

DAVID Y. IGE
GOVERNOR



CRAIG K. HIRAI
DIRECTOR

GLORIA CHANG
DEPUTY DIRECTOR

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

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

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

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

March 22, 2022
9:00 a.m.
Room 312 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.



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

Date: 03/22/2022

Time: 09:00 AM

Location: 312 Via Videoconference

Committee: House Labor & Tourism

Department: Education

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

Title of Bill: SB 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)

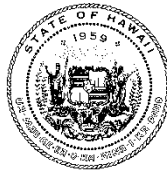
Department's Position:

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.



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

March 19, 2022

WRITTEN TESTIMONY BEFORE THE HOUSE COMMITTEE ON EDUCATION

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

DATE: March 22, 2022

TIME: 9:00 pm

LOCATION: Conference Room 312 and Video Conference

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

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 will promote quality education for all Hawaii public school students.

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

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
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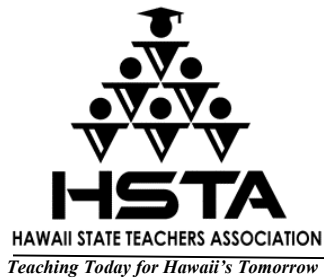
FOR: SB 3209 SD2 Relating to Teacher Professional Development
DATE: March 22, 2022 at 9:00 AM
COMMITTEE: Committee on Labor & Tourism
ROOM: Conference Room 312 & Videoconference
FROM: Yvonne Lau, Interim Executive Director
State Public Charter School Commission

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

The State Public Charter School Commission ("Commission") appreciates the opportunity to submit this testimony in **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.



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Lisa Morrison
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Wilbert Holck
Executive Director

TESTIMONY BEFORE THE HOUSE COMMITTEE ON LABOR & TOURISM

RE: SB3209, SD2 –RELATING TO TEACHER PROFESSIONAL DEVELOPMENT

TUESDAY, MARCH 22, 2022

OSA TUI, JR., PRESIDENT
HAWAII STATE TEACHERS ASSOCIATION

Chair Onishi, and Members of the Committee:

The Hawaii State Teachers Association **strongly supports 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: 3/20/2022 11:59:14 PM

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

Submitted By	Organization	Testifier Position	Testify
Inga Park Okuna	HSTA	Support	Written Testimony Only

Comments:

Aloha and thank you for the work you do for our state. I am writing to ask you to support SB3209 SD2 which will restore the 21 hours of job-embedded professional development (PD) for teachers. The 21-hours of PD provided a much needed opportunity for teachers to engage in learning to better their professional skills. I know teachers who were finally able to move up into a different class on the contract because of the 21 hours we had been granted. If you have ever taught in a classroom, you know that there are countless hours that go into planning lessons (and correcting student work). Many of our teachers work 2nd, and even 3rd, jobs to make ends meet. Many don't have the time or money to be able to take PD courses outside of work hours. Providing PD during work hours makes it doable for them.

I have been an educator since 1988. When I first taught in the classroom, we had some curricula to use but many of the lessons were created from scratch. We didn't have access to the kind of instructional practices and data that exist today. Nor did we have access to much technology. We used film projectors and mimeograph machines. Teachers now are being required to continually learn new and exciting ways to teach, as well as the technology that goes with it. During the pandemic, teachers had to master many new programs and apps while also honing their instructional practices.

Newer teachers are required to take PD courses in order to move up the pay scale but veteran teachers who are already in Class VII have little extrinsic motivation to continually take PD courses outside of school. Of course many teachers take courses even if they don't need the credit, but often it's very hard to commit to a weekly course in our already busy schedules. We may have families with young children and/or aging parents to care for, 2nd or 3rd jobs, volunteer work, papers to grade, lessons to plan, and lives to lead. I don't know of many jobs in which employees are expected to take classes outside of work, yet that is what happens with teachers. It seems very fair and sensible to offer PD embedded in the work day so that all teachers have access to paid professional development similar to what many other professionals are offered. We expect teachers to keep up with the latest educational best practices. We expect teachers to know and apply them. Please help ensure that all teachers have access to 21 hours of professional development during their work day.

Thank you for your kind support of educators,

Inga Park Okuna

HSTA Honolulu Chapter President

Kalihi Uka School Counselor

Parent of a Roosevelt High School senior



UNIVERSITY OF HAWAII SYSTEM

Legislative Testimony

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

By

Nathan Murata, Dean
College of Education

And

Michael Bruno, PhD
Provost

University of Hawai'i at Mānoa

SB 3209 SD2 – RELATING TO TEACHER PROFESSIONAL DEVELOPMENT

Chair Onishi, Vice Sayama, 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 Hawai'i 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 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.

