

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

March 28, 2022

WRITTEN TESTIMONY BEFORE THE HOUSE COMMITTEE ON FINANCE

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

DATE: April 1, 2022

TIME: 3:00 pm

LOCATION: Conference Room 308 and Video Conference

TITLE OF BILL: SB3209 SD2 HD1 Relating to Teacher Professional Development

PURPOSE OF BILL: Provides an appropriation for the Department of Education to provide 21 additional hours of professional development for each teacher per calendar year.

POSITION: Support SB3209 SD2 HD1

Chair Luke, Vice Chair Yamashita, and Members of the House Committee on Finance:

The Hawaii Teacher Standards Board (HTSB) supports SB3209 SD2 HD1, which is in direct alignment with HTSB's mission and vision.

Providing every child in Hawaii with qualified teachers and promoting professionalism and teaching excellence are major components of HTSB's mission and vision. SB3209 SD2 HD1 is a way to not only support teacher quality but will promote quality education for all Hawaii public school students.

Thank you for the opportunity to testify in support of SB3209 SD2 HD1.

DAVID Y. IGE
GOVERNOR



CRAIG K. HIRAI
DIRECTOR

GLORIA CHANG
DEPUTY DIRECTOR

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

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

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

**TESTIMONY BY CRAIG K. HIRAI
DIRECTOR, DEPARTMENT OF BUDGET AND FINANCE
TO THE HOUSE COMMITTEE ON FINANCE
ON
SENATE BILL NO. 3209, S.D. 2, H.D. 1**

**April 1, 2022
3:00 p.m.
Room 308 and Videoconference**

RELATING TO TEACHER PROFESSIONAL DEVELOPMENT

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

This measure appropriates an unspecified amount of general funds for FY 23 for the funding of 21 hours of professional development for teachers of the Department of Education.

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 appropriation 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.



UNIVERSITY OF HAWAII SYSTEM

Legislative Testimony

Testimony Presented Before the
House Committee on Finance
Friday, April 1, 2022 at 3:00 p.m.

By

Nathan Murata, Dean
College of Education

And

Michael Bruno, PhD
Provost

University of Hawai'i at Mānoa

SB 3209 SD2 HD1 – RELATING TO TEACHER PROFESSIONAL DEVELOPMENT

Chair Luke, Vice Chair Yamashita, and members of the House Committee on Finance:

Thank you for the opportunity to provide written testimony on SB 3209 SD2 HD1,
Relating to Teacher Professional Development

The University of Hawai'i at Mānoa, College of Education supports SB 3209 SD2 HD1 which finds teacher professional development to be a mainstay for Pre/K-12 teachers. Teacher professional development and supported learning opportunities focusing on long-term, sustained commitment to educational practice, application, reflection, and results can have a positive effective on student learning. With the proposed 21 additional hours of professional development opportunities, teachers can be empowered to invest in their respective content areas, maintain current in their field, obtain new and innovative teaching strategies, promote retention, and cultivate a culture of empowerment.



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

Date: 04/01/2022

Time: 03:00 PM

Location: 308 Via Videoconference

Committee: House Finance

Department: Education

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

Title of Bill: SB 3209, SD2, HD1 RELATING TO TEACHER PROFESSIONAL DEVELOPMENT.

Purpose of Bill: Provides an appropriation for the department of education to provide twenty-one additional hours of professional development for each teacher per calendar year. Effective 12/25/2040. (SD2, HD1)

Department's Position:

The Hawaii State Department of Education (Department) supports SB 3209, SD2, HD1, providing funding for twenty-one additional hours of professional development for each teacher for fiscal year 2022-2023.

Building staff capacity through professional development and coaching is critical in the Department's efforts to recover from the adverse effects on student achievement due to the COVID-19 pandemic.

Although the Department supports SB 3209, SD2, HD1, it asks that any additional funding not adversely affect its top budget priorities, including restoring funding for existing budget shortfalls included in the Department's supplemental budget request. Restoration of funding to address ongoing shortfalls will improve the Department's ability to provide equitable access to resources and support throughout its tri-level structure, ultimately benefiting student achievement.

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

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 3209 SD2 HD1 Relating to Teacher Professional Development
DATE: April 1, 2022 at 3:00 PM
COMMITTEE: Committee on Finance
ROOM: Conference Room 308 & Videoconference
FROM: Yvonne Lau, Interim Executive Director
State Public Charter School Commission

Chair Luke, Vice Chair Yamashita and members of the Committee:

The State Public Charter School Commission (“Commission”) appreciates the opportunity to submit this testimony in **SUPPORT of SB 3209 SD2 HD1** which provides an appropriation for the Department of Education to provide 21 additional hours of professional development for each teacher per calendar year.

The Commission respectfully requests that the committees include funding for public charter schools for similar teacher professional development activities. The Commission is available to work with this committee, the DOE, and public charter schools in moving this legislation forward.

Thank you for the opportunity to provide this testimony.

TESTIMONY BEFORE THE HOUSE COMMITTEE ON EDUCATION

RE: SB3209, SD2, HD1-RELATING TO TEACHER PROFESSIONAL DEVELOPMENT

FRIDAY, APRIL 1, 2022

LAVERNE MOORE, SPECIAL EDUCATION TEACHER

Chair Luke, and Members of the Committee:

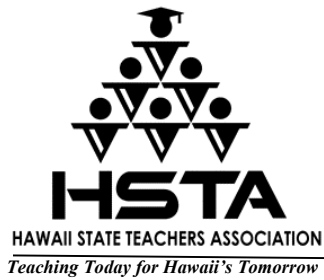
I, Laverne Moore, special education teacher at McKinley High School, speaking on behalf of the McKinley High School Special Education Department, we strongly support SB3209, SD2, HD1. This bill appropriates funds for teacher professional development.

We want the opportunity to create our own professional development that meets the needs of our special education students as a team effort. Our present collaboration time is directed by state and federal mandates and does not afford us the opportunity to meet as a whole department and work on what is most important to assure that our students succeed.

Our special education students are diverse in needs and it takes the whole department to work collaboratively to address each student's needs. Most of the time, we as care coordinators do not teach the student in our case load and need the time to discuss their needs with our peers in special education and in the regular education programs.

This legislation will assist our teachers by alleviating the stress that teachers, special education as well as the regular education, face with the responsibilities of working with autistic, special motivation, low performing as well as those who can become volatile at a drop of a button.

We ask for your support for this bill will assist with the retention of our teachers and give us the needed support to fulfill our responsibilities to the students we teach.



1200 Ala Kapuna Street ♦ Honolulu, Hawaii 96819
Tel: (808) 833-2711 ♦ Fax: (808) 839-7106 ♦ Web: www.hsta.org

Osa Tui, Jr.
President
Logan Okita.
Vice President
Lisa Morrison
Secretary-Treasurer
Wilbert Holck
Executive Director

TESTIMONY BEFORE THE HOUSE COMMITTEE ON FINANCE

RE: SB3209, SD2, HD1 –RELATING TO TEACHER PROFESSIONAL DEVELOPMENT

FRIDAY, APRIL 1, 2022

OSA TUI, JR., PRESIDENT
HAWAII STATE TEACHERS ASSOCIATION

Chair Luke, and Members of the Committee:

The Hawaii State Teachers Association **strongly supports SB3209, SD2, HD1.** This bill appropriates funds for teacher professional development.

There continues to be a severe shortage of licensed teachers in our public school classrooms throughout the state. Each year, the Department of Education looks for approximately one thousand two hundred teachers to fill vacancies in public preschool through twelfth grade levels. This means that approximately six hundred classrooms statewide are staffed by substitutes, or emergency hires, rather than full time licensed teachers. Multiply that number by 25 (although class sizes tend to be closer to 30+ in the upper grades, unfortunately) and that would be 80,000+ students without a licensed teacher in their classroom. We need to do everything we possibly can to attract and retain our licensed teachers whom are critical for our students' learning growth.

