

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>  
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Tel: (808) 586-3775 Fax: (808) 586-3776

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FOR: SB 3209 Relating to Teacher Professional Development  
DATE: February 18, 2022, 10:00 A.M.  
COMMITTEE: Committee on Ways and Means  
ROOM: Conference Room 211 & Videoconference  
FROM: Yvonne Lau, Interim Executive Director  
State Public Charter School Commission

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

The State Public Charter School Commission (“Commission”) appreciates the opportunity to submit this testimony in **SUPPORT of SB 3209** which appropriates funds to the Department of Education (DOE) for teacher professional development.

The Commission thanks the committee for including funding for our public charter school teachers for similar teacher professional development activities, as they are also members of the Hawaii State Teachers Association and subject to the agreements between the Hawaii State Board of Education and the Hawaii State Teachers Association.

Thank you for the opportunity to provide this testimony.

DAVID Y. IGE  
GOVERNOR



CRAIG K. HIRAI  
DIRECTOR

GLORIA CHANG  
DEPUTY DIRECTOR

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

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

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

**WRITTEN ONLY**  
TESTIMONY BY CRAIG K. HIRAI  
DIRECTOR, DEPARTMENT OF BUDGET AND FINANCE  
TO THE SENATE COMMITTEE ON WAYS AND MEANS  
ON  
SENATE BILL NO. 3209, S.D. 1

**February 22, 2022**  
**10:00 a.m.**  
**Room 211 and Videoconference**

RELATING TO TEACHER PROFESSIONAL DEVELOPMENT

The Department of Budget and Finance offers comments for this measure.

This measure appropriates \$16,600,000 in general funds for FY 23 for the funding of 21 hours of professional development for teachers of the Department of Education.

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

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

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

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

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

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

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

Thank you for your consideration of our comments.



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

**Date:** 02/22/2022

**Time:** 10:00 AM

**Location:** CR 211 & Videoconference

**Committee:** Senate Ways and Means

**Department:** Education

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

**Title of Bill:** SB 3209, SD1 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 teachers. (SD1)

**Department's Position:**

The Hawaii State Department of Education (Department) supports SB 3209, SD1. Similar to SB 3097, Professional Development for Teachers, this measure appropriates \$16,600,000 for twenty-one additional hours of professional development for teachers.

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 ongoing COVID-19 pandemic. Any additional funding that can be provided will help accelerate this recovery.

Although the Department supports SB 3209, SD1, 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 SB 3209, SD1.



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## TESTIMONY BEFORE THE SENATE COMMITTEE ON WAYS AND MEANS

RE: SB3209, SD1 –RELATING TO TEACHER PROFESSIONAL DEVELOPMENT

TUESDAY, FEBRUARY 22, 2022

OSA TUI, JR., PRESIDENT  
HAWAII STATE TEACHERS ASSOCIATION

Chair Dela Cruz and Members of the Committee:

The Hawaii State Teachers Association **strongly supports SB3209, SD1**. 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.

**SB-3209-SD-1**

Submitted on: 2/16/2022 6:41:13 PM

Testimony for WAM on 2/22/2022 10:00:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Remote Testimony Requested</b>
Michael Press	Individual	Support	No

Comments:

My name is Michael Press. I am a teacher at Ilima Intermediate in Ewa Beach on Oahu. Please support and pass this bill. Mahalo!

**SB-3209-SD-1**

Submitted on: 2/16/2022 9:08:50 PM

Testimony for WAM on 2/22/2022 10:00:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Remote Testimony Requested</b>
Victoria Zupancic	Individual	Support	No

Comments:

I am writing in support of SB3209.

I would like to see this bill accompanied by a guarantee of Professional Development credits for teachers. However, we all work past our contractual hours. Any compensation for this time is appreciated, and every bit helps keep teachers in our classrooms.

Victoria Zupancic

Bill: SB3209 SD1  
Title: RELATING TO TEACHER PROFESSIONAL DEVELOPMENT  
Position: SUPPORT  
Committee: Ways and Means Committee  
Date: February 22, 2022 10:00 am

Aloha Honorable Chair Dela Cruz, Vice Chair Keith-Agaran, and Committee Members,  
My name is Vickie Parker Kam, employed by the DOE since 1992, at Ilima Intermediate since 2004.

As a seasoned educator I come here in SUPPORT for bill SB3209 SD1 Relating to Teacher Professional Development. This bill provides an appropriation for the Department of Education to provide PAID twenty-one additional hours of professional development for teachers.

I have worked at several schools, supported thousands of students and have continued to collect professional development credits yearly for many, many, MANY professional development courses. This bill would begin to offset some of the hours I have spent honing my craft by paying me for my work at 21 hours a year... paltry in comparison to the time actually devoted to education.