TESTIMONY BEFORE THE HOUSE EDUCATION COMMITTEE ON EDUCATION

RE: SB3209, SD2-RELATING TO TEACHER PROFESSIONAL DEVELOPMENT

TUESDAY, MARCH 22, 2022

LAVERNE MOORE, SPECIAL EDUCATION TEACHER

Chair Onishi, and Members of the Committee:

I, Laverne Moore, special education teacher at McKinley High School, speaking on behalf of the McKinley High School Special Education Department, we strongly support 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: 3/18/2022 4:08:25 PM

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

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

Comments:

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

I am testifying in SUPPORT of 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: 3/18/2022 4:30:56 PM

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

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

Comments:

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

I am submitting testimony in support of Senate Bill 3209. My name is Michael Richey, I teach English Language Arts at Kailua High School. I, very gratefully, call this place my hometown, having been born and raised here. Unfortunately, as a public school educator, my salary does not allow my fiance and I to have the chance at owning a property in Kailua, or any of adjacent areas. This is, generally speaking, a problem many face here in Hawaii. SB 2819 would give my small burgeoning ohana, and all of my fellow educators, a greater chance at affording a healthy lifestyle so that they can continue to support and nurture our keiki.

Please vote in support of Senate Bill 3209!

With aloha & gratitude,

Michael Richey

SB-3209-SD-2

Submitted on: 3/18/2022 4:45:00 PM

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

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

Comments:

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

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

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

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

Please vote in support of Senate Bill SB 3209, SD2. Thank you for your time and the opportunity to testify.

Kind Regards,

Lihau Kaapuni

SB-3209-SD-2

Submitted on: 3/18/2022 4:52:23 PM

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

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

Comments:

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

Name is Michael Press and I am a teacher at Ilima Intermediate on Oahu in Ewa Beach. I am writing you to support SB3209 addressing teacher compensation. The past 2 years has been difficult for all of Hawaii but those that have been hit very hard has been teachers. Bill 3209 would guarantee that teachers in Hawaii, like their counterparts around the United States, can progress through PD and move along the payscale.

Mahalo Nui,

Michael Press

SB-3209-SD-2

Submitted on: 3/18/2022 5:23:51 PM

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

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

Comments:

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

I am writing in support of SB3209. The 21-hours of professional development is crucial for teachers to continually improve their teaching practice and to better the quality of education provided to our keiki. Currently, teachers are tasked to find and pay for professional development courses on their own. This sounds simple, but the costs of these professional development courses can be too much for a young teacher. Some courses cost upwards of \$300, which is difficult to spare as a young person with college debt who is paying rent in Hawai'i. Even if the professional development course offerings were affordable, there are not enough course offerings to support the demand of teachers wanting to take professional development courses. In one of my first experiences trying to register for a course, I waited a single day to register because I wanted to make sure I had the time and resources to complete the course. By the next day, the course had filled up. There are only 30 seats per course and thousands of teachers. The math doesn't add up. Furthermore, sometimes the professional development courses are highly specialized and don't apply to your field. For example, I am an instrumental music teacher. Taking a professional development course in coding will not help improve my practice as a music teacher.

The 21-hours of professional development not only gives all teachers an opportunity to take professional development courses, but also allows administrators to ensure that all staff are on the same page and learning material in line with the school's vision. Previously, when the 21-hours was implemented, I had a very pleasant experience learning about Visible Learning practices with my colleagues, and it helped student achievement because all teachers were using a uniform system of learning accountability. The 21-hours is a win for all parties involved. Administrators get to unify the staff and better align teacher practice with the school's vision, teachers get opportunities to better their teaching practice without shelling out hundreds of dollars, and the students get to learn from better prepared teachers who are consistent in the learning systems being implemented.

Again, please support SB3209. This is a win-win-win for all stakeholders.

Thank you for your time.

SB-3209-SD-2

Submitted on: 3/18/2022 5:24:17 PM

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

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

Comments:

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

I am submitting testimony in support of Senate Bill 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-SD-2

Submitted on: 3/18/2022 5:31:59 PM

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

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

Comments:

That 1.5% paycut hurt teachers. It also demonstrated how little the DOE thinks of educators. If you want to have trust with teachers and the community, start valuing teachers and kids. It's sad to see how teachers are treated. They deserve better pay to start with!