One way we are able to help retain our teachers is for the DOE to offer professional development, and what we hope the HDOE considers, if given this money, is to actually negotiate with HSTA and bring back the 21 hrs. for professional development that were not included in this last contract.

As we all know, teachers not only want the professional development, they need the time to complete it, and they should also be compensated for their valuable time as well.

To support the retention of our teachers, the Hawaii State Teachers Association urges you to **support** this bill.



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 Finance

Testimony by
Hawaii Government Employees Association

April 1, 2022

S.B. 3209, S.D. 2, H.D. 1 – RELATING TO TEACHER
PROFESSIONAL DEVELOPMENT

The Hawaii Government Employees Association, AFSCME Local 152, AFL-CIO appreciates the intent but raises serious concerns over the impact of S.B. 3209, S.D., 2, H.D. 1 which provides an appropriation for the department of education to provide twenty-one additional hours of professional development for each teacher per calendar year.

We continue to assert: all matters impacting an employee's wages, hours, and conditions of employment – including time and participation in training, professional development, and professional improvement – are constitutionally protected mandatory subjects of collective bargaining. The appropriate venue to address these matters is the negotiations process that is reserved for the employer and the exclusive representative, and not via the Legislature.

This legislation sets a dangerous precedent and infringes upon constitutionally protected rights. The Legislature is overstepping its authority by backdooring negotiations and substituting itself for the employer to resurrect, fund, and force an agreement that has not yet been renewed. Instead, the parties should return to the bargaining table to negotiate a new memorandum of understanding.

For these reasons, while meritorious and rooted with good intent, we firmly insist that these important matters impacting wages must be bargained. Thank you for the opportunity to testify on S.B. 3209, S.D. 2, H.D. 1.

Respectfully submitted,

Randy Perreira
Executive Director

SB-3209-HD-1

Submitted on: 3/28/2022 6:58:19 PM

Testimony for FIN on 4/1/2022 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Lori Ann Koyama	Individual	Oppose	Written Testimony Only

Comments:

I oppose reinstating the 21 hours. If the 21 hours was truly used for pd that was meaningful then i would support it. At this time it is not. I am also already maxed out on credits so there is no need for me to get credits unless the board decides to give teachers raises for continuing their education.

SB-3209-HD-1

Submitted on: 3/28/2022 7:06:39 PM

Testimony for FIN on 4/1/2022 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Cynthia Reves	Individual	Support	Written Testimony Only

Comments:

I am a high school teacher in my 26th year. I am still growing and learning and these 21 paid hours show that our state is willing to invest in the learning and growth of our teachers.

SB-3209-HD-1

Submitted on: 3/28/2022 7:26:47 PM

Testimony for FIN on 4/1/2022 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Jannalyn Igarashi	Individual	Support	Written Testimony Only

Comments:

As a teacher, I support this bill.

SB-3209-HD-1

Submitted on: 3/28/2022 7:40:25 PM

Testimony for FIN on 4/1/2022 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Pana Kia	Individual	Support	Written Testimony Only

Comments:

Our time is worth the pay and the time is needed.

SB-3209-HD-1

Submitted on: 3/28/2022 7:45:47 PM

Testimony for FIN on 4/1/2022 3:00:00 PM

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

Comments:

Chair Luke, Vice Chair Yamashita, and members of the Committee. I am submitting testimony in support of Senate Bill SB 3209, SD 2 relating to teacher professional development (21 hours). I have been teaching over 20 years and reached class 7 early in my career. There is nowhere else for me to move on the pay scale. This 21 job embedded PD hours does not help me (right now), but I chose, and was fortunate enough to be able to, earn my PD credits early and quickly with the intent to move to the highest class as soon as possible. Teacher pay is already low and this was the only way to make it slightly better. Other teachers weren't able to do so or weren't afforded that option in life. Although this 21 job embedded PD hours will not help me to move up in pay, I would like it reinstated for those whom it could help. Maybe someday it will help me - if something could be done for teachers who have maxed out on applying PD credits to their pay scale and have nowhere else to move, can somehow get compensated for the PD hours and credits we are accumulating, that would be a welcome incentive to continue educating ourselves to benefit our students. Please vote in support of Senate Bill SB 3209. Thank you for the opportunity to testify.

SB-3209-HD-1

Submitted on: 3/28/2022 7:48:31 PM

Testimony for FIN on 4/1/2022 3:00:00 PM

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

Comments:

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

My name is Rebecca Kapolei Kiili and I strongly support SB 3209 SD2 relating to restoring educators' 21 hours of job-embedded professional development. When this was removed from the contract last year due to budget cuts, teachers were the only ones who actually got pay cuts unlike other school personnel. Taking away these 21 hours has actually made this school year much harder than last year because of the lack of time for teacher collaboration on important school wide initiatives like WASC accreditation. Please restore these hours so that teachers can be justly compensated for the work we do outside of the regular working hours. Give us back the time we need so we can work together to maintain our school community's needs and make strides forward for our student's benefit.

Mahalo,
Rebecca Kapolei Kiili
Maui

SB-3209-HD-1

Submitted on: 3/28/2022 8:04:41 PM

Testimony for FIN on 4/1/2022 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Katie Hillstead	Individual	Support	Written Testimony Only

Comments:

Aloha,

My name is Katie Hillstead. I am a resident of Makakilo and an educator on the leeward coast of Oahu.

I am writing to you as a concerned educator and resident of Hawaii. The Hawaii State Teachers contract has essentially frozen teacher pay for the next school year, additionally teachers took a paycut with the loss of the 21 hours of job embedded professional development.

This concerns me, as inflation is causing daily expenses to rise. As you're aware, the cost of living in Hawaii was already high, but more so now with inflation. My bi-weekly costco run for my family is now totaling over 400\$ each trip, whereas just a few months ago it was only 300\$. **If you have seen a Times ad recently, you will notice that meat that was 5.99\$ a pound is now 7.99\$ a pound. A box of frozen chicken thighs is now 6.99 instead of 5.99 (on sale, might I add). What was once 2 for 5\$, is now 2 for 7\$ and things that were 2 for 6 are now 2 for 8\$. My paycheck is not going as far as it used to, and I fear I may have to leave my home if this trend continues.**

Hawaii cannot afford to lose more teachers. On the coast, several schools are experiencing teachers quitting after semester 1, and leaving the profession all together.

I ask, as a concerned resident and Educator, what are you doing at the legislature to combat inflation for our local families? As well increase teacher pay?

What actions are you taking to support salary compression relief for educators?

What actions are you taking to help local families deal with this inflation?

In my humble opinion, the legislature needs to approve direct payments to families (like stimulus), continue P-EBT to help low-income families afford the now higher priced food items, and encourage the Governor to restore the 21 hours of job-embedded professional development as well as negotiate step movements and across the board raises for all educators to reflect rising inflation.

Mahalo for your time, and I look forward to your response.

Aloha,

Katie Hillstead

Leeward Educator, Parent, concerned resident

808-364-0601

SB-3209-HD-1

Submitted on: 3/28/2022 8:05:55 PM

Testimony for FIN on 4/1/2022 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Susan Fryxell	Individual	Support	Written Testimony Only

Comments:

To Whom It May Concern,

Teachers should get credit for professional development that they attend. This will give teachers the chance to hone their skillset and achieve higher pay while being compensated for conducting work activities outside of regular working hours.

