



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

**Date:** 03/17/2022

**Time:** 02:00 PM

**Location:** 309 Via Videoconference

**Committee:** House Education

**Department:** Education

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

**Title of Bill:** SB 3209, SD2 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. Effective 7/1/2050. (SD2)

**Department's Position:**

The Hawaii State Department of Education (Department) supports SB 3209, SD2, 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, 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, SD2.



# UNIVERSITY OF HAWAII SYSTEM

## Legislative Testimony

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Testimony Presented Before the  
House Committee on Education  
Thursday, March 17, 2022 at 2:00 p.m.

By

Nathan Murata, Dean  
College of Education

And

Michael Bruno, PhD  
Provost

University of Hawai'i at Mānoa

### SB 3209 SD2 – RELATING TO TEACHER PROFESSIONAL DEVELOPMENT

Chair Woodson, Vice Chair Kapela, and members of the committee:

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

The University of Hawaii at Mānoa, College of Education supports SB 3209 SD2, 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 twenty-one (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.

DAVID Y. IGE  
GOVERNOR



CRAIG K. HIRAI  
DIRECTOR

GLORIA CHANG  
DEPUTY DIRECTOR

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

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

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

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

**March 17, 2022**  
**2:00 p.m.**  
**Room 309 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.

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

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FOR: SB 3209 Relating to Teacher Professional Development  
DATE: March 17, 2022  
TIME: 2:00 P.M.  
COMMITTEE: Committee on Education and Committee on Water & Land  
ROOM: Conference Room 309 & Videoconference  
FROM: Yvonne Lau, Interim Executive Director  
State Public Charter School Commission

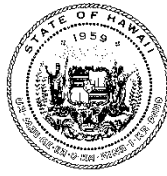
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Chair Woodson, Chair Tarnas, Vice Chair Kapela, Vice Chair Branco and members of the Committees:

The State Public Charter School Commission (“Commission”) appreciates the opportunity to submit this testimony in **SUPPORT of SB 3209** 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.



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

March 16, 2022

**WRITTEN TESTIMONY BEFORE THE HOUSE COMMITTEE ON EDUCATION**

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

**DATE:** March 17, 2022

**TIME:** 2:00 pm

**LOCATION:** Conference Room 309 and Video Conference

**TITLE OF BILL:** SB3209 SD2 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

**Chair Woodson, Vice Chair Kapela, and Members of the House Committee on Education:**

The Hawaii Teacher Standards Board (HTSB) supports SB3209 SD2, 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 SD 2 is a way to not only support teacher quality, but it will promote a quality education for all Hawaii public school students.

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



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 EDUCATION

RE: SB3209, SD2 –RELATING TO TEACHER PROFESSIONAL DEVELOPMENT

THURSDAY, MARCH 17, 2022

OSA TUI, JR., PRESIDENT  
HAWAII STATE TEACHERS ASSOCIATION

Chair Woodson, and Members of the Committee:

The Hawaii State Teachers Association **strongly supports SB3209, SD2**. 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-2**

Submitted on: 3/15/2022 1:37:09 PM

Testimony for EDN on 3/17/2022 2:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Amie Yee	Individual	Support	Written Testimony Only

Comments:

I fully support SB3209. Please restore educators' 21 hours of job-embedded professional development. It saddened me when teachers got 1.5% pay cut due the removal of this factor from their teaching contract. Teachers truly deserve a raise for teaching in this pandemic, instead of suffering from a pay cut. Please restore the 21 hours so that teachers can have opportunities to improve their skills, and be compensated for the teaching-related times and efforts they put in outside of their regular working hours. Thank you for your consideration and approval of SB3209.



**SB-3209-SD-2**

Submitted on: 3/15/2022 1:43:16 PM

Testimony for EDN on 3/17/2022 2:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Yahna Kawaa	Individual	Support	Written Testimony Only

Comments:

I fully support SB3209 which would restore educators' 21 hours of job-embedded professional development.

**SB-3209-SD-2**

Submitted on: 3/15/2022 2:07:55 PM

Testimony for EDN on 3/17/2022 2:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Cindy Deuz	Individual	Support	Written Testimony Only

Comments:

Aloha Committee Chair and members of the Committee,

I am writing in support of SB3209 SD2 to give teachers back the much needed 21 hours of professional development as we navigate through bridging the gap between students who have thrived with distance learning and those who have not. There are many struggling learners due to the craziness of the past 2 years and we need time to plan adjustments to our curriculum to meet those needs.

Teachers have always been asked to put on many hats but have never been given time to do so. We are expected to do all of this without pay in addition to the many other tasks that we must do in order to be prepared to teach day in and day out. There are no other profession that requires this amount of planning without compensation. Please pass this bill to show support of teachers and all the hardwork that they do.

Thank you so much,

Cindy Deuz

**SB-3209-SD-2**

Submitted on: 3/15/2022 2:41:39 PM

Testimony for EDN on 3/17/2022 2:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Jennifer Azuma Chrupalyk	Individual	Support	Written Testimony Only

Comments:

Mahalo nui loa no keia mea

**SB-3209-SD-2**

Submitted on: 3/15/2022 2:45:53 PM

Testimony for EDN on 3/17/2022 2:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Liz Noetzel	Individual	Support	Written Testimony Only

Comments:

3/15/22

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

I am writing in support of SB 3209, SD2.

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.

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. 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!