SB-3209-SD-2

Submitted on: 3/18/2022 6:12:11 PM

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

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

Comments:

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

I am submitting testimony in support of Senate Bill 3209, relating to teacher professional development. My name is Hilary White and I currently teach students in the Windward District. I have been a full time educator for almost 19 years. I have taken college courses to get my masters degree, as well as taking other classes to advance my education and earn pd credits, much of it on my own dime. Continued education is very important to keep up to date on best practices. The 21 hours of professional development provides each teacher the same training with the opportunity to support their colleagues as they synergize to do what is best for our students. I plead with you to vote in SUPPORT of Senate Bill 3209, reinstating the 21 hours of Professional Development for Educators. Our students deserve well trained teachers. Thank you for this opportunity to testify in SUPPORT of Senate Bill 3209.

Respectfully,

Hilary White

SB-3209-SD-2

Submitted on: 3/18/2022 7:34:35 PM

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

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

Comments:

The advent of the pandemic has put more demands on our profession. The respinse we got was a cut on our hours and, therefore, our salary. We need PD to continue to be able to meet the needs of our students, and to grow in our job. Please reinstate the 21 hours. Thank you,

SB-3209-SD-2

Submitted on: 3/18/2022 7:39:05 PM

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

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

Comments:

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

I am submitting testimony in support of Senate Bill 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: 3/18/2022 8:17:29 PM

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

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

Comments:

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

I am writing in favor of reinstating the 21 PD hours that paid us to do the work that we need to do, especially now with the distance learning gaps. Teachers are usually on the short end of things when it comes to salary and budget cuts. We need to fix that so teachers can get paid for the extra meetings and trainings. Taking away those precious 21 hours makes it difficult to plan and implement things as a school, as a grade level, and as a classroom teacher because you just don't have the time to do it. So teachers have to do it on their own time. This makes it difficult to entice new teachers because who would want to go into a profession that requires you to work so many unpaid hours in addition to having to buy your own supplies and supplies for your students? Please favorably consider this bill and pay teachers for the hours that they put in to help Hawaii's keikis thrive.

Thank you,

Cindy Deuz

SB-3209-SD-2

Submitted on: 3/18/2022 11:25:16 PM

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

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

Comments:

TESTIMONY BEFORE THE HOUSE COMMITTEE ON EDUCATION

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

Friday, March 18, 2022

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

My name is Josette Kaleolani Akim Hanohao. I am a teacher at Kahuku High & Intermediate School in 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 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 \$50 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. It connected me with other people that helped me to realize areas of strength and areas that need attention for growth. It also introduced me to new ways of thinking, and new pedagogy and systems of assessment that were cutting edge. The best part of PD is meeting educator researchers who were effecting change globally. Professional development for me was a way to practice and reassess my teaching, ease into observations, and connect with my place and culture. This is the type of educator our children need in the classroom, someone living in the curriculum, authentically shaping the learning ,and bending the teaching so the future leaders of Hawai`i are exposed to the dynamics of the global village with positivity, passion and wonder.

In closing, It is in the work that knowledge is attained and right now we need you to work at pushing this critical piece of legislation through. Please do the job your kupuna put you in the capitol to do, make great things happen for Hawai`i pono`i and restore our aloha!

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: 3/19/2022 9:08:04 AM

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

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

Comments:

Dear Legislators,

Teachers, being the givers that they are, will generally continue to collaborate and plan lessons beyond the regular school day whether you fund this bill or not. The purpose of funding this bill would be to provide teachers with fair compensation in an underpaid and understaffed profession. The State of Hawaii needs to make more of an effort to retain hardworking professionals for the sake of the children. Supporting and funding this bill would help to prevent teacher loss in Hawaii. Please support this bill. Thank you.

Sincerely,

Mara Saltzman

SB-3209-SD-2

Submitted on: 3/19/2022 10:33:11 AM

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

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

Comments:

House Committee on Labor & Tourism

3/22/22 Video Conference

SB3209 - Relating to Teacher Professional Development

IN SUPPORT

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

I am testifying in favor of SB3209 relating to teacher professional development to reestablish teacher 21 hours of PD credits. I believe that the passing of this bill will help many teachers to better survive and thrive living in Hawai'i. I was born and raised on O'ahu and would love to retire as a teacher in my home state. I have struggled to pay rent and have had to move my family back home to live with my parents. If I did not do this my children would not be able to play sports or music because we would not be able to afford anything extra other than food and rent. I have had many friends, who are teachers, move out of state and they have been able to afford a home, extra curricular activities for their children and basic necessities without having to worry about not having enough money to cover it all. I have worked tirelessly over my teaching career to increase my pay by taking professional development classes on the weekends and during the summer. I have paid out of pocket to take these courses to increase my pay. These courses have been beneficial and have helped me to be a better teacher, but I am already at the highest level of the payscale and cannot do anything else to increase my pay level, besides getting a second job.