Susan Fryxell

SB-3209-HD-1

Submitted on: 3/28/2022 8:27:18 PM

Testimony for FIN on 4/1/2022 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Michelle Mueller	New teacher working for the DOE	Comments	Written Testimony Only

Comments:

I support SB3209 and I would like to add some additional comments to this testimony. As a new teacher, I believe it is important to have Professional Development to help further our skills in the profession. In addition, with inflation and rising gas, food, and housing costs the Hawaii State Legislature needs to be aware that the starting salary for new teachers is too low. It does not take into account these additional expenses and the constant increases on basic necessities such as living expenses, food and gas and the toll it takes on educators. I know that they are considering re-instating the 21 hours which would be a positive first step and salary differentials and compression, which I believe is important to keep veteran teachers, yet I believe more needs to be considered for new teachers and whether their starting salary including the 21 hours is enough for them to sustainably live on the island given inflation and the rising costs. I hope in these salary negotiations, that starting teacher salary is included as well, because part of the new teacher shortage is the affordability of being able to live here and that is more than just rental costs, but the costs of everyday necessities the past couple of years keeps on rising due to inflation. If you want me to further elaborate in person, I am happy to do so as well. I just feel as a new hire teacher who would prefer to stay in Hawaii, it's important to feel heard and for the State to acknowledge that salary increases across the board would be helpful not only to further our education and Professional Development, but to make it more comfortable for new teachers to live day to day without worrying about increase costs. Thank you.

SB-3209-HD-1

Submitted on: 3/28/2022 8:28:06 PM

Testimony for FIN on 4/1/2022 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Phillippe Rivera Fernandez-Brennan	Individual	Support	Written Testimony Only

Comments:

COMMITTEE ON FINANCE

DATE: Friday, April 1, 2022

TIME: 3:00 p.m.

VIA VIDEOCONFERENCE

Conference Room 308

PLACE:

State Capitol

415 South Beretania Street

March 28, 2022

Dear Chair Luke, Vice Chair Yamashita, and members of the Committee:

I am sending testimony in strong support of Senate Bill 3209, Relating to Teacher Professional Development.

My name is Phillippe Fernandez-Brennan and I was born in Honolulu and grew up in Kāneʻohe. I have also taught in Hawaiʻi public schools for the past 8 years and currently teach at Roosevelt High School in the Honolulu District. I am a PhD student in Education: Curriculum and Instruction at the University of Hawaiʻi at Mānoa (UHM), member of the UHM College of Education Tinalak Council and council member of the College of Education Doctoral Students Association (COEDSA). I am testifying as an individual and do not represent the University of Hawaiʻi nor the Hawaiʻi Department of Education.

I strongly support SB 3209 because teachers are vital members of our community and we need highly qualified teachers in the classroom. I teach and work in the community that I live in and every year I contemplate if I should leave the teaching profession because although I know how important it is to have local teachers represented in the classroom in Hawaiʻi, expenses are making it difficult to remain in the profession.

I have heard numerous stories from my teacher colleagues telling me about their struggle to pay their rent or mortgage, student loans, children's expenses, medical bills, and day-to-day expenses. They also share with me their struggle to have energy during the day in the classroom because of the multiple jobs they need to have in addition to their full-time teaching careers just to make ends meet. Many of us have graduate degrees and have worked hard to take graduate classes and professional development courses (PDE3) to earn a livable wage. Every year, that livable wage seems to increase while teacher pay has remained historically stagnant and does not keep up with inflation or cost of living in Hawai'i. Teachers are stressed and undervalued.

Teachers need to be compensated like any other profession. Teachers are the foundation to a society and education is the foundation to a successful democracy. The legislature needs to make it a priority to support teachers and prevent the worst teacher shortage in recent history. Without a livable wage, teachers will leave the profession.

Please vote in support of Senate Bill 3209, Relating to Teacher Professional Development.

Thank you for the opportunity to testify.

Sincerely,

Phillippe R. Fernandez-Brennan

SB-3209-HD-1

Submitted on: 3/28/2022 9:27:33 PM

Testimony for FIN on 4/1/2022 3:00:00 PM

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

Comments:

Dear State Legislators,

Thank you for prioritizing students, teachers, and schools. At the end of my workday, I can say that I made a difference. Today, I spoke with a student about making better choices and devised an action plan with him. In our fourth quarter, I can say that our classroom functions like a family. We take care of each other, learn from each other and rely on each other. If we have learned anything from the pandemic, we learned that schools play a bigger role in our communities than most of us used to assume. Schools can be hubs of learning, provide essential services and create a sense of place for our communities. If we prioritize education, we are planning for our futures.

Thank you,

Erin Mendelson

Special Education Teacher

SB-3209-HD-1

Submitted on: 3/28/2022 9:31:59 PM

Testimony for FIN on 4/1/2022 3:00:00 PM

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

Comments:

Aloha Chair Luke, Vice-Chair Yamashita, and Committee Members,

I strongly support the passage of SB-3209, SD2, HD1. I work at Na'alehu Elementary School, a hard-to-fill, rural school in the Ka'u District of Hawai'i Island. Educators need the 21 hours of PD. Our Administration had difficulty fitting in PD time and had to offer stipend days on the weekend and use the 6 hours in 30 minute increments to squeeze in valuable PD. The pay and three PD credits goes a long way to increase teacher retention. Please fully fund SB-3209, SD2, HD1.

Thank you for this opportunity to testify.

Karen

SB-3209-HD-1

Submitted on: 3/28/2022 10:10:06 PM

Testimony for FIN on 4/1/2022 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Tammy Holt	Individual	Support	Written Testimony Only

Comments:

Dear Chair Luke, Vice Chair Yamashita and members of the Committee,

My name is Tammy Holt, I am a Kindergarten general education teacher at Waikiki Elementary School. I have 16 years of experience as a classroom teacher and I am writing in support of SB 3209 SD2.

The scope of an educator's responsibilities is rapidly evolving. Curriculum is still in the process of change as new and innovative National Standards are transitioning from state to National Standards. Classroom demographics are changing as our state welcomes new 'ohana from mainland states to foreign countries. Technology is changing as teachers incorporate new forms of technology that will better help us serve our students and their families. Monitoring testing data and individual student scores, as young as kindergarten, have become a significant part of our daily work. Most importantly, maintaining a nurturing loving environment, where every child knows they are valued, loved and supported as both human beings and learners remains paramount in our every day job as a teacher. What I have written to you does not even come close to what a day in the life of what a teacher does.

To keep up with these changes, teachers are often faced with a narrow variety of choices. We can continue to pay out of pocket for professional development classes. These are classes teachers will take on personal time, classes that we do not receive college credit for, and classes that will not count for anything once we've reached class VII.

The 21 hours of professional development really helped. Our school used this time wisely. We worked collaboratively to learn an updated English Language Arts curriculum presented by Dr. Anita Archer. In turn, we were able to see immediate results amongst our diverse learner community as well as help their 'ohana.

Mahalo for allowing me the opportunity to submit testimony. Please, support SB 3209 SD2.

SB-3209-HD-1

Submitted on: 3/28/2022 10:44:47 PM

Testimony for FIN on 4/1/2022 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Cindy Deuz	Individual	Support	Written Testimony Only

Comments:

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

I am writing in support of SB3209, SD2 relating to restoring the 21 Professional Development hours. This is important for schools to plan together, especially these next few years as we work to get students back on track. We need this time so that all teachers and staff are on the same page, this is the only way we can help our students to try to bridge the gap for those who have fallen behind. It is unfair to expect teachers to do this on their own time. Teachers are expected to do so much but are paid so little. Please support this bill.

Thank you for your time,

Cindy Deuz

SB-3209-HD-1

Submitted on: 3/28/2022 10:56:07 PM

Testimony for FIN on 4/1/2022 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Leinaala Kealoha	Department of Education	Support	Written Testimony Only

Comments:

I highly support this bill, as I am a Native Hawaiian and a tenured Public School teacher.

SB-3209-HD-1

Submitted on: 3/29/2022 9:27:06 AM

Testimony for FIN on 4/1/2022 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Liz Noetzel	Individual	Support	Written Testimony Only

Comments:

3/28/22

Aloha, Chair Luke, Vice Chair Yamashita, and members of the Committee:

I am writing in support of SB 3209, SD2, HD1.

I am a seventh grade ELA teacher at Waikoloa Middle School on the Big Island. I have been teaching in the Hawaii DOE for 22 years now, and I have definitely noticed a change for the worse in the quality of professional development available to our faculty members since the 21 Hours was rescinded by the Governor. I honestly did not realize how valuable the weekly PD we were receiving was until it evaporated. While I know our principal is doing everything she can to keep us all motivated and moving forward, there is just something to be said for paid professional development that results in higher paychecks for teachers. It is more desirable to attend when we know we are being justly compensated, and the quality of what is being offered is better, as well, when more thought has gone into how to educate and inform the faculty.