Sincerely,

Elizabeth Noetzel

**SB-3209-SD-2**

Submitted on: 3/15/2022 3:24:44 PM

Testimony for EDN on 3/17/2022 2:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Kealakai Lindsey-Meyer	Individual	Support	Written Testimony Only

Comments:

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

I am testifying in SUPPORT of SB3209, which will provide an appropriation for the Department of Education to provide 21 additional hours of professional development for each teacher per calendar year.

My name is Kealakai Lindsey-Meyer, I am a special education teacher at Waimea High School on the island of Kauai, Hawaii. Passing SB3209 will help the DOE in retaining teachers including myself by offering 21 hours of professional development. This time is critical for us teachers and we should be compensated for our valuable time as well. Also, passing this bill will improve the recruitment and retention of qualified teachers. This will not only positively impact both teacher recruitment and retention but also prevent the teacher shortage crisis from getting worse.

Please vote in support of all teachers in Hawaii by passing SB3209.

Mahalo for your time and the opportunity to testify.

**SB-3209-SD-2**

Submitted on: 3/15/2022 3:42:39 PM

Testimony for EDN on 3/17/2022 2:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Jennifer Sarpi	Individual	Support	Written Testimony Only

Comments:

Aloha,

Educators work well beyond their scheduled work hours for a variety of tasks including professional development. Please reinstate the differential pay so teachers can be compensated for the work they do beyond the regular school hours.

Thanks for your consideration.

Jen Sarpi

**SB-3209-SD-2**

Submitted on: 3/15/2022 4:00:40 PM

Testimony for EDN on 3/17/2022 2:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Hilary White	Individual	Support	Written Testimony Only

Comments:

My name is Hilary White. I am in support of SB 3209 RELATING TO TEACHER PROFESSIONAL DEVELOPMENT.

**SB-3209-SD-2**

Submitted on: 3/15/2022 4:09:42 PM

Testimony for EDN on 3/17/2022 2:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Winter leuteneker	doe	Support	Written Testimony Only

Comments:

Dear Committee Members:

I am writing in support of Bill SB3209.

As a special educator I spend countless hours in meetings, planning for students, learning new strategies & completing requirements put on us each year. A current requirement is that all teachers will need to have ELL credits within the next year or 2. To take courses for this takes time & sometimes \$\$\$. This is a perfect example of why having the 21 hours brought back would be beneficial to everyone. If administrators were able to offer times for everyone to complete these requirements & know that we all benefit makes the most sense to me.

please support this bill.



**SB-3209-SD-2**

Submitted on: 3/15/2022 4:21:57 PM

Testimony for EDN on 3/17/2022 2:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Katrina Karl	Individual	Support	Written Testimony Only

Comments:

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

My name is Katrina Karl and I am a teacher at Waipahu High School. I urge you to pass SB3209 to ensure that teachers can be compensated for job-embedded professional development. This job-embedded professional development credit and compensation are especially important for teachers trying to advance in our salary schedule by earning professional development credits. Without job-embedded professional development credit, many teachers will have to complete another professional development course independently. These courses can easily cost a couple hundred dollars, and it takes considerable time to complete these courses. It can even be challenging to secure a spot in an appropriate course.

Katrina Karl

**SB-3209-SD-2**

Submitted on: 3/15/2022 4:29:59 PM

Testimony for EDN on 3/17/2022 2:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Gaylen Pasion	Individual	Support	Written Testimony Only

Comments:

Fully support!

**SB-3209-SD-2**

Submitted on: 3/15/2022 4:35:27 PM

Testimony for EDN on 3/17/2022 2:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
De Austin	Individual	Support	Written Testimony Only

Comments:

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

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

**Teachers in Hawaii are grossly underpaid, especially when you compare their pay with the cost of living here, and compare it yet again to teacher salaries on the continent.**

**If we build our communities up, with an educated population, all of our island residents will benefit. Education provides opportunities for growth and progress for all people. Education is the basis of a democratic society where people are well-versed in their responsibilities and rights. Education leads toward better employment, and earnings, possibly helping our citizens to establish businesses or to create ideas to improve life, the environment, housing, employment, and make positive changes, for all of us.**

**Please vote in support of Senate Bill SB2820 SD2.**

**Thank you for the opportunity to testify.**

**Respectfully,**

**D Austin**

**Kihei, Mau**

**SB-3209-SD-2**

Submitted on: 3/15/2022 4:52:19 PM

Testimony for EDN on 3/17/2022 2:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Phyllis Gurlen	Individual	Support	Written Testimony Only

Comments:

My name is Phyllis Gurlen and I teach 7th & 8th grade english at Waianae Intermediate School in Waianae, Hawaii, and I support SB209.

The Professional Development of 21 hours is beneficial to all teachers. This is one way teachers can improve their skills and, in turn, boost student outcomes. This is needed in building a knowledge base. Gaining and Sharing Expertise. Since the (PANDEMIC), the 21 hours is needed to address the emotional relief and a sense of trust in their peers. Collaboration and leadership of learning so please support this Bill to have a positive impact on educators' confidence. Thank you

**SB-3209-SD-2**

Submitted on: 3/15/2022 5:54:02 PM

Testimony for EDN on 3/17/2022 2:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Dana Kau	Individual	Support	Written Testimony Only

Comments:

RE: SB 3209 RELATING TO TEACHER PROFESSIONAL DEVELOPMENT.