This is why I encourage you to vote YES on bill SB3209 to help teachers like me to be able to stay in Hawai'i and provide the best we can for our families.

Thank you for your time and support,

Heather Ramiro

Central District Teacher

SB-3209-SD-2

Submitted on: 3/19/2022 10:09:38 AM

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

Submitted By	Organization	Testifier Position	Testify
Cara Lynn Nishijima	Individual	Support	Written Testimony Only

Comments:

Teachers can only benefit from this. Students can only benefit from this as well. Lifelong learning is important no matter what career path you chose. However, learning about new ways to teach can only enhance teachers teaching ability... Please support this

SB-3209-SD-2

Submitted on: 3/19/2022 11:24:31 AM

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

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

Comments:

I am writing to request you pass the bill 3209 to provide public school teachers with job embedded professional development. It is imperative to our work that we have meaningful opportunities to grow and increase our teacher skills. Having the professional development imbedded in our work schedules allows for all teachers to benefit in multiple ways from this important esesntial aspect of our work. Thank you in advance for your consideration and passing SB3209.

SB-3209-SD-2

Submitted on: 3/19/2022 11:49:13 AM

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

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

Comments:

Chair Woodson, Vice Chair Kapela, and members of the Committee. I am submitting testimony in support of Senate Bill SB 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-SD-2

Submitted on: 3/19/2022 12:18:24 PM

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

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

Comments:

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

I strongly support SB3209 SD2. I have been a public school teacher for most of my career and recently made the transition to being a school counselor. Although I have an advanced degree, I cannot afford to buy a home in Hawaii with my salary. I live paycheck to paycheck paying for my student loans and living expenses. With the high cost of living quickly getting worse here, our public school educators desperately need help and every little bit counts. I can say that many of my colleagues come to campus early and leave way after our workday ends. After school I see many grade levels collaborating in the workroom. Afterschool is also another time where project/resource teachers are able to discuss and touch bases with classroom teachers. We would greatly appreciate the additional 21 hours to be reinstated. Please vote in support of Senate Bill SB3209 SD2. Mahalo.

SB-3209-SD-2

Submitted on: 3/19/2022 12:41:10 PM

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

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

Comments:

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

My name is Rebecca Kapolei Kiili and I strongly support SB 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: 3/19/2022 3:35:47 PM

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

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

Comments:

I support this bill so teachers have a way to continue their education.

SB-3209-SD-2

Submitted on: 3/19/2022 6:10:15 PM

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

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

Comments:

Dear Legislators,

Professional development is compensated in other City and County and State profession. A police officer is compensated for additional training. Teachers, who are mostly women, are expected to attend professional training on their own times. Teachers are not even compensated for overtime. Show the world that Hawaii values education.

Do the right thing,

Erin

SB-3209-SD-2

Submitted on: 3/19/2022 7:23:45 PM

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

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

Comments:

Dear Distinguished Members of the Legislature,

I am writing in support of bill SB3209 SD2 related to the 21hrs Professional Development. Most jobs provide you an annual raise (especially with increases in cost of living), not teaching in Hawaii. You must take Professional Development Courses that often cost a lot out of pocket and take a lot of our free time, resulting in many hours of additional work. With the 21hrs Professional Development, it provides 3 credits each year towards your 15 credit requirements to move up in salary. That helps a lot, I have teacher friends that were able to move up every 5 years by just completing that requirement. If it hadn't been cut from our contract, I would have been able to move up a step this year.

Please pass the bill to reinstate our 21hrs Professional Development, it would greatly help us struggling teachers.

Mahalo for the opportunity to share my testimony.

Sincerely,

Karol Wack

Special Education Teacher

Honoka'a Elementary School

SB-3209-SD-2

Submitted on: 3/19/2022 9:01:12 PM

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

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

Comments:

Dear Chair Onishi, Vice Chair Sayama, 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: 3/20/2022 5:57:23 AM

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

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

Comments:

Our 21-hours of job embedded professional development provided administrators an opportunity to provide their faculty with continued on sight job training and continued growth. Since this was taken away from us, soe teachers went an entire school year without professional development. When teachers continue to become better at our jobs, students benefit the most.

Taking this away from teachers is taking it away from students. I cannot think of anything any more shameful.