Since tourism is clearly doing quite well in the state and the money is available, it would be fabulous if you would consider re-instituting the 21 hours of PD for Hawaii's teachers through your support of SB 3209, SD2, HD1. Hawaii's teachers are working so very hard to keep bizarre balls in the air, and every penny we earn will inevitably also help our economy.

Thank you in advance for supporting SB 3209, SD2, HD1!

Sincerely,

Elizabeth Noetzel

SB-3209-HD-1

Submitted on: 3/29/2022 12:24:45 PM

Testimony for FIN on 4/1/2022 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Vanessa Lariosa	Individual	Support	Written Testimony Only

Comments:

Please support additional professional development hours for our educators. These times are much needed to provide additional resources to help our educators provide the best possible education for our students. These times are highly needed so we can also continue to learn new and improved ways to assist our students based on their specific needs. The extra professional time is also used to help our educators stay up to date with new resources for Social Emotional Learning and technology specific for teaching and guiding students.

SB-3209-HD-1

Submitted on: 3/29/2022 12:52:43 PM

Testimony for FIN on 4/1/2022 3:00:00 PM

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

Comments:

Dear Chair Luke, Vice Chair Yamashita, and members of the Committee,

I am submitting testimony in support of Senate Bill 2819. My name is Heather Baraka and I am a Special Education teacher in Kona. The cost of housing has risen by \$500 a month here in Kona. Teachers will not be able to afford to live here at their current salary. This will have a negative effect on the children of Hawai'i. Previous years of Professional Development increase my salary and also provided valuable continued education that had a positive impact on my teaching and the students. Paying a fair wage for my experience may convince me to stay teaching a few more years, preventing the teacher shortage crisis from getting worse. Please vote in support of Senate Bill 2819.

Thank you for the opportunity to testify

Heather Baraka

SB-3209-HD-1

Submitted on: 3/29/2022 2:13:53 PM

Testimony for FIN on 4/1/2022 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Tiffany Tawata	Individual	Support	Written Testimony Only

Comments:

Aloha, My name is Tiffany Tawata and I am a third-grade teacher at Pearl Ridge Elementary. I have been teaching for 19 years and I absolutely love my job. I am asking that you restore the 21 hours of job-embedded professional development. Teachers constantly conduct work activities outside of our regular working hours and 21 hours is truly just a drop in the bucket. Please help teachers who love their job continue to do what they do for the pay they deserve.

Thank you for your time! All the best, Tiffany Tawata

SB-3209-HD-1

Submitted on: 3/29/2022 2:56:54 PM

Testimony for FIN on 4/1/2022 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Brad Kusunoki	Individual	Support	Written Testimony Only

Comments:

Chair Luke, Vice Chair Yamashita and members of the committee,

My name is Brad Kusunoki and I'm a school counselor at Alvah Scott Elementary in Aiea. I am writing to beg you to vote in support of Senate Bill 3209 SD2 HD1.

I have been a school counselor in a Hawaii public school for the last 15 years. Hawaii's children are wonderful, but at the same time, they need a lot of love from the teachers, counselors and other school personnel. The amount of love and care from these adults has been on a steady but noticeable decline. Many educators have left Hawaii or the education profession altogether due to the high cost of living in Hawaii and the inability to afford to live here with the rising costs and low salaries.

I may become one of those educators real soon. I have two young boys whom I want to provide everything in the world to, in order for them to have a happy childhood. I will not be able to do that at my current pay without needing to take out significant loans, which would be challenging to do since I am only able to afford to rent a place to live. I don't know how I will pay for their needs and future and I am terrified of that.

Please support this bill so that I may have a chance to give my children what they need. Thank you for the opportunity to testify.

Brad Kusunoki

SB-3209-HD-1

Submitted on: 3/29/2022 3:10:02 PM

Testimony for FIN on 4/1/2022 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Hilary White	Individual	Support	Written Testimony Only

Comments:

Chair Luke, Vice Chair Yamashita, and members of the Committee,

I am submitting testimony in support of Senate Bill 3209, SD2 which addresses reinstating the 21 hours of Professional Development for Teachers.

My name is Hilary White and I teach in Windward Oahu. I am finishing up my 19th year of educating students as a full time teacher. I have seen the difference that having 21 hours of professional development has made for our teachers and students. It unifies each school as they address what is needed on their campus for their students and teachers. This training provides well trained teachers who then provide a better education for their students. Our students deserve well trained teachers. Our teachers deserve the support and training to provide a quality education for our students.

I am asking for your support of Senate Bill 3209, SD2.

Sincerely,

Hilary White

SB-3209-HD-1

Submitted on: 3/29/2022 6:37:15 PM

Testimony for FIN on 4/1/2022 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Justin Hughey	Individual	Support	Written Testimony Only

Comments:

Date: Friday, April 1st, 2022

Time: 3:00 PM

Place: Conference Room 308 & Videoconference

Timeslot: FIN

Aloha Chair Sylvia Luke and Vice Chair Kyle Yamashita as well as all members on the committee,

My name is Justin Hughey, I am a Special Education Teacher at King Kamehameha III Elementary and I am the father of two children.

The teacher profession is constanly changing. Having profesional development imbeded in the school day is somthing other states don't have. If you want teachers to be experts, getting the best results in the classroom, pass this bill. If you value our keiki, pass this bill.

Stay Safe,

Justin Hughey

SB-3209-HD-1

Submitted on: 3/29/2022 8:03:12 PM

Testimony for FIN on 4/1/2022 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Lisa Yamagata	Individual	Support	Written Testimony Only

Comments:

Chair Luke, Vice Chair Yamashita, and members of the Committee:

I am submitting testimony in support of SB3209 SD2 HD1. My name is Lisa Yamagata and I am a high school teacher in the Kaua'i district. The ability to use the 21 hours of professional development in the teacher reclassification process was a huge help for both my husband and I, who have been teaching in the DOE for 17 years. It validated us as professionals and compensated us properly for the work and professional development that we do outside of our regular teaching duties and school hours. In essence, it was a form of a pay raise because it helped us reclassify to the next class faster than we would have normally been able to had we not had the 21 hours in the past.

I humbly ask for your support in this bill on reinstating the 21 hours of paid professional development.

With gratitude,

Lisa Yamagata

SB-3209-HD-1

Submitted on: 3/29/2022 8:51:06 PM

Testimony for FIN on 4/1/2022 3:00:00 PM

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

Comments:

Please support this bill to provide teachers an additional 21 hours to be able to have professional development to support their lifelong learning that will benefit the students.

SB-3209-HD-1

Submitted on: 3/30/2022 7:34:40 AM

Testimony for FIN on 4/1/2022 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Joy Shlachter	Individual	Support	Written Testimony Only

Comments:

Aloha,

I am submitting testimony in support of Senate Bill 3209 SD2 H1. I have been a teacher for almost 17 years. Please pass this bill to restore educators' 21 hours of job-embedded professional development, which was removed from the contract last year due to budget cuts, resulting in a 1.5% pay reduction for teachers. Restoring paid professional development would provide teachers the chance to hone their skillset and achieve higher pay while being compensated for conducting work activities outside of regular working hours. Everything helps and we're working hard for the keiki. We must do everything we can to encourage teacher recruitment and teacher retention for the long term. Please vote in support of Senate Bill 3209 SD2 HD1. Thank you for the opportunity to testify. Mahalo.