Chair Johanson, Chair Woodson, and committee members:

My name is **Dana Kau**. I am a **teacher** at **Hokulani Elementary School** in **Honolulu**. I am submitting testimony in support of SB 3209 RELATING TO TEACHER PROFESSIONAL DEVELOPMENT.

Please provide enough funds to continue teacher professional development. During this pandemic, teachers have been called upon to learn and grow in a myriad of ways. It is in the benefit of the children of Hawaii, the Dept. of Education, and our state for teachers to receive professional development to continue to support the students, families, and the state of Hawaii. Teachers need to continue learning how to support the students who have been impacted immensely during this pandemic in a multitude of ways. We also need to continue to learn how to navigate technology to address the future of our students as technology is ever-changing and deeply connected to the future occupations that citizens need.

We need your help. Mahalo.

**Dana Kau, Hokulani Elementary, Honolulu, Hawaii**

**SB-3209-SD-2**

Submitted on: 3/15/2022 7:57:51 PM

Testimony for EDN on 3/17/2022 2:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Wendy Nickl	Individual	Support	Written Testimony Only

Comments:

**Dear Chair Woodson, Vice Chair Kapela, and members of the committee,**

**I am submitting testimony in support of Senate Bill 3209, SD2. My name is Wendy Nickl, and I have worked as a public school teacher for 34 years in the State of Hawaii. I am currently a teacher at Kohala Middle School, in the West Hawaii district of the island of Hawai'i.**

**Please support the 21 hours of job embedded professional development for teachers. The work sessions are useful and relevant to our critical work of teaching our students to the best of our ability. During these pandemic times, collaborating with our colleagues and planning helps us be the best prepared we can to academically and socially support our haumana. Help us help our students.**

**Thank you for reading my testimony and for the hard work you do. Please vote in support of Senate Bill 3209, SD2.**

**Mahalo,**

**Wendy Nickl**

**Proud public school teacher**

**SB-3209-SD-2**

Submitted on: 3/15/2022 8:34:02 PM

Testimony for EDN on 3/17/2022 2:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Rebecca Kapolei Kiili	Individual	Support	Written Testimony Only

Comments:

**Aloha Chair Woodson, Vice Chair Kapela 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-SD-2**

Submitted on: 3/15/2022 8:39:52 PM

Testimony for EDN on 3/17/2022 2:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Anjanette Naganuma	Individual	Support	Written Testimony Only

Comments:

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

I, Anjanette Naganuma of Lahainaluna HS, Maui District, am writing in support of SB3209 SD2, 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 re-classification 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.

Mahalo for your time.



**SB-3209-SD-2**

Submitted on: 3/15/2022 8:40:52 PM

Testimony for EDN on 3/17/2022 2:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Pana Kia	Individual	Support	Written Testimony Only

Comments:

More hours for teachers means better learning for students.

**SB-3209-SD-2**

Submitted on: 3/15/2022 9:30:33 PM

Testimony for EDN on 3/17/2022 2:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Angela Huntmer	Individual	Support	Written Testimony Only

Comments:

Aloha Chair and Committee Members,

Please restore the paid job embedded professional development. We teachers spend many hours training in new strategies and programs to enhance teaching and learning. Some of this is "official" a lot more of it is unofficial and on our own time. Please let's have the paid 21 hours restored as a step to compensating for all the research, training and prep with do for our students. Mahalo.

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**Benjamin Duke**

Kailua-Kona

March 15, 2022

Re: SB3209

Committee on Education

Rep. Justin H. Woodson, Chair

Rep. Jeanne Kapela, Vice Chair

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

My name is Benjamin Duke. I am a High School Math and Writing teacher at West Hawaii Explorations Academy PCS on Hawaii Island. I am submitting testimony in support of SB 3209.

Please restore funding for educators' 21 hours of job-embedded professional development. This 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 skill set and achieve higher pay while being compensated for conducting work activities outside of regular working hours. Many teachers take on professional development and schools should continue to provide ways for teachers to improve at their craft. However, teachers should be compensated for the extra time that is spent in professional development. This extra time means that teachers have to find other time for lesson planning and evaluating student work. Please pass this important legislation.

We need your help. Mahalo.

Benjamin Duke

West Hawaii Explorations Academy PCS

Hawaii Island

Senate Committee on Education and Water & Land

March 15, 2022

Hearing Date: March 17, 2022

Hearing Time: 2:00 PM

Hearing Place: Conference Room 309, State Capitol

**RE: SB 3209 RELATING TO TEACHER PROFESSIONAL DEVELOPMENT**

Dear Chair Justin Woodson, Vice Chair Jeanne Kapela, members of the Committee on Education and Chair David Tarnas, Vice Chair Patrick Branco, and members of the Committee on Water & Land:

My name is Shelby Loo and I am a National Board Certified Mathematics teacher at Waimea Middle Public Conversion Charter School who resides with my husband -a Hawai'i County Police Officer, and our two children in the Hamakua district on the Big Island. I have been a teacher at Waimea Middle School for the past 17 years, serving as the sixth-grade level chairperson and currently the Math Department Head and a member of our School's Leadership Team for the past 14 years. I am submitting testimony in support of SB 3209.

The overall health of our community is dependent on the quality of our education system. Designating funds to restore educators' 21 hours of job-embedded professional development is a way to support teachers in their efforts to improve their skill set, which in turn is a win for our community. Teachers deserve to be compensated for the work they do outside of their regular working hours. This effort would also help improve teacher salaries in Hawai'i which in turn would help us retain and attract highly qualified teachers for our keiki.