SB-3209-SD-2

Submitted on: 3/20/2022 7:15:32 AM

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

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

Comments:

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

I am submitting testimony in support of SB3209 SD2 and I am a 20-year teacher at Kalama Intermediate on the island of Maui.

Ensuring 21 hours of professional development for teachers has been a great way for students to receive better teachers and a way for teachers to improve while being on the job. Also, by not having 21 hours this past year resulted in a 1 1/2% pay cut to teachers. A pay cut only applied to teachers and not to other state employees has made the job more difficult to continue in this profession

Please vote in support of SB3209 SD2 to ensure students in Hawai'i have teachers that are becoming better teachers and need to worry less about the financials parts of the job

Thank your for this opportunity to testify

SB-3209-SD-2

Submitted on: 3/20/2022 10:26:29 AM

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

Submitted By	Organization	Testifier Position	Testify
Jodi Chun	Individual	Support	Written Testimony Only

Comments:

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

I am in support of SB3209 SD2 and would like to kindly ask for your support of it as well. This bill would allow teachers to be commensated for our professional development.

Mahalo for your time and consideration.

SB-3209-SD-2

Submitted on: 3/20/2022 12:11:23 PM

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

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

Comments:

ABSOLUTELY SUPPORT this bill.

I have not hit the salary ceiling yet and this is so critical for my morale in terms of going in to work every day and teaching.

Seeing a light at the end of the tunnel that things will get financially better is always a help in morale and a teachers ability to wake up, go to work and do it all over again.

PLEASE help us teachers. Taking away the PD credits was an instant payout to so many teachers because inflation goes us 1-2% on a typical year and 8% this year.....we are actually LOSING money and our *real* salaries are DROPPING every year. The miniscule pay increase we get for 15 professional development credits which includes the PD hours in question...is only \$1500 per year at best. It takes the average motivated teacher **three years to get the 15 credits to qualify for this pay raise WITH** the PD hours in question....and it is such a small pay raise that it actually amounts to an adjustment for inflation based on a 1% inflation rate!! **THINK ABOUT THAT!** By taking away these pd hours, teachers lose even MORE because their salary does not even keep up with a 1% inflation rate whcih these PD hours helped provide in the form of leveling up with credit hours. Please reinstate the PD hours. It is literally throwing crumbs to teachers who depend on these hours to help them keep up with the infltion rate. It is still NOT ENOUGH but will at least show that your hearts are in the right place. Mahalo.

SB-3209-SD-2

Submitted on: 3/20/2022 3:55:19 PM

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

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

Comments:

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

I am submitting testimony in support of Senate Bill SB 3209, SD2

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

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.

Please vote in support of Senate Bill SB 3209, SD2

Thank you for the opportunity to testify,

Colleen Parlee

SB-3209-SD-2

Submitted on: 3/20/2022 5:33:58 PM

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

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

Comments:

This support of professional development is needed in order to continue retaining teachers as well as ensuring that Hawaii can continue to have highly educated teachers.

SB-3209-SD-2

Submitted on: 3/20/2022 5:57:54 PM

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

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

Comments:

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

I am submitting testimony in support of Senate Bill 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 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. Thank you for the opportunity to testify!

Sincerely,

Logan Okita, NBCT

SB-3209-SD-2

Submitted on: 3/20/2022 6:52:13 PM

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

Submitted By	Organization	Testifier Position	Testify
Maria Gordon	Individual	Support	Written Testimony Only

Comments:

- Chair Woodson, Vice Chair Kapela, and members of the Committee:
- I am Maria Gordon and teach in the Central District.
- I am submitting testimony in support of Senate Bill - SB3209 SD2 for the following reasons:
- There should be PD wages compensation given due to the impact of teacher shortage in Hawaii due to cost of living. With a current nationwide teacher shortage, it seems that the mainland provides more salary compensation and housing benefits, etc. That said, if a teacher is paid a fair living wage for her work and PD COSTS, it probably will convince her to stay teaching in Hawaii; Hence, it will prevent the teacher shortage crisis from getting worse in Hawaii.
- Please also consider the lost teacher household income during the pandemic. During the pandemic, spouses of teachers lost jobs or were unable to work, while teachers remained in the front lines supporting the students. Countless working hours and adapting to various instructional models (WITHOUT PD reimbursement of time and costs) while maintaining increased household costs, often with additional child care needed is not accurately reflected in our current wages. The additional PD compensation wages should also be in consideration of the economic impact of the pandemic and nationwide teacher shortage.
- Please accept this testimony vote in support of Senate Bill - SB2819 SD2.
- Thank you.