SB-3209-HD-1

Submitted on: 3/30/2022 8:06:37 AM

Testimony for FIN on 4/1/2022 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Jaclyn Hardy	Individual	Support	Written Testimony Only

Comments:

Happy teachers = happy students = happy communities

SB-3209-HD-1

Submitted on: 3/30/2022 8:53:20 AM

Testimony for FIN on 4/1/2022 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Jerwin Descallar	Individual	Support	Written Testimony Only

Comments:

My name is Jerwin Descallar and I have been a counselor for the Hawaii Department of Education for over 13 years. Today I am writing you in Strong Support of SB3209. Hawaii public school teachers are some of the lowest paid in the country, when adjusted for cost of living. This bill would give well earned opportunities for fair pay and support to allow more teachers to be able to afford to stay within the profession. As educators, we strive to gain knowledge in our profession and being compensated for this professional development will help tremendously.

Mahalo Nui Loa,

SB-3209-HD-1

Submitted on: 3/30/2022 10:51:29 AM

Testimony for FIN on 4/1/2022 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
SuAnne Kim	Individual	Support	Written Testimony Only

Comments:

Aloha Chair Luke, Vice Chair Yamashita and Members of the Committee,

I am submitting testimony in support of Senate Bill 3209.

My name is SuAnne Kim and I teach at Palolo Elementary School in the Honolulu District.

I fully support this measure to compensate teachers for 21 hours of professional development. I have taught in the Hawaii Public School System for 30 years and know teachers are always in professional development sessions that run way after the work day ends. I believe teachers across the state should be compensated for their time. The keiki of Hawaii are so fortunate to have these experienced teachers who are lifelong learners serving in the public school system.

I have personally held two jobs since 2010 to make up the difference of salary loss since “Furlough Fridays”. I know I am only one of many teachers working two or more jobs to make ends meet.

Please vote in support of Senate Bill 3209. Thank you for the opportunity to testify.

Sincerely,

SuAnne Kim

SB-3209-HD-1

Submitted on: 3/30/2022 10:59:43 AM

Testimony for FIN on 4/1/2022 3:00:00 PM

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

Comments:

I am submitting testimony in support of Senate Bill 3209. My name is Samantha Silva and I am a School Counselor at Kailua High School. I have humbly served the Waimanalo and Kailua Communities for about 19 years. Our students deserve teachers who are well trained and kept up to date on innovative classroom teaching strategies. This bill would allow teachers to get paid for 21 hours of professional development including but not limited to teaching strategies. Teaching during a pandemic has been stressful but has given teachers an opportunity like never before to implement technology and new topics such as Social-Emotional Learning (SEL). Voting to support this bill will help teachers like me to get paid to participate in quality professional development. In closing, I support SB3209, please join me in support. Thank you for your service.

SB-3209-HD-1

Submitted on: 3/30/2022 12:50:38 PM

Testimony for FIN on 4/1/2022 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Kristina De Witt	HI DOE	Support	Written Testimony Only

Comments:

It was very unfortunate to have this 21 hours of PD taken away for a couple reasons. First, teachers got a pay cut because of this. After all of the hard work and extra hours teachers do to meet the needs of our students, that's a huge slap in the face. Not to mention it happening right after covid, and having been most challenged in our profession than ever. Considering inflation, how could it be ethically ok to give us a paycut with the elimination of the 21 hours? Second, these 21 hours were extremely to our development as professionals. Giving his training on various things from new programs, google, tech, instructional interventions, and much more. We still need to have these trainings, so, they are taking place of our faculty time. Resulting in little to no faculty time that is crucial for grade level planning, collaboration, and verticle articulation. If we want to do this, we now have to meet on our own time after work hours. Please consider reinstating the 21hrs. The success of our students depends on it! They need us to be prepared professionally and to collaborate to discuss planning and how to better stupport students across grade levels.

TESTIMONY BEFORE THE HOUSE COMMITTEE ON LABOR & PUBLIC
EMPLOYMENT AND COMMITTEE ON LOWER & HIGHER EDUCATION

RE: SB 3209, SD2 RELATING TO TEACHER PROFESSIONAL DEVELOPMENT

Wednesday, MARCH 30, 2020, 2 P.M.

Chair Johanson, Chair Woodson, and committee members:

My name is Amanda Tellez-Moran. I am a Kindergarten Teacher at King Kamehameha III in Lahaina on Maui.. I am submitting testimony in support of SB 2488, SD2.

Please provide enough funds to fix the teacher salary compression issue, and provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, and hard-to-staff positions to show that we as a state value our hardworking teachers. The Department of Education will need \$45 million more plus fringe costs to fully fund these essential needs for our teachers. Fixing the compression issue will place our teachers where they should be for their many years of service, and funding the differentials will help us recruit and retain our teachers in the hardest-to-fill areas. Our teachers are worth it as they are important for the future of our keiki.

I am very personally affected by this bill, because I am a new teacher to the island of Maui, however I come with 22 years of professional experience and a Masters Degree. I worked at a public charter school on Molokai last year. I am only getting credit for 6 of the 22 years of public school service that I served in California, my home state. It was a dream of mine to come to Hawaii and serve my community. However I must say, the sacrifice has been great! Although I am committed to stay in Hawaii and teach, I am struggling to make ends meet on my salary. I have to have two other jobs to support myself and my family. This bill would help me considerably. I have a lot to offer Hawaii students, I hope you will pass this bill so that more professionals like me will be able to serve our Hawaiian Keiki as well as live here without having two jobs. Additionally having our 21 hours of professional development for all teachers, helps those of us that are coming in later in our careers to assimilate more and adjust to the new and everchanging curriculum.

We need your help with these bills. Mahalo.

Amanda Tellez-Moran, Maui

SB-3209-HD-1

Submitted on: 3/30/2022 3:14:10 PM

Testimony for FIN on 4/1/2022 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Windy Berrigan-Sanchez	Individual	Support	Written Testimony Only

Comments:

Chair Luke, Vice Chair Yamashita, and members of the Committee

I am submitting testimony in support of Senate Bill SB2820. I appreciate the work that you've done to get the bill this far. I am a teacher a 3rd grade teacher on the Big Island of Hawaii. I have been teaching for 19 years and and love my job. There is a huge teacher shortage in the state of Hawaii as the cost of living is so high and the pay does not reflect the work that we do. However, I honesty do not encourage other people to become teachers because I feel like the pay does not reflect the work. This is the only profession where we don't get paid over time and everyone knows we work a ton of overtime. Please consider supporting this bill as the children of Hawaii deserve to receive high quality education from qualified individuals. Improving the teacher compensation will attract and retretain more individuals. Please consider paying teachers what they are worth.

Mahalo for your support,

Windy Berrigan-Sanchez

SB-3209-HD-1

Submitted on: 3/30/2022 3:29:02 PM

Testimony for FIN on 4/1/2022 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Robyn Amana	Individual	Support	Written Testimony Only

Comments:

Chair Luke, Vice Chair Yamashita, and members of the Committee.

I am submitting testimony in support of SB3209

Thank you for the work that you've done to get the bill this far. I am a special education teacher at Keaau Elementary School on the island of Hawaii. There is a huge teacher shortage in the state of Hawaii as the cost of living continues to rise and the pay does not reflect the work that we do. This is the only profession where we don't get paid over time despite the countless hours I work during the evenings and weekends. The differentials that I received as a special education, national board certified teacher in a hard to fill school has kept me barely afloat over the last few years has also ended which has significantly impacted my pay. The only way that I've been able to increase my pay over the last 15 years of teaching was to pay out of pocket for PD courses and credits. The 21-hour PD credits that we received has been a huge help.

Please consider supporting this bill as the children of Hawaii deserve to receive high quality education from qualified individuals.

Thank you for your time.

Robyn Amana

SB-3209-HD-1

Submitted on: 3/30/2022 3:33:10 PM

Testimony for FIN on 4/1/2022 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Una Burns	Individual	Support	Written Testimony Only

Comments:

Dear Chair Luke, Vice Chair Yamashita, and members of the Committee:

I am submitting testimony in support of Senate Bill 3209 SD2 HD1.

My name is Una Burns and I have been a teacher in Hawai'i for nearly 18 years. I love my job and feel very blessed to work in this amazing state and want to continue to work for as long as I can! I also need , however, a further chance to increase my teaching knowledge, please give us back our teacher professional development (21 hours). It is very hard to teach, advise, empathise, grade etc AND then learn on our own time. All of us improve by receiving professional development.