We need your help to restore these funds.

Please vote in support of Senate Bill 3209.

Mahalo for your consideration.

Shelby Loo

6th Grade Mathematics Teacher, NBCT

Math Department Head, Waimea Middle PCCS

Kamuela, HI 96743

(808)887-6090

**SB-3209-SD-2**

Submitted on: 3/16/2022 4:29:26 AM

Testimony for EDN on 3/17/2022 2:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Richard Stange	Individual	Support	Written Testimony Only

Comments:

When teachers improve our practice, students benefit. Taking this away from teachers is taking it away from students.

**SB-3209-SD-2**

Submitted on: 3/16/2022 7:42:33 AM

Testimony for EDN on 3/17/2022 2:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Gayle Fujita Ramsey	Individual	Support	Written Testimony Only

Comments:

Please vote YES!

**SB-3209-SD-2**

Submitted on: 3/16/2022 7:47:25 AM

Testimony for EDN on 3/17/2022 2:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
cheryl B.	Individual	Support	Written Testimony Only

Comments:

I support.

Please pass this bill to restore educators' 21 hours of Professional Development. It is a step towards showing educators the value of PD and that they are valued as well. This being said, from my experience, Professional Development should always be of value to the person taking it. Educators should have more free choice into what they would like to study. Their time is valuable and it is essential to support them.

**SB-3209-SD-2**

Submitted on: 3/16/2022 8:10:10 AM

Testimony for EDN on 3/17/2022 2:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Chrystie Isaacs	Individual	Support	Written Testimony Only

Comments:

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

I am submitting testimony in support of Senate Bill 3209 SD2. My name is Chrystie Isaacs. I am a teacher in Central District. Professional development is critical for all teachers. Teachers continue to learn and try new things on a daily basis. The 21 professional development hours provide teachers with time to collaborate with team members, learn new ways to engage students, and provide teachers with innovative ideas to use in the classroom. Please vote in support of Senate Bill 3209 SD2. Thank you for the opportunity to testify.

Mahalo,

Chrystie Isaacs



**SB-3209-SD-2**

Submitted on: 3/16/2022 9:03:15 AM

Testimony for EDN on 3/17/2022 2:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
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-SD-2**

Submitted on: 3/16/2022 9:20:41 AM

Testimony for EDN on 3/17/2022 2:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Mara Saltzman	Individual	Support	Written Testimony Only

Comments:

Aloha Legislators,

Please reinstate the 21 hours of professional development. Teachers should be compensated for furthering their understanding of the profession and collaborating beyond the school/work day. Teachers put in an enormous amount of hours beyond the workday and this is fair compensation for that time. Teachers will not stop collaborating beyond the school day and legislation needs to acknowledge this workload and dedication. Another consideration is the high cost of living in Hawaii and the under compensation of teachers for the past many years. Please pass this bill. Thank you.

Sincerely,

Mara Saltzman

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

I am submitting testimony in support of Senate Bills:

- [SB 2819, SD2](#) Relating to teacher compensation (salary compression)
- [SB 2820, SD2](#) Relating to teacher compensation (teacher differentials)
- [SB 3209, SD2](#) Relating to teacher professional development (21 hours)

My name is Roxane Yi. I have been a teacher in the Honolulu district for 18 years. During that time, I have seen many changes. None more so than in the past few years. For a long time the teacher population at my school was stable. However, even with the best administration, there has been an exodus of teachers. Many of them are the best that I have worked with. Some chose to take an early retirement, some chose to work at private schools, some have moved to the mainland, and some just quit teaching altogether. It was difficult to fill their positions. Let me tell you, the teacher shortage is real! When reputable schools such as the one I work at have difficulty filling a teacher position, you know there's a problem.

I support these bills because with their passage, we will be able to retain those bright teachers with the most expertise. This in turn will benefit our schools and students.

Additionally, as someone who has been teaching for 18 years, I have been stuck in the middle of the pay scale. We all know the cost of living is high, added to that the high rate of inflation we are now experiencing. Paying teachers a fair wage with regular steps for years of service will convince teachers to stay in the profession a few more years, preventing the teacher shortage crisis from getting worse.

Finally, please vote yes on the 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 skill set and achieve higher pay while being compensated for conducting work activities outside of regular working hours. This paid time is beneficial for seasoned and new teachers alike. It is a time set aside where we can share our expertise with one another and learn new things together.

Please vote in support of Senate Bills:

[SB 2819, SD2](#) Relating to teacher compensation (salary compression)

[SB 2820, SD2](#) Relating to teacher compensation (teacher differentials)

[SB 3209, SD2](#) Relating to teacher professional development (21 hours)

Thank you for giving me the opportunity to testify.

Sincerely,

Roxane Yi  
Grade 5 Teacher  
Wilson Elementary School  
Honolulu District

**SB-3209-SD-2**

Submitted on: 3/16/2022 9:41:14 AM

Testimony for EDN on 3/17/2022 2:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Christine Russo	Individual	Support	Written Testimony Only

Comments:

**Aloha Chair Woodson, Vice Chair Kapela, 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.**

**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-SD-2**

Submitted on: 3/16/2022 10:09:06 AM

Testimony for EDN on 3/17/2022 2:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Kalelani Ogata	Individual	Support	Written Testimony Only

Comments:

Chair Woodson, Vice Chair Kapela, and members of the Committee. I am submitting testimony in support of Senate Bill SB 3209, SD2 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.

