Dorisa Pelletier-Yamasaki

SB-2820-SD-2

Submitted on: 3/21/2022 12:37:29 PM

Testimony for LAT on 3/22/2022 9:00:00 AM

Submitted By	Organization	Testifier Position	Testify
Cassandra Çoonradt	King Kamehameha III	Support	Written Testimony Only

Comments:

Aloha,

My name is Cassie Coonradt and I've been a teacher at King Kamehameha III Elementary School for the past 11 years. I used to feel on top of the world here living and fulfilling my passions as a teacher, but lately I've been struggling living paycheck to paycheck. With the rising costs of rent, groceries, gas, and other basic necessities I've finally reached the sad realization that I may not be able to serve this community for much longer. This is the saddest reality I've ever had to admit to anyone. I love our life here and want to serve this community until retirement. I'm a single mom and absolutely enjoy teaching the children within this community. I've enjoyed watching them grow into the amazing people I always knew they would become. I desperately ask of you all that we get the differentials that we truly work so hard for. I know I'm just one person out of a sea of teachers willing to write to you all in the hopes that maybe you will hear our cries for a better future for ourselves which in turn will benefit the future citizens of this beautiful and blessed community. Thank you for taking the time to read what I had to say.

Aloha,

Cassie Coonradt

SB-2820-SD-2

Submitted on: 3/21/2022 9:20:27 AM

Testimony for LAT on 3/22/2022 9:00:00 AM

Submitted By	Organization	Testifier Position	Testify
ROBERT LOZANO	Individual	Support	Written Testimony Only

Comments:

Chair Onishi, Vice Chair Sayama and members of the Committee:

Aloha, I am submitting testimony in support of Senate Bill SB2820 SD2. 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 negotiated salary increases. Contract negotiations have often produced little to no increase in salary to offset the rising cost of living. 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 salary 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 shortage differentials in hard to staff locations can give teachers more incentive to stay on the job. 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 SB2820 SD2, 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 SB2820 SD2.

Mahalo for your consideration,

Robert Lozano

5th Grade Teacher

Robotics Coach

Waikoloa Elementary & Middle School

SB-2820-SD-2

Submitted on: 3/21/2022 3:47:51 PM

Testimony for LAT on 3/22/2022 9:00:00 AM

Submitted By	Organization	Testifier Position	Testify
Erica Yamauchi	Individual	Support	Written Testimony Only

Comments:

As a mother of two children in our public schools, I strongly support this legislation.

Erica Yamauchi, Kaimukī/Wilhelmina Rise

SB-2820-SD-2

Submitted on: 3/21/2022 3:49:30 PM

Testimony for LAT on 3/22/2022 9:00:00 AM

Submitted By	Organization	Testifier Position	Testify
Kori Oros	Individual	Support	Written Testimony Only

Comments:

Aloha Chair Onishi, Vice Chair Sayama, and members of the Committee

I am submitting testimony in support of Senate Bill SB2820 SD2

My name is Kori and I am a 3rd grade teacher in the Central District. I teach at a Title I School and I have been teaching for 13 years.

My husband is a SPED teacher and I am the general education teacher in an Inclusion SPED classroom.

Both my husband and I have been teaching since our 20's (we are now 40) and as we look to our future, we realized that we don't have family home that will be passed down to us because my family is going to sell our family home in Makakilo. Our rent has been raised every year. We would like buy a home but with our salaries it seems hopeless.

Please keep our differentials so that my husband and I can have a chance at staying in public education by being able to afford rent and save for a home.

Please vote in support of SB2820 SD2

Thank you for the opportunity to testify,

Kori

SB-2820-SD-2

Submitted on: 3/22/2022 6:09:11 AM

Testimony for LAT on 3/22/2022 9:00:00 AM

Submitted By	Organization	Testifier Position	Testify
Sara O'Rourke	Individual	Support	Written Testimony Only

Comments:

Chair Onishi, Vice Chair Sayama, and members of the Committee,

I am submitting testimony in support of Senate Bill 2820.

My husband has been a special education teacher in the DOE since 1994. He puts in numerous hours of his own time each week to provide high quality special education services to his students. Special education teachers deserve to be compensated for this time.

Please vote in support of Senate Bill 2820. Thank you for this opportunity to testify.

SB-2820-SD-2

Submitted on: 3/22/2022 6:32:00 AM

Testimony for LAT on 3/22/2022 9:00:00 AM

Submitted By	Organization	Testifier Position	Testify
Christine Russo	Individual	Support	Written Testimony Only

Comments:

Aloha Chair Onishi, Vice Chair Sayama, and members of the Committee,

My name is Christine Russo and I'm a teacher at James Campbell High School. I'm writing in **support** of Senate Bill 2820, SD2 which would secure funding for the differentials currently in place for special education, Hawaiian language immersion, and geographically hard-to-fill areas. Students in these key areas have been underserved for far too long. The shortage differentials help ensure that experienced, local teachers fill positions that serve our most vulnerable keiki. **The data shows that the differentials have minimized vacancies in these areas** so it is crucial to keep this in place permanently.

Mahalo for your time and consideration.

TUESDAY, MARCH 22, 2022

MITZIE HIGA, LEGISLATIVE CHAIR
DEMOCRATIC PARTY OF HAWAII LABOR CAUCUS

Chair Onishi, and Members of the Committee:

The Democratic Party of Hawaii Labor Caucus **supports SB 2820, SD2**, relating to teacher compensation. This bill appropriates funds for various teacher differentials to help address various labor shortages. These shortages are in the areas of special education, hard-to-staff geographic locations, and Hawaiian language immersion programs.

Recent data has shown how these differentials were effective; these differentials worked as planned!

We are even more concerned with the 5-year teacher retention drop that has only grown worse due to the additional stress due to COVID-19 with teachers not wanting to return to teach in our public schools in Hawai'i.

We need the legislature's help to end the teacher shortage crisis by funding these differentials for the hardest-to-staff positions, in special education, and in Hawaiian Immersion in our public schools, including public charter schools in Hawai'i.

To support our teachers in Hawai'i 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.