Please vote in support of Senate Bill 3209 SD2 not just for me but all of us who need this professional development so we can become better teachers than ever!

Thank you very much for the opportunity to testify and I look forward to continuing teaching your children, grandchildren and younger relatives for years to come.

Una Burns

SB-3209-HD-1

Submitted on: 3/30/2022 3:52:38 PM

Testimony for FIN on 4/1/2022 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Susanna M.G. Rivera	Individual	Support	Written Testimony Only

Comments:

Dear Chair Luke, Vice Chair Yamashita, and members of the Committee,

I am submitting testimony supporting SB3209. I have been a Teacher of the Deaf and Hard of Hearing on the Big Island (Hilo and Kea'au) for the past 36 years. I appreciate all of the hard work you have done to move the bill this far.

Over the years I have appreciated the 21 hours of job-embedded professional development which has allowed me to increase my professional skills and knowledge. I have also appreciated the pay that goes along with it. When the hours of job-embedded professional development were removed, so were many professional development opportunities. The continued pay cut comes at a time when costs around us are rising: 20% increase in electricity, over \$5 for a gallon of gas, increases in health care and coverage,... Please continue to support SB3209 and restore the 21 hours and pay.

Thank you,

Susanna MG Rivera, MA, NBCT-ENS:ECYA, D/HH

From: Caitlin Kryss
P.O. Box 711687
Mountain View, HI. 96771

To: Hawaii State Legislature

RE: Support for SB 3209

Dear Chair Luke, Vice Chair Yamashita, and committee members,

Please support SB 3209 to restore the educators' 21 hours of job-embedded professional development, which was removed from the contract last year due to budget cuts, resulting in a 1.5% pay reduction for teachers. I am a new teacher and mother of 2 and struggle with rising costs everywhere. Restoring paid professional development would provide us as teachers the chance to hone our skillset and achieve higher pay while being compensated for conducting work activities outside of regular working hours. This pandemic pushed me to my limits. My heart is in teaching and serving our youngest learners, but if I have no hope of financial growth to support my 'ohana, and no recognition of the PD I do every year through my school, I feel unappreciated, used, and undervalued and I know I am not alone. Many teachers feel the same. Our state has a severe teacher shortage, and the current estimates that far less young people are choosing to enter the profession is very alarming. We need every bit of help and support we can get, and this one is earned through the advancement of our learning, which results in improved teacher efficacy, and a better future for teachers AND students. Please restore the 21 hours and support this measure.

Mahalo,
Caitlin Kryss

SB-3209-HD-1

Submitted on: 3/30/2022 6:56:32 PM

Testimony for FIN on 4/1/2022 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Richard Stange	Individual	Support	Written Testimony Only

Comments:

Not all teachers can afford or have the time to take classes and maintain a healthy balance of work and personal life. The 21 hours of job embedded professional development was a way for teachers to continue to grow as professionals, to be able to work in improving our craft. When teachers grow, students benefit.

Taking this away from teachers was also taking it away from students.

SB-3209-HD-1

Submitted on: 3/30/2022 7:15:35 PM

Testimony for FIN on 4/1/2022 3:00:00 PM

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

Comments:

Committee on Finance

April 1, 2022

3:00pm

Aloha Chair Luke, Vice-Chair Yamashita, 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 in strong support of SB 3209 SD2.

Please support teachers like me by supporting SB 3209 SD2 to help teachers get closer to a living wage.

Sarah Milianta-Laffin, Teacher

Ilima Intermediate School

Leeward District

SB-3209-HD-1

Submitted on: 3/30/2022 8:57:17 PM

Testimony for FIN on 4/1/2022 3:00:00 PM

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

Comments:

Chair Luke, Vice Chair Yamashita, and members of the Committee:

I am submitting testimony in support of Senate Bill 3209, SD2. I am a School Counselor in the Maui District. This year it is really difficult to receive trainings without the 21 hours of job-embedded professional development. Teachers have to meet on their own time or during their prep period which is causing a lot of burn out and undue stress, as teachers are already so busy. In order to increase student achievement, teachers need professional development time to dive deeper into the curriculum, learn various programs, and collaborate with each other to improve their teaching practice. Please vote in support of SB 3209, SD2 so that teachers get compensated and have the professional development time they need to be more effective educators.

Thank you for the opportunity to testify.

SB-3209-HD-1

Submitted on: 3/30/2022 9:19:07 PM

Testimony for FIN on 4/1/2022 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Evelyn Ibonia	Individual	Support	Written Testimony Only

Comments:

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

I am submitting testimony in support of Senate Bill 3209 Relating to teacher professional development (21 hours). My name is Evelyn Ibonia, a fifth grade teacher at Kihei Elementary School on the island of Maui. If you ask any teacher they will tell you that there is not enough hours in our work day to get things done. Even more so for those of us in elementary schools because we do not have the luxury of a prep period built in to our schedule. So the extra 21 hours of teacher professional development time were so valuable when we had them. It allowed us opportunity to meet with other teachers, time for training, time to seek out our own professional development, and a myriad of other things. Restoring the 21 hours will not only help teachers with their own professional growth, but also for schools to engage in conversations with their staff for improvement. Time is something we never have enough of, but the extra 21 hours will certainly help.

I am in support of Senate Bill 3209 Relating to teacher professional development (21 hours). Please vote in support of this bill too. Thank you for the opportunity to testify.

Evelyn Ibonia

SB-3209-HD-1

Submitted on: 3/30/2022 9:38:42 PM

Testimony for FIN on 4/1/2022 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Debra Yamakawa	Individual	Support	Written Testimony Only

Comments:

Honorable Chair, Sylvia Luke, Vice Chair, Kyle T. Yamashita and Committee of Finance Members.

I am submitting testimony in **support** of this bill.

I have been teaching for 19 years and working for the State of Hawaii, Department of Education, requires continuous learning and training. There really isn't enough time in the day to study everything that we are required to know to work with our students.

This bill will provide some paid time to learn what we are expected to know. Annually we are given required information / duties that we need to become "experts" or knowledgeable in. This is usually in addition to working towards improving our teaching practices. For example, becoming aware of the signs of student suicide, student trafficking and social / emotional issues.

Thank you for taking the time to review my testimony. I hope you support this bill.

SB-3209-HD-1

Submitted on: 3/31/2022 6:14:55 AM

Testimony for FIN on 4/1/2022 3:00:00 PM

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

Comments:

Chair Luke, Vice Chair Yamashita, and members of the Committee:

I am submitting testimony in support of Senate Bill 3209 SD2 HD1. My name is Samantha Tomori and I teach kindergarten at Kea'au Elementary School on the island of Hawai'i. First of all, I'd like to thank you for the work you've done to get the bill this far. It's encouraging to feel the support of our legislators.

The 21 hours for professional development are greatly missed. It has been rough to navigate all the changes associated with COVID without the time to collaborate and learn alongside my colleagues. The 21 hours ensure that teachers continue refining their craft and reflecting on their impact. The students receive a better education when both of those things happen.

Thank you for supporting this bill!

Samantha Tomori

SB-3209-HD-1

Submitted on: 3/31/2022 7:10:42 AM

Testimony for FIN on 4/1/2022 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
John Fitzpatrick	Individual	Support	In Person

Comments:

Aloha Honorable Chair Luke, Vice Chair Yamashita, and the Finance Comitee,

I am in strong support of SB 3209 because it is hard enough teaching during a pandemic, but it is even harder when the Governor and his negotiations team cuts your pay by \$900. In addition they cut the time for you to collaborate with your colleagues during 21 hours of professional developement that makes us better at teaching our students. The 21 hours helped me reclassify once which gave me a little wiggle room to weather the financial storm the pandemic forced upon us.

Please provide the funding so HSTA can negotiate with our employer this summer to reimplement this very important professional developement.