TESTIMONY BEFORE THE HOUSE EDUCATION COMMITTEE ON EDUCATION

RE: SB3209, SD2-RELATING TO TEACHER PROFESSIONAL DEVELOPMENT

THURSDAY, MARCH 17, 2022

LAVERNE MOORE, SPECIAL EDUCATION TEACHER

Chair Woodson, 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. 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.

**SB-3209-SD-2**

Submitted on: 3/16/2022 10:31:15 AM

Testimony for EDN on 3/17/2022 2:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Justin Hughey	Individual	Support	Written Testimony Only

Comments:

Aloha,

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 constantly changing. Having professional development imbedded in the school day is something 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-SD-2**

Submitted on: 3/16/2022 10:59:53 AM

Testimony for EDN on 3/17/2022 2:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Troy Freitas	Individual	Support	Written Testimony Only

Comments:

The 21 hours really helped me move forward in taking advantage of taking classes and heling my pay.

Sincerely,

Troy Freitas

**SB-3209-SD-2**

Submitted on: 3/16/2022 11:40:49 AM

Testimony for EDN on 3/17/2022 2:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Gordon Wong	Hawaii State Teachers Association	Support	Written Testimony Only

Comments:

Testimony for SB 3209, SD2

By: Gordon Wong

As a Hawaii Public school teacher, I am constantly trying to improve myself as a special education teacher and the best way to do that is to take professional development courses. These courses help to sharpen my skills as a teacher and helps to make me a more effective teacher in the classroom so that my students can benefit from a solid education and lead more productive lives. Also by taking professional development courses I will be able to reclassify my teacher classification which helps to raise my salary. With higher teacher salaries, teachers will be able to handle the burden of the high costs of living in Hawaii and be able to take care of their families better and also be able to weather the storm in case of an economic meltdown.

Recently, our school's 21 hours embedded teacher professional development was taken away due to budget cuts and a disruption to our Hawaii economy due to the Covid-19 pandemic. Hawaii public school teachers are the cornerstone of our island communities and we can do a better job of teaching if our council members in our legislature supports us to the fullest.

I highly support SB 3209, SD2 to bring back our Hawaii public school teacher's 21 hours embedded professional development. This will help to create a positive ripple effect in all of our island communities to support teachers and by doing so will help to strengthen the education of Hawaii's keiki.

**SB-3209-SD-2**

Submitted on: 3/16/2022 11:54:49 AM

Testimony for EDN on 3/17/2022 2:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Nancy Usher	Individual	Support	Written Testimony Only

Comments:

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

Please renew the 21 hours of teacher professional development credits for the 2021-2022 school year and beyond. Teachers have been tasked with additional trainings that need to be completed beyond our regular hours and duties with no compensation.

Please support bill SB3209, SD2.

I teach at Hilo High School.

**SB-3209-SD-2**

Submitted on: 3/16/2022 12:10:18 PM

Testimony for EDN on 3/17/2022 2:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Susan Russo	Individual	Support	Written Testimony Only

Comments:

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

My name is Susan Russo and I am submitting testimony IN SUPPORT of Senate Bill 3209 SD 2. Teacher Professional Development is essential to afford teachers and students the best education. Please vote IN SUPPORT of Senate Bill 3209.

Respectfully, Susan Russo

**SB-3209-SD-2**

Submitted on: 3/16/2022 12:11:21 PM

Testimony for EDN on 3/17/2022 2:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Brenna Usher	Individual	Support	Written Testimony Only

Comments:

Please pass bill SB3209 to better support our teachers and work towards improving the quality of education we can provide our keiki. Restoring the paid 21 PD hours will ensure that our state's educators are being given the opportunity to develop and hone their teaching skills and abilities every year.

**SB-3209-SD-2**

Submitted on: 3/16/2022 12:53:50 PM

Testimony for EDN on 3/17/2022 2:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Jody-Lynn Keiko Glickman	Individual	Support	Written Testimony Only

Comments:

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

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

My name is Jody-Lynn Glickman and I am a fourth grade teacher at Kihei Elementary School in Maui, Hawai'i. I am Hawai'i-born, and have been a teacher in Hawaii for ten years. I am committed to my profession, my students, fellow teachers, and the families of Hawai'i who believe a quality education is a right of every child.

As a teacher and a citizen of this state and country, I find that teachers, time and time again, are given the short end of the stick. Our profession is the first to be negatively impacted any time there are budget cuts or a financial crisis. Bill SB3209, SD2 would reinstate our 21 hours of job-embedded professional development. These 21 hours have not only provided opportunity to continuously grow as an educator, but it has provided additional income and credits toward higher pay.

Most of my colleagues have second jobs, dividing their energy and focus between being a good educator and some other job to make ends meet. Colleagues who once stayed past the end of our work day to create quality lessons, prepare materials, and assess and plan for student growth are now leaving school for their second jobs and can no longer put their students first. Teachers are leaving this profession to work in restaurants or take on other employment opportunities because not only is the pay higher, but they are tired of being undervalued and treated with disrespect. One of my fellow fourth grade team members is leaving his teaching career behind to work as a chef, two others are moving to the mainland this summer because the cost of living is too high here for a teacher's salary, and I cannot continue to dip into my own savings to make ends meet. I am tired of our government expecting me to take a pay reduction each and every time our government faces financial difficulties. I am tired of everyone turning their backs on teachers at the drop of a dime. I am tired of being undervalued, underpaid, and disrespected. Give us back our 21 hours of job-embedded professional development so that I can continue to work toward a higher salary and be compensated for the time spent on developing my skill-set.