SB-3209-SD-2

Submitted on: 3/20/2022 7:20:36 PM

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

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

Comments:

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

My name is Chad Mahoe and I'm a school counselor at Ewa Makai Middle School. I am writing to ask you to vote in support of Senate Bill 3209 SD2.

I have been an educator 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 am committed to the haumana in Hawai'i and aim to retire from the DOE at the right time. The 21 hours actually helped me to move up a class from Class III to Class IV. With a family of 8 and soon to be 9, the 21 embedded hours allows me to eventually reach Class VII before I retire. It is very difficult to survive in Hawaii with a large family, especially due to the economic climate that we are faced with. I would appreciate your consideration in reinstating the 21 embedded hours to help with teacher pay increase.

Mahalo,

Chad Mahoe

SB-3209-SD-2

Submitted on: 3/20/2022 9:03:14 PM

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

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

Comments:

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

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

The embedded 21 hours of 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.

Mahalo piha for your time.

SB-3209-SD-2

Submitted on: 3/20/2022 9:04:36 PM

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

Submitted By	Organization	Testifier Position	Testify
Debi Schmeding	Individual	Support	Written Testimony Only

Comments:

I'm writing in support of SB3209 as a teacher who works far more than 21 "extra" hours each month--creating content, grading, emailing parents and students, and attending meetings that extend past the end of the school day. In addition I have completed the course work for numerous professional development classes, at my own expense, on weekends, after school or during the summer.

Being compensated for conducting work activities outside of regular working hours by the additional pay for 21 hours of job-embedded professional development, was a much needed salary boost. When it was removed from the contract last year due to budget cuts, this resulted in a 1.5% pay reduction for me, with NO reduction in hours spent working.

Restoring paid professional development would provide teachers the chance to hone their skillset and achieve higher pay.

Addressing this salary issue will directly benefit many veteran teachers and benefit our keiki as more of us are financially able to stay in the classroom, instead of leaving for the private sector.

SB-3209-SD-2

Submitted on: 3/20/2022 9:52:05 PM

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

Submitted By	Organization	Testifier Position	Testify
Alison Hartle	Individual	Support	Written Testimony Only

Comments:

Aloha Senate member of the Committee,

I am submitting testimony in support of Senate Bill 3209. My name is Alison Hartle and I am a full-time high school English teacher at the University Laboratory School in Honolulu. This is my 19th year in the classroom. I started teaching here while finishing my graduate degree at UH Mānoa, but even with my degrees and various certifications, I still have only made it to step 11 in the teacher salary schedule. Class movement is not readily available to me. I am still paying off my student loans from graduate school. After 19 years of teaching, I am still classified as low-income by the state. For each of the last 8 years I have had to think about switching careers and/or leaving Hawai'i because as a teacher I do not earn enough to buy an apartment, save for retirement, or even keep an emergency fund.

Every year I tell myself to keep hanging on, that the most recent teacher contracts have started to improve our situation, or that my turn for adequate compensation is coming, if I can just hold out a little longer. Our last 2-year contract which stripped away our guaranteed PD credits via the +21 hour embedded PD, came as a direct rebuke to all of my hope. If the salary compression isn't rectified soon, and without the guarantee of contract embedded PD credits, there is no way for me to continue living here and teaching our children. Many of the seasoned teachers I know are in the same position. I'm already beyond optimism, but I'm willing to beg you for a chance to keep me and my fellow teachers afloat and part of the education system. We don't want to be driven out, but that is exactly what is happening. I'm pleading with you to vote in support of Senate Bill 3209, so that experienced teachers can continue to teach our keiki.

Mahalo,

Alison Hartle

SB-3209-SD-2

Submitted on: 3/20/2022 11:23:24 PM

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

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

Comments:

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

I am submitting testimony in support of Senate Bill 3209. 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. Thank you for the opportunity to testify. Mahalo.

SB-3209-SD-2

Submitted on: 3/20/2022 10:00:13 PM

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

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

Comments:

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

I strongly support 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.

Thank you for this opportunity to testify.