Mahalo,

Fitz

SB-3209-HD-1

Submitted on: 3/31/2022 8:46:21 AM

Testimony for FIN on 4/1/2022 3:00:00 PM

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

Comments:

Chair Luke, Vice Chair Yamashita, and members of the Committee:

Please vote in favor of SB3209 SD2. Teachers have limited time available for professional development. We are constantly implementing new curriculum, including academic and social emotional learning. The 21 hours of professional development would go a long way in helping us prepare for instruction.

Mahalo,

Robert Lozano

Waikoloa Elementary & Middle School

5th grade teacher and robotics coach

SB-3209-HD-1

Submitted on: 3/31/2022 9:39:12 AM

Testimony for FIN on 4/1/2022 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Anthony Christe	Individual	Support	Written Testimony Only

Comments:

Aloha,

I am in support of SB 3209.

Please restore the funding of 21 hours of professional development credits. Cutting the 21 hours of professional development equates to a 1.5% pay reduction.

Not only does restoring the 21 hours of professional development provide deserved compensation, but it also allows teachers to spend time improving their education and outreach strategies.

Public education will benefit by letting teachers grow professionally and helping them feel stable monetarily.

Please support SB3209.

aloha,

Dr. Anthony Christe

SB-3209-HD-1

Submitted on: 3/31/2022 10:51:52 AM

Testimony for FIN on 4/1/2022 3:00:00 PM

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

Comments:

Aloha Chair Luke, Vice Chair Yamashita, and members of the Committee. I am submitting testimony in support of Senate Bill 3209. I think it is important for teachers to be provided these additional, paid hours for professional development purposes. Mahalo, Dorisa Pelletier-Yamasaki

SB-3209-HD-1

Submitted on: 3/31/2022 11:14:23 AM

Testimony for FIN on 4/1/2022 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
William Howard	Individual	Support	Written Testimony Only

Comments:

Chair Luke, Vice Chair Yamashita, and members of the Committee,

I am submitting testimony in SUPPORT of SB 3209, SD2, HD1.

My name is William Howard and I have been a teacher at University Laboratory School for the past six (6) years. In total I have ten (10) years of teaching experience. With the exception of the last few school years, it's always been a staple of my teaching experience to have built-in professional development. Professional development allows all teachers the opportunity to grow in their roles as educators and mentors for our public school students. This is a vital component to any profession, and teaching is no different.

The 21 hours of built-in professional development allow teachers at every public school to connect with one another in order to collaborate and come together to better serve students. The student experience at every public school is improved by having better connected teachers who are working together to improve their instructional practices. The support of this bill would validate and honor these critical 21 hours of built-in professional development at all public schools across Hawaii.

Please vote to SUPPORT SB 3209, SD2, HD1.

Thank You in advance for your time and consideration.

Sincerely,

William K. Howard

SB-3209-HD-1

Submitted on: 3/31/2022 11:28:59 AM

Testimony for FIN on 4/1/2022 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Brandon Cha	Individual	Support	Written Testimony Only

Comments:

Aloha Chair Luke, Vice Chair Yamashita, and Committee Members,

Please vote in favor of SB3209 SD2 HD1. Teachers should be rewarded for professional development, given the current teacher shortage crisis. Embedding this in law, as well as providing opportunities within our work schedule to plan for these hours, will help our keiki's quality of education improve due to teachers who have improved due to their professional development.

Thank you very much for your time.

Dear Chair Luke, Vice-Chair Yamashita, and Members of the Committee,

My name is Matthew Ruiz, a teacher from Maui, and I am submitting testimony in support of Senate Bill 2819, SD2, HD2.

These past three years have been the most stressful. Educators across our state have gone to great lengths to continue their teaching journeys, while some have decided to throw in the towel.

This year alone, our school saw two teachers leave the profession, one teacher who plans to leave at the end of the school year, one who decided their part-time job pays them enough to survive with a lot less stress, and a few who are ready to retire. We are looking at roughly around six teachers leaving the classroom in just one school year from just one school. Some were for better jobs, while others felt it was too much to handle.

We as teachers have been bent in many shapes and forms and stretched very thin, all while we took a slight pay cut due to the dropping of the 21+ PD Hours caused by the pandemic. Teachers who are up for retirement were stuck in the same salary step for years due to the compression, and for that reason, they felt retirement was a better option.

It amazes me that jobs at stores like Target and Walmart pay some of their leadership roles just about the same if not more than teachers, and yet teachers continue their work beyond the classroom without any “overtime” pay.

People always say the pay is not all that matters when becoming a teacher. However, how can we continue to expect our teachers to work 100 times harder for such little pay? How can we expect teachers to get so much more added to their plates for such little pay? How can we continue to say “teachers are growing the future of our society” for such little pay? How can we expect teachers to motivate students when many teachers are running on empty?

I humbly ask that you pass Senate Bill 2819, SD2, HD2, as many educators and I support it.

Thank you, Chair Luke, Vice-Chair Yamashita, and Members of the Committee, for the opportunity to testify.

Mahalo,
Matthew Ruiz

SB-3209-HD-1

Submitted on: 3/31/2022 12:17:39 PM

Testimony for FIN on 4/1/2022 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
C Conrad	Individual	Support	Written Testimony Only

Comments:

Aloha,

Please support the twenty-one additional hours of professional development for each teacher per calendar year. Professional development enhances student learning and school culture by educating teachers about best practices.

Mahalo,

Chris

Chair Luke, Vice Chair Yamashita, and members of the Committee,

I am submitting testimony in support of Senate Bill SB3209. I have been a teacher at Radford High School for the past 10 years. I support this bill, because teachers must be given an opportunity to grow and improve their knowledge and skills while being compensated for it. I have received 3.0 credits of professional development every year for the past few years through the funding of this program. Because of this, I was able to move up a class on the salary scale and earn more money to support my family.

Please support this bill and let us be compensated for the professional development we are receiving. There is no other job where you are expected to work and train and not get paid for it. Teachers across the state need professional development opportunities in their schools, and teachers need to be compensated for it. Teachers who are continually honing their practice and learning new skills and strategies in the classroom will be more likely to develop successful students. Show our community that you care about teacher and student development. Please support SB3209.

Thank you,

Christine Christe

SB-3209-HD-1

Submitted on: 3/31/2022 1:21:54 PM

Testimony for FIN on 4/1/2022 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Jill Meinecke	Individual	Support	Written Testimony Only

Comments:

Dear Chair Luke, Vice Chair Yamashita, and members of the committee,

My name is Jill Meinecke, and I am writing testimony in strong support of SB3209 relating to restoring 21 hours of job-embedded professional development for educators.

My husband is a middle school teacher at Aliamanu Middle in Salt Lake. He is a committed educator who wants to provide the best education possible to his students. For that reason, he takes professional development courses to further his knowledge base, and also, to earn more take home pay. The 21 hours of job-embedded professional development aided him on his journey of leveling up in pay sooner, allowing us to purchase our first condo and start a family.

When the 21 hours of job-embedded professional development was removed last contract, it made the process of earning more pay much longer. Furthermore, he does many hours of work outside of working hours, often leaving work as late as 6 or 7 p.m. I'd like to be able to tell my infant son one day that extra hard work really does pay off, as evidenced by his father.

Please do not close the book on these educators that have done and continue to do more than their fair share at educating and enriching the lives of our children. We can no longer rely on teachers' "good hearts" at the expense of giving them the pay they rightfully deserve; our teacher shortage crisis is proof of that.

Please vote to approve SB3209 for my husband and the countless Hawaii educators who would benefit from its passage.

Thank you for the opportunity to testify.

Sincerely,

Jill Meinecke

SB-3209-HD-1

Submitted on: 3/31/2022 1:53:53 PM

Testimony for FIN on 4/1/2022 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Logan Okita	Hawaii State Teachers Association	Support	In Person

Comments:

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

I am submitting testimony in support of Senate Bill SB3209, SD2, HD1.

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.