I humbly ask, please vote in support of Senate Bill SB3209, SD2.

Thank you for reading my testimony,

Jody-Lynn Glickman

**SB-3209-SD-2**

Submitted on: 3/16/2022 12:54:09 PM

Testimony for EDN on 3/17/2022 2:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Kori Oros	Individual	Support	Written Testimony Only

Comments:

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

**I am submitting testimony in support of SB3209 SD2**

**I am a 3rd grade teacher in the Central District. I was raised in Makakilo,I teach at a Title I School. I have been teaching for 13 years.**

Please restore our 21 PD hours. The work required to teach well is beyond our prep time and many teachers are working until 5 :30 pm (such as my self) in order to do a good job. I do this out of the kindness of my heart - however I'm giving up time with my 7 year old, time with my family, time living my life which saddens me. Also, teachers like me normalize this behavior and make other teachers who leave at 3:15 look like they aren't good teachers.

Please consider compensating us for the extra time we put in.

**Please vote in support of SB3209 SD2**

**Thank you for the opportunity to testify,**

**Kori**



**SB-3209-SD-2**

Submitted on: 3/16/2022 1:06:45 PM

Testimony for EDN on 3/17/2022 2:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Nanna Lindberg	Individual	Support	Written Testimony Only

Comments:

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

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

My name is Nanna Lindberg and I am a science teacher at Maui High School. I'm strongly urging you to pass this bill. For too long, teachers have been under compensated for their hard work. They are leaving the profession for better paying opportunities and to be able to support their families. my husband is also a teacher, and together we have two kids. The education we want for them is one that is sufficiently funded and led by the best teachers. We are losing those teachers. Through the pandemic, despite federal aid proposed to be used for teacher compensation, we have suffered a pay cut, and a new contract with no increases in pay. Many teachers ratified our new contract believing that the one time bonus passed by legislature was coming so that we wouldn't be suffering a pay cut. That did not happen as it was vetoed by the Governor and legislature did nothing to override that decision. This bill would be one, although not enough, step towards stabilizing the teacher workforce for our future generation. The 21 hours of professional development is a crucial time for teachers to receive professional development related to student success. For some teachers it also means credits that can be used towards reclassification and salary increases. Schools and principals rely on this time to provide teachers with professional development ultimately directed at improving education for our keiki.

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

Nanna Lindberg MSc, PhD

**SB-3209-SD-2**

Submitted on: 3/16/2022 1:12:47 PM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
SHIRLEY YAMAUCHI	Individual	Support	Written Testimony Only

Comments:

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

My name is Shirley Yamauchi, a 22-year veteran public school teacher at Kapolei Middle School, Leeward Oahu. I am submitting testimony in support of Senate Bill 3209.

**I am in strong support of Senate Bill 3209, SD2 which would restore educators' 21 hours of job-embedded professional development.** This was removed from the HSTA contract last year due to budget cuts, resulting in a 1.5% pay reduction for teachers. We need to restore this paid professional development for our teachers!

I personally know two teachers in my grade level, who cannot even afford to take a \$150 professional development class from HSTA! I asked them if they could put it on a credit card and have it reimbursed after the class was over, and it was not even a possible option for either of them. For some teachers, the 21 hours is the only way they can move up in their pay scale, as Hawaii does not honor years of service in our teaching profession. The 1.5% pay deduction has affected how we buy our groceries, limit our car usage, reducing our recreational spending. As a mother of an almost seven-year-old, I can no longer work 3-4 part-time jobs outside of my teaching career.

**Please vote in support of Senate Bill 3209.** Thank you, the committee for the opportunity to testify today through this written piece.

**SB-3209-SD-2**

Submitted on: 3/16/2022 1:15:49 PM

Testimony for EDN on 3/17/2022 2:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Logan Okita	Individual	Support	Written Testimony Only

Comments:

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

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

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

After having the additional 21 hours of professional development for so many 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. 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. Thank you for the opportunity to testify!

Sincerely,

Logan Okita, MEd, NBCT

**SB-3209-SD-2**

Submitted on: 3/16/2022 1:30:15 PM

Testimony for EDN on 3/17/2022 2:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
John Fitzpatrick	Individual	Support	Written Testimony Only

Comments:

Aloha Honorable House of Representatives,

I strongly support this bill to re-implement the 21 hours which helps educators collaborate, learn from each other, and better serve our students needs. I personally lost ~\$900 this past year because the Governor took our 21 hours away. At our school we ended up using time we normally use to grade papers and prepare for our students to do our Waac accreditation duties that we normally do during the 21 hours. This also helps teachers reclassify which gives them a pay increase and helps them continue to live in this very expensive state. I used 18 of the credits which helped me get to class 7 and begin to earn a modest living with a masters degree and a 42 pd credits that lifted me as a teacher to better take care of my students.

Please re-emolument the finding for 21 hours so the time could be used to implement the superintendents 311 plan. Right now his 311 plan is just lip service.