Karen

SB-3209-SD-2

Submitted on: 3/20/2022 11:56:37 PM

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

Submitted By	Organization	Testifier Position	Testify
Leona Watson	Individual	Support	Written Testimony Only

Comments:

Aloha mai Kakou Committee and Chair members,

I am submitting testimony in support of Senate Bill 3209 SD2. My name is Leona Watson, I am a teacher in the Leeward District at Ka Waihona O Ka Na'au'ao Public Charter School. As a beginning Kumu in my third year as a licensed teacher, I am writing to gain your support in restoring our professional development compensations. The 21 PD hour funding has helped my 'ohana and me with the cost of living in Hawai'i. Although, I continue to take professional development courses to better serve my haumana or students without the compensation currently in place I feel this funding has been a blessing in helping my 'ohana and me with the cost of living expenses. Although I will continue to Ho'omau and live within my means I feel it is worth asking for your support. Please vote in support of Senate Bill 3209 SD2. I appreciate your time and kokua in this matter.

Me Kealoha Pumehana,

Leona Watson

SB-3209-SD-2

Submitted on: 3/21/2022 7:24:21 AM

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

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

Comments:

Aloha Honorable Chair Onishi and the LAT committee,

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 how negotiations team cuts your pay by \$900 and cuts the time for you to collaborate with your colleagues during professional development 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 finding so HSTA can negotiate with our employer this summer to reimplement this very important professional development.

Mahalo,

fitz

SB-3209-SD-2

Submitted on: 3/21/2022 8:20:05 AM

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

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

Comments:

Hi, my name is Shannon Cover, I teach at Waianae Elementary School, and I believe teachers should be rewarded for completing professional development. The students need more help now than ever, and especially with their varying academic levels displayed after the pandemic it would be extremely helpful to be able to attend development that will help us close the achievement gap in the most hands-on and engaging ways possible. When spending time continuing to grow in our profession, it's only fair we are compensated accordingly.

SB-3209-SD-2

Submitted on: 3/21/2022 8:53:37 AM

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

Submitted By	Organization	Testifier Position	Testify
Chris	Individual	Support	Written Testimony Only

Comments:

Aloha Chair, Vice Chair 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 to this month. I currently teach 4th grade at Jefferson Elementary School.

The impact this legislation will have for my students and myself will be very helpful because we will be provided the time for professional development opportunities as a faculty together to improve our teaching practices to stay up to date with the latest methods to bring to our students. We will also get paid for this time like we used to equating to a 1.5% pay raise that was in place before covid. The professional development opportunities will provide credits that will allow me to continue to move up the pay scale to afford the high cost of living here in Hawaii. The cost of living here has always put into question of whether or not I can remain in Hawaii. The pay cuts over the past years have always bogged me down financially, making it impossible to get ahead with saving, affording a decent place to buy or rent, and saving for my family's future. I have stuck it out here for the past twenty years teaching for the state of Hawaii hoping for improvements with pay and PD opportunities only to have to learn to live with the pay cuts. This bill will address these issues ensuring my abilities to happily continue and finish my career here and retire. Passing this bill is the right thing for students and teachers because it would replace what has been taken from us.

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

SB-3209-SD-2

Submitted on: 3/21/2022 8:55:35 AM

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

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

Comments:

Committee on Labor and Tourism

Tuesday, March 22, 2022 at 9:00am

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

My name is Sarah "Mili" Milianta-Laffin. I teach at Ilima Intermediate School in the Campbell-Kapolei Complex, Leeward District on O'ahu. I am submitting testimony in strong support of SB 3209 SD2.

There's a dirty secret that keeps pay low for public school teachers in Hawaii. Some legislators know about this issue, and some do not. The only way to get a serious raise as a public school teacher in Hawaii is to pay for "professional development classes" that allow you to "reclassify" to get a higher pay. But, the classes teachers like me need aren't free – many of them can be quite expensive – like \$500.

I don't get paid enough to afford the classes, therefore I must hunt for the very few free options. They fill up quickly. This makes teacher poverty a "chicken v egg" situation. I don't make enough to pay for classes, that will allow me to make more money.

This bill allows my school to offer me training that counts towards my reclassification and potential raises. I would have gotten a raise this school year but HIDOE removed the 21 hours from our contract so I'm 3 hours short of a pay raise that would have really helped my family.

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-SD-2

Submitted on: 3/21/2022 8:58:15 AM

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

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

Comments:

Aloha, I am Simona Richard, a student of Kalaheo High School. Thank you for the opportunity to submit testimony in SUPPORT of SB3209.

This bill will put forth the funds to facilitate professional development for 21 hours for teachers to better their skills and educational practices in the classroom. As a student, I feel that this is a necessary program for our teachers because if they better their classroom skills then this could help students have a better education experience.

Thank you for your time and consideration, I hope that you will support Senate Bill S.B 3209, which relates to teacher professional development.