After having the additional 21 hours of professional development for eight years, not having those hours to rely on for collaboration, data analysis, and professional development made it difficult to have the time needed to discuss student needs, make changes to curriculum maps, and analyze data in order to address student learning needs. This was the year that schools needed that time the most. When administrators and teachers realized that the 21 hours of professional development were not renewed in the current collective bargaining agreement, they wondered how they would accomplish everything they needed to in order to see students succeed. Many somehow found a way, but many sacrificed important opportunities for collaboration and professional development in order to get the most important things done.

As a National Board Certified Teacher, I see value in the time this provides for not only professional development, but collaboration and data analysis. It is impossible to be a reflective practitioner if you do not have the time to reflect and analyze. I believe that reflection is most meaningful when it is done with your colleagues to make shifts that directly impact instruction and student learning. I have participated in at least 10 hours of professional development on my own this school year because I have a new role and want to do my best in it, but with the 21 hours of professional development, I would be able to

have the time and opportunity to share what I have learned with my colleagues and apply my learnings to our analysis of student data to improve instruction.

Please vote in support of Senate Bill SB3209, SD2, HD1. Thank you for the opportunity to testify!

Sincerely,

Logan Okita, MEd, NBCT

March 31, 2022

Dear Chair Luke, Vice Chair Yamashita, and Members of the House Finance Committee,

My name is Jodi Kunimitsu and I am a teacher at Maui High School. I strongly support SB 3209, which would restore the 21 hours of job-embedded professional development. This school year, in particular, has been really difficult for both students and teachers. There has been so much extra that we have been asked to do to support students' needs as we returned to in person learning. For example, we are now asked to incorporate Social Emotional Learning lessons and allow time for student feedback on these lessons. These are great and very helpful for our students, but they require time. The training requires time. Teachers are asked to modify lessons for those who aren't able to come to school for various reasons (COVID, anxiety, etc.) In most of these cases, that requires incorporating some kind of digital learning. While we all learned pretty quickly how to use more technology last school year, we are still learning and that still requires more training. The training requires time. These are just a couple of examples of the new things that have been added to our plates, in addition to the things we are already required to do.

I have noticed that this school year, I have less time to focus on helping my students outside of class, because I am in more meetings, due to not having the additional 21 hours of PD time that we used to use.

Please, I urge you to vote in favor of SB 3209 and give teachers the compensated time we need to do our jobs more effectively. Thank you for your time and consideration.

Mahalo,
Jodi Kunimitsu

SB-3209-HD-1

Submitted on: 3/31/2022 2:19:43 PM

Testimony for FIN on 4/1/2022 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Vickie Parker Kam	Individual	Support	Written Testimony Only

Comments:

Aloha Chairs, Vice Chair, and committee members,
I am writing in strong support of SB3209 SD2 HD1 that would restore educators' 21 hours of job-embedded professional development, which was removed from the contract last year due to budget cuts, resulting in a 1.5% pay reduction for teachers. Restoring paid professional development would provide teachers the chance to hone their skillset and achieve higher pay while being compensated for conducting work activities outside of regular working hours.

Mahalo,
Vickie LP Kam

HIDOE Teacher

SB-3209-HD-1

Submitted on: 3/31/2022 2:38:18 PM

Testimony for FIN on 4/1/2022 3:00:00 PM

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

Comments:

Aloha Chair Luke, Vice Chair Yamashita, 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 3209, SD2, HD1.

This school year, teachers have not received the very valuable professional development we've received in years past due no longer having our 21 pd hours. The loss of 21 hours also means we have lost one way to move up horizontally on the pay scale without having to pay out of pocket for professional development courses. Please re-instate 21 hours.

Mahalo for your time and consideration.

Christine Russo

SB-3209-HD-1

Submitted on: 3/31/2022 3:11:20 PM

Testimony for FIN on 4/1/2022 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Desmond Yap	Individual	Support	Written Testimony Only

Comments:

I am a teacher.

I am in support of this bill. I wish you would see first hand on what we go through that brings about issues like these.

Consider us your eyes. We take the biggest responsibility in the classroom versus any other workers in school. Regular and special ed teachers deal with students per teacher ratios and our workload gets tougher every year. This is a small way to compensate for the service we provide.

Thursday, Mar 31, 2022

To: The Committee Chair & Members, Chair Luke, Vice Chair Yamashita, and members of the Committee

I am submitting testimony in support of Senate Bill:

- [SB 2819, SD2, HD2](#) Relating to teacher compensation (salary compression)
- [SB 3209, SD2](#) Relating to teacher professional development (21 hours)

My name is Julie and I have taught in public schools for over 12 years. As the cost of living continues to rise, living off a teacher's salary has been a struggle. I have seen many educators leave the profession because of the lack of pay. Supporting teachers for their years of service and commitment through these bills are some of the ways to retain teachers. The pandemic has definitely put a strain on incomes and have also forced teachers to move from our islands. These decisions will have detrimental effects on our teachers and state. Please consider these reasons, as these bills will greatly impact all educators.

Please vote in support of Senate Bill:

- [SB 2819, SD2, HD2](#) Relating to teacher compensation (salary compression)
- [SB 3209, SD2](#) Relating to teacher professional development (21 hours)

Thank you for allowing me to testify.

Sincerely,
Julie

SB-3209-HD-1

Submitted on: 3/31/2022 9:04:58 PM

Testimony for FIN on 4/1/2022 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Amanda m getzen	Individual	Support	Written Testimony Only

Comments:

Aloha,

I am writing in support of the reinstatement of the pay for 21 hours. It is ironic that this was taken away in the years that teachers learned new programs like Zoom, Loon, and other distance/virtual learning programs. Professional development is consistently a part of a teacher's daily life. The 21 hours is really a small amount of the actual time that teachers give to their schools over the course of the school year.

Mahalo!

SB-3209-HD-1

Submitted on: 3/31/2022 9:59:16 PM

Testimony for FIN on 4/1/2022 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Amanda Wilson	Individual	Support	Written Testimony Only

Comments:

Please, please please approve returning our paid 21 hours of professional development.

We should be encouraged to always learn more about how to do our jobs better. This 21 hours is the incentive. I have learned how culture-based education needs to be integrated into my classroom from a Kamehameha Schools PD course. I have learned how to use STEAM skills to teach Hawai'i's students about how energy works with the goal of reducing our reliance on fossil fuels. I have learned how to activate community partners to help lace my students into meaningful learning experiences in our community around science topics... and many more.

This was all within the 21 hours.

Also, inflation and costs of housing are making it even harder to retain good teachers here in the islands.

Please support this bill and get us training and a little bit more money back.

Thank you so much.

SB-3209-HD-1

Submitted on: 3/31/2022 10:04:10 PM

Testimony for FIN on 4/1/2022 3:00:00 PM

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

Comments:

I, Anjanette Naganuma of Lahainaluna HS, Maui District, am writing in support of SB3209 SD2 HD1, Relating to teacher professional development (21 hours).

The embedded teacher professional development is beneficial in assisting teachers to maintain best practices in the classroom, especially for teachers who are still working their way across the teacher classification pay scale. It also provides PD for those who are at the top of the pay scale, who no longer have the reclassification incentive to seek out PD.

Embedded PD is a way for the state to support their teachers, without teachers bearing the cost of their improvement, much the way private businesses pay for their employees' training or advanced degrees.

Please vote in support of SB3209 SD2 HD1.

Thank you for your time and attention with this matter.

SB-3209-HD-1

Submitted on: 4/1/2022 8:45:02 AM

Testimony for FIN on 4/1/2022 3:00:00 PM

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

Comments:

Chair Luke, Vice Chair Yamashita, and members of the Committee,

I am writing in support of SB3209 to restore educators' 21 hours of job-embedded professional development.

HSTA states that "Restoring paid professional development would provide teachers the chance to hone their skillset and achieve higher pay while being compensated for conducting work activities outside of regular working hours." I fully agree with our union. I feel like job-embedded professional development is imperative so teachers can continue to improve our students' learning.

Please vote in support of SB3209.

Thank you for this opportunity to testify.