I respectfully request your support in funding SB3209 SD1 needed to fully fund the schools our keiki deserve.

Mahalo Nui Loa,  
Vickie Parker Kam  
HIDOE Educator  
HSTA Board of Director



**SB-3209-SD-1**

Submitted on: 2/17/2022 8:46:10 AM

Testimony for WAM on 2/22/2022 10:00:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Remote Testimony Requested</b>
Jerwin Descallar	Individual	Support	No

Comments:

**Aloha Honorable Chair, Vice Chair and Committee Members,**

**My name is Jerwin Descallar and I have been a counselor for the Department of Education for 13 years, with the last 5 years being at Ilima Intermediate. I am writing to you today in Strong Support of SB3209.**

**It has been proven repeatedly that Hawaii public school teachers are some of the lowest paid in the country, when adjusted for cost of living. This bill would give well-earned opportunities for fair pay and support to allow more teachers to be able to afford to stay within the profession. Please support SB3209 and support the future of public education in Hawaii for our keiki.**

**Mahalo Nui Loa,**

**Mr. Jerwin Descallar**

**SB-3209-SD-1**

Submitted on: 2/17/2022 1:51:00 PM

Testimony for WAM on 2/22/2022 10:00:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Remote Testimony Requested</b>
Pana Kia	Individual	Support	No

Comments:

Having these 21 embedded hours is vital for teachers to be able to work together outside of the student hours. Feeling the effects of not having them this year has caused a strain On operations. We have to figure out where to fit in the work that extends past the students time. This also helps those of us teachers who are focusing on our classrooms of life responsibilities and not able to take classes to move up the pay scale, this helps with that as well. Please support teachers and support the 21 hours of PD credit.

**SB-3209-SD-1**

Submitted on: 2/17/2022 4:55:08 PM

Testimony for WAM on 2/22/2022 10:00:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Remote Testimony Requested</b>
Michelle Ige	Individual	Support	No

Comments:

I strongly support!

**SB-3209-SD-1**

Submitted on: 2/19/2022 4:59:33 PM

Testimony for WAM on 2/22/2022 10:00:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Remote Testimony Requested</b>
John Fitzpatrick	Individual	Support	No

Comments:

Aloha Honorable Senators,

I support SB 3209 because it will pay for the 21 hours of professional development that we had after school. This was vital time for us to do principal directed work, prepare for wasc visits, and collaborate with colleagues in order to better our students. Teachers received 3 professional development credits which allows us to work towards a higher salary and we recieved a roughly 1.5% increase in pay.

Last year when Governor Ige cut this crucial investment in our teachers it was a slap in the face during the pandemic. I lost roughly \$900 that goes to paying rent, buying food, and filling my car with gas.

Please pass this and make our employer re-negotiate this so we can get this vital time back to better our students and colleagues.

Mahalo,

Fitz

**SB-3209-SD-1**

Submitted on: 2/20/2022 11:26:36 AM

Testimony for WAM on 2/22/2022 10:00:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Remote Testimony Requested</b>
Christine Russo	Individual	Support	No

Comments:

My name is Christine Russo and I'm a teacher at James Campbell High School. I'm writing in support of this measure. 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.

**SB-3209-SD-1**

Submitted on: 2/21/2022 8:16:11 AM

Testimony for WAM on 2/22/2022 10:00:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Remote Testimony Requested</b>
danica walsh	Individual	Support	No

Comments:

I am writing as an educator at Wailuku Elementary school who has benefited from the paid 21hr Pd credits. I have been able to use those credits to reclassify a few times which has helped to provide a liveable wage for my family. Without the 21hrs, teachers are not recognized for all the hard work they do, all the extra hours they put in. This is just one small part of keeping teachers retained and having a happy morale. Please reconsider reinstating the 21hrs paid Pd.

SB 3209, SD1-Relating to Teacher Professional Development

Tuesday, February 22, 2022

Chair Dela Cruz and Members of the Committee;

The special education department educators at McKinley High School strongly supports SB3209, SD1. 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.

**LATE**

**SB-3209-SD-1**

Submitted on: 2/21/2022 11:35:46 AM  
Testimony for WAM on 2/22/2022 10:00:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Remote Testimony Requested</b>
Samantha Tomori	Individual	Support	No

Comments:

I humbly request your support of SB3209. The additional pay associated with the 21 Pd hours will attract more teachers to the profession and the additional hours will benefit the quality of education provided to students. Without the 21 hours, schools are forced to utilize subs or request more waiver days to provide quality PD to teachers. Finding subs is always difficult, particularly during covid, but the real concern is students missing instruction from their teacher. With the 21 hours, this won't happen as much. Thank you for your consideration.