Mahalo,

Fitz

Maui Waena Intermediate School Science Educator

**SB-3209-SD-2**

Submitted on: 3/16/2022 1:40:00 PM

Testimony for EDN on 3/17/2022 2:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Kaleolani Hanohano	Individual	Support	Written Testimony Only

Comments:

**TESTIMONY BEFORE THE HOUSE COMMITTEE ON EDUCATION**

**RE: SB 3209, Proposed SD2 RELATING TO TEACHER 21 Hours PROFESSIONS DEVELOPMENT**

**Wednesday, March 16, 2022**

**Aloha e Chair and members of the Education Committee:**

**My name is Josette Kaleolani Akim Hanohao. I am a teacher at Kahuku High & Intermediate School in the Windward District in the moku of Ko`olauloa on the island of O`ahu o Kakuhihewa. I am submitting testimony in support of SB 3209, Proposed SD2.**

**Please provide enough funds to fix the teacher salary compression issue, provide funding for the pay differentials for teachers in special education, Hawaiian language immersion, hard to staff positions to show that we as a state value our hardworking teachers. Furthermore, provide “everlasting” funding to create and maintain the 21 hours professional development system as part of the “automatic” budget item needed to maintain quality education in every classroom statewide. The Department of Education will need \$60 million more than this bill provides to do so. Our teachers are worth it as they are important for the future of our keiki.**

**In regard to the 21 Hours of Paid Professional Development:**

**Professional development gave me the tools and skills to stay modern with the needs of students. It allowed me the time to plan ahead for changing trends in education. In order to realize areas of strength and areas that need attention for growth. It also introduced me to new ways of thinking, pedagogy that was cutting edge and allowed me to meet educator researchers who were effecting change globally. Professional development for me was a way to practice and reassess my teaching to connect with my place and culture that makes Hawai`i special.**

**Right now we need you to work at pushing this critical piece of legislation through. Please do the job your ancestors put you in the capitol to do, make great things happen for even the smallest of us.**

**I ke hana ka `ike!**

**The learning and knowledge is in the work!**

**Josette K. Akim Hanohano**

**Windward District, Moku o Ko`olauloa i O`ahu o Kakuhihewa**

**SB-3209-SD-2**

Submitted on: 3/16/2022 1:46:32 PM

Testimony for EDN on 3/17/2022 2:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Brad Kusunoki	Individual	Support	Written Testimony Only

Comments:

**Chair Woodson, Vice Chair Kapela 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.**

**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-SD-2**

Submitted on: 3/16/2022 1:56:05 PM

Testimony for EDN on 3/17/2022 2:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Brian Flatt	Individual	Support	Written Testimony Only

Comments:

Aloha,

Please support SB3209. I have been a teacher since 2009 and have had more pay cuts than I have had pay increases. One of the ways teachers can increase their salary is to pay for professional development classes. Most classes cost around \$250 and we need to take 5! Who has ever heard of a profession where people need to pay for a raise? With the passage of this bill there will be an additional way to accumulate credit towards a reclassification and we will get compensated for our time rather than paying hundreds of dollars. Please support teachers by supporting this bill.

Mahalo Nui Loa!

Brian Flatt



**SB-3209-SD-2**

Submitted on: 3/16/2022 1:59:11 PM

Testimony for EDN on 3/17/2022 2:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Chris	Individual	Support	Written Testimony Only

Comments:

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

I am submitting testimony in support of Senate Bill 3209. My name is Chris Neppl, and I have been a part of Honolulu District, Kaimuki-McKinley-Roosevelt Complex Area for 20 years. I currently teach 4th grade at Jefferson Elementary School.

This bill will impact teachers' opportunities for professional development at school, which will provide the opportunities to improve our teaching practices to better support our keiki. This bill will provided those necessary professional development credits to support my ability to move up the pay scale to help support my family and I here in Hawaii, securing a life here in Hawaii. This bill will return the 1.5% paycut teachers had to take, which will provide a higher salary supporting a life in this expensive state, which will increase a commitment to staying in Hawaii, and teaching our keiki. The passing of this bill will ensure deeper roots here because we will be getting paid more and provided the opportunities and supports to improve ourselves as teachers to better help our students achieve more.

**SB-3209-SD-2**

Submitted on: 3/16/2022 1:59:36 PM

Testimony for EDN on 3/17/2022 2:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Joy Shlachter	Individual	Support	Written Testimony Only

Comments:

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. Mahalo."

**SB-3209-SD-2**

Submitted on: 3/16/2022 2:04:38 PM

Testimony for EDN on 3/17/2022 2:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Laura Burton	Individual	Support	Written Testimony Only

Comments:

Aloha,

My name is Laura Burton. I am a long time resident of Kauai, and have been teaching elementary school for 12 years at our public schools on the island.

I am writing this testimony in support of reinstating the PD 21 hours for our DOE teachers, to help them earn their credits for pay increases. Furthermore, I believe it would be more beneficial for all of our teachers to have a 15 PD credit requirement merely to renew their licenses, and NOT have it tied directly to pay raise.

In California, teachers have 5 years to earn their additional 15 credits in order to renew their teacher license. They do, however, automatically get annual pay raises.

It is incredibly stressful to have to take a semester worth of courses every time we want a small pay increase. We do have things outside of our job that we need to, or would like to be doing. Plus, taking these additional courses is very stressful and is often a distraction from focusing on our students. While some good strategies and insights are provided in many of the PD courses, they are a huge time commitment, and again distract from our regular planning and other job demands.

Please consider going to a 15 credit for license renewal, with automatic annual pay raises for teachers performing well. And, in the meantime, the PD 21 hours getting reinstated would be very helpful to us all.