SB-3209-SD-2

Submitted on: 3/21/2022 9:04:35 AM

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

Submitted By	Organization	Testifier Position	Testify
Joan Lewis	Individual	Support	Written Testimony Only

Comments:

March 21, 2022

SB3209, SD2

Dear Chair Onishi, Vice Chair Sayama, and House Committee on Labor and Tourism Members;

My name is Joan Lewis, and I am writing in support of SB3209, SD2, Relating to Professional Development.

Restoration of the funds needed to support the 21 hours of Professional Development is an essential first step in supporting our educational system in ensuring that our staffs are receiving the type of training needed to support all students.

Right now, our schools have two essential mandates that require additional professional development support: Suicide Prevention Training as mandated by the Hawaii State Legislature, and Sheltered Instruction Certification for working with English Language Learners. These requirements must be met by all teachers, in addition to that which they are already responsible.

There will no doubt be more required professional development needed based on the rising Social Emotional Learning needs that our Post-Covid world have identified, and while 21 hours of Professional Development will be no where near enough to provide the quality training we will likely need for the good of our communities, it is a strong starting point.

Thank you in advance for your consideration, and hopefully, your support.

Sincerely,

Joan Kamila Lewis

Kapolei High School

SB-3209-SD-2

Submitted on: 3/21/2022 9:07:41 AM

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

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

Comments:

To the Committee Chair and members Chair Onishi, Vice Chair Sayama, and all other members, I am in 100% in support of this bill SB3209 SD2. Thank you, Dorisa Pelletier-Yamasaki

SB-3209-SD-2

Submitted on: 3/21/2022 11:01:51 AM

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

Submitted By	Organization	Testifier Position	Testify
Kawehi Bringas	Individual	Support	In Person

Comments:

Aloha my name is Kawehi Bringas, a senior at Kalaheo High School. I'd like to voice my support for SB3209 SD2, which relates to developing teacher professionalism. This bill can greatly benefit not only the teachers but their students as well. As a student myself, I have experienced teachers being unprepared for their lessons, which limited my opportunity to learn and better understand the course. In some cases of improvisation, the period then becomes a study hall or an overview of the next lesson. Although that may be a good use of time, it may cause students to lose interest in the topic being taught. All in all, it's significant that teachers are ready to teach. This concern can be addressed by providing teachers with more time to plan and gather materials.

Implementing SB3209 SD2 will provide support for our school communities through its teachers and its students. I hope that the committee will consider passing this bill. Mahalo for your time and the opportunity to testify.

SB-3209-SD-2

Submitted on: 3/21/2022 4:01:47 PM

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

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

Comments:

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

I am submitting testimony in support of Senate Bill SB3209 SD2

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

The amount of work required to be a teacher goes beyond our contracted hours. I find myself working until 5:30 pm daily while my daughter goes to A+. Other teachers on my grade level do their work during nights and weekends as well as spring break.

One teacher on our grade level quit a month ago and my co-teacher is going out for surgery. I am spending afterschool hours meeting with the new teacher about our curriculum, how to pace projects, how to do fluency, how to conduct leveled spelling groups, pointing out resources - all because that's what good people do - they help each other. However, neither of us is getting compensated for any of the learning or teaching that we are doing after contracted hours.

Please compensate us for the extra hours that we spend learning new programs, learning new learning methods and also the time we spend teaching each other.

Please vote in support of SB3209 SD2

Thank you for the opportunity to testify,

Kori

SB-3209-SD-2

Submitted on: 3/22/2022 6:13:50 AM

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

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

Comments:

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

I am 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.

SB-3209-SD-2

Submitted on: 3/22/2022 6:28:30 AM

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

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

Comments:

Senate Bill 3209, SD2

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

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

SB-3209-SD-2

Submitted on: 3/22/2022 7:58:11 AM

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

Submitted By	Organization	Testifier Position	Testify
Charlie Vincent	Individual	Support	Written Testimony Only

Comments:

Date: Tuesday March 22, 2022

To:

LAT Committee

Rep. Richard H.K. Onishi, Chair

Rep. Jackson D. Sayama, Vice Chair

From: Charlie Vincent

Subject: In support of SB 3209 SD2, relating to Teacher Professional Development

Aloha, my name is Charlie Vincent and I am a sophomore (10th grade) at Kalaheo High School this year. And I feel very passionate about SB 3209 SD2, which is relating to Teacher Professional Development.

This bill relates to Teacher Professional Development, and it 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.

With this I feel like this would be a great bill to pass and I hope that you will take this into consideration and pass SB 3209 SD2.