Thank you for hearing my testimony.

Mahalo, Laura Burton

## **SB 3209, SD2**

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

I am submitting testimony in support of Senate Bill 3209, SD2 relating to teacher professional development (21 hours).

My name is Michael Shumate and I teach at Paauilo Elementary and Intermediate School. I am a recently renewed, national board certified mathematics teacher. My wife and I are self-made, hardworking teachers and we love the field of education. We also know that it can be difficult to make ends meet as an educator in this state, and that's why I've always taken every opportunity afforded to me by the DOE to advance my salary. I completed professional development courses, did my masters degree, and completed the national board certification process for early adolescent mathematics teachers. I've appreciated every effort our state has made to honor teachers with additional compensation, and I've suffered through all of the low moments as well, such as "furlough Fridays" and "The Last, Best and Final Offer," received in place of a union negotiated contract.

I support this bill because the provision of 21 hours of teacher professional development allowed for an increase in teacher compensation, while putting ability in the hands of administrators to improve the collective focus of the teachers in their schools. I've testified about the need for increased compensation in my remarks concerning the other bills being discussed. I would make similar arguments here about the benefits of improved teacher compensation toward keeping effective teachers in positions where they may create stability and fine tune the school's curricular offerings over time.

The professional development piece gives the school the needed time to more quickly increase the effectiveness in complement with the improved consistency of the faces in the faculty. In other words, we need to increase the desirability of these teaching positions so that they become more competitive and so that administrators can then have the luxury of being more selective. The bill at hand will then put the paid teacher work hours in the hands of administrators so that they can better implement high quality educational initiatives that provide promise to our students.

Again, I strongly support this bill and I ask that you please vote in support of Senate Bill 3209, SD2. Much mahalo to the committee and for the opportunity to testify.

Sincerely,

Michael H. Shumate

**SB-3209-SD-2**

Submitted on: 3/16/2022 2:53:30 PM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
melinda.a.martinez	Individual	Support	Written Testimony Only

Comments:

I have a brief mo'olelo to share now that another committee is hearing Senate Bills that are designed to address reparations for educators and I would like to thank you for taking time to read my testimony.

I've taught as a public school teacher only since 2018. I began my "career" in Hawaii although I've been highly qualified with a MAEd since 2010, hold 3 endorsements, and have 20+ years experience in private education. My rate of pay increased as I moved to Maui to pursue my passion for educating but with massive cost of living increases, I really did not receive a raise. I also spent \$10,000 to relocate which under the 2018 tax umbrella was no longer reimbursable due to the nature of my employment/relocation.

Just this past Monday, as I traveled to see fiends on Oahu I was required to undergo an emergency appendectomy. This is not something I could ignore and now my out-pocket payment totals \$2400. In October 2021 I had to undergo another surgery. This was not life threatening, but an elective procedure that has impacted my quality of life for many years. I had to relay it due to Covid. In November 2021 I needed a root canal and a crown, another procedure that was necessary for quality of life reasons.

To-date for the 2021/2022 school year I will have run up just under \$5000 in medical expenses.

My pay as a HIDOE teacher was cut with my first compression and the reduction in 21 hours (which impacts further pay raises as I engage relentlessly in PD courses to reclassify) this school year. The funds were available but they were shamefully withheld. Additionally, like every other teacher in Hawaii, the proposed one-time teacher incentive of \$2200 was not received because of the governor's veto. No thank you for teachers who showed up during the hardest year to-date and revamped their teaching practices and philosophies to keep a modicum of normalcy for our students.

These three inequities total approximately \$5100 pre-tax. This is a personal shame because this is almost the exact amount I needed this school year to ensure my physical and emotional/mental health. I must ask, how am I supposed to give 100% each day, to each of my students, our keiki, Hawaii's future, if I do not feel physically and emotionally well because of "minor" and solve-able health issues? Are you as effective when you are less than 100%? The decisions relating to teacher compensation made by Hawaii's cabinet should not be taken lightly and I must confess I feel they are, time and time again as the past 40 years demonstrates.

My story is only one of many. I resolutely resolve to recover financially but it is going to take time and fortitude. I feel that is what is expected of teachers though, our dedication and passion is supposed to outweigh the hardships imposed with frequency and fluency because the legislature decides to deprioritize education in a negligent manner.

I share my story today to open your eyes to plights, situations, circumstances that may not be on your radar because you are more fortunate than the lowly teacher. I chose to address my health needs out of necessity but admittedly found out a month ago that my 2012 Mazda needs \$3300 in car repairs. Those will be taking a backseat for now, I just hope I can make it to and from work the rest of this school year.

**SB-3209-SD-2**

Submitted on: 3/16/2022 5:26:33 PM

Testimony for EDN on 3/17/2022 2:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Una Burns	Individual	Support	Written Testimony Only

Comments:

Dear Chair Woodson, Vice Chair Kapela, and members of the Committee:

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

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. Everyone wins with life long learning!

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-SD-2**

Submitted on: 3/17/2022 8:57:17 AM

Testimony for EDN on 3/17/2022 2:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Karen Veriato	Individual	Support	Written Testimony Only

Comments:

Aloha Chair Woodson, Vice-Chair Kapela, and Committee Members,

I strongly support the passage of SB-3209, SD2. 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 this legislative session.

Thank you for this opportunity to testify.

Karen