



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

Date: 03/20/2015

Time: 09:30 AM

Location: 309

Committee: House Labor & Public
Employment

Department: Education

Person Testifying: Kathryn S. Matayoshi, Superintendent of Education

Title of Resolution: HCR 090 URGING THE GOVERNOR, BOARD OF EDUCATION, AND THE HAWAII STATE TEACHERS ASSOCIATION TO ESTABLISH A MINIMUM MEDIAN SALARY, ADJUSTED FOR THE COST OF LIVING, THAT IS NOT THE LOWEST IN THE NATION AMONG METROPOLITAN AREAS.

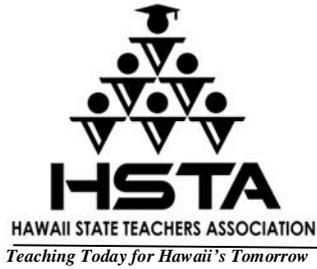
**Purpose of
Resolution:**

Department's Position:

The Department of Education ("Department") opposes HCR 90.

Compensation, as a mandatory subject of bargaining, should be addressed by the union and the Employer through negotiations. To legislatively direct the parties to certain topics of compensation is inconsistent with the established collective bargaining process. The Hawaii State Teachers Association and the Employer are currently engaged in bargaining compensation in connection with the re-opener provisions of the 2013-2017 Agreement.

For the stated reasons, the Department respectfully requests that HCR 90 be held.



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TESTIMONY BEFORE THE COMMITTEE ON
LABOR AND PUBLIC EMPLOYMENT

DATE: FRIDAY, MARCH 20, 2015

RE: HRC90 / HR49

PERSON TESTIFYING: JOAN LEWIS, VICE PRESIDENT
HAWAII STATE TEACHERS ASSOCIATION

The Honorable Chair Mark Nakashima, Vice Chair Jarrett Keohokalole and Members of the Committee:

On behalf of Hawai'i's 13,500 public and public charter school teachers, we offer the following **COMMENTS on HR49 and HCR90**.

We appreciate the Legislature's support of our negotiations and hope that your level of support in the process will be matched with decisive affirmative action in fully funding our re-opener package when it comes before you.

As to the determination of a minimum median salary that is adjusted to the cost of living, we are once again grateful for your concern in this matter and hope that these resolutions are the first step in determining both the cost for this adjustment and your plan for its funding. While we are not sure what that cost would be, there is little doubt that it would be sizable and would likely take the full two years before our next round of bargaining to allocate the funding for the package.

Although passage of these resolutions seems to be in contradiction to Chapter 89 and our collective bargaining rights, our members' expectations regarding compensation would still be raised exponentially. As our members have long been subjected to words of support that are not followed by supportive actions, anything less than concerted effort to ensure full funding, should this be adopted, would further demoralize the very professionals these resolutions seeks to elevate. If nothing else, our teachers deserve to be treated as the professionals they are. This includes right actions that are conducted for the right reason, in the right way.

Thank you again for making this commitment to the teaching profession in the state of Hawai'i. Thank you in advance for putting the actions into place that will make funding the minimum median salary for teachers in the state of Hawai'i a reality.

From: mailinglist@capitol.hawaii.gov
Sent: Thursday, March 19, 2015 12:53 PM
To: LABtestimony
Cc: lanaly@halaukumana.org
Subject: Submitted testimony for HCR90 on Mar 20, 2015 09:30AM

HCR90

Submitted on: 3/19/2015

Testimony for LAB on Mar 20, 2015 09:30AM in Conference Room 309

Submitted By	Organization	Testifier Position	Present at Hearing
Lanaly Cabalo	Individual	Support	No

Comments: As a teacher who puts in many unpaid hours, I support this. Some of our field trips take us to far distances so that we don't come back till hours after school is already over. So my colleagues and I are spending our unpaid time with these students. That doesn't even include all the days we take out of our day to tutor kids after school, after our work day is already done. Some of my colleagues stay till 7 pm with students.

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Aloha Committee of Labor and Public Employment:

I'm a mainland transplant from Wisconsin that's been teaching in Hawaii for 11 years both at the middle and high school level. My experience teaching in Hawaii has been tremendous except for one continually nagging fact. My salary has made it extremely difficult to maintain a middle class lifestyle. Every year, since I've moved to Hawaii, the thought arises about moving back. Why? In Wisconsin, where I grew up, teachers make more on average than teachers in Hawaii with a substantially lower cost of living. I've joked around with my wife that for the cost of our house we could buy a mansion in Wisconsin but in reality this is painfully true. We have a beautiful two year-old daughter who will likely only see her grandparents, uncles, and cousins every other year at best. We are now a one-vehicle family after my wife's car broke down. My wife works for the state as a social worker and her pay for the amount of overtime she puts in is dismal. We simply don't have the extra money for things most middle class families on the mainland take for granted.

I just visited schools in the Chicago where I would enter the salary schedule making \$20,000 a year more than now. I'm National Board Certified in Early Adolescence/Social Studies-History and pursuing a second Master's in Teaching American History and Government with funding through the James Madison Memorial Fellowship. I pursued both opportunities for professional growth but have been also driven by economic factors to have a higher salary. With my current credentials, I could likely find a MUCH higher paid teaching position. I've seen most of my colleagues from the mainland return to places with a higher wages and a lower cost of living. One of my best friends now lives on the East coast and makes enough as a teacher that his wife can be a stay at home Mom. If teaching in Hawaii provided more financial security recruitment and retention of highly qualified local and mainland teachers would not be an issue. Please use HCR 90 to initiate a conversation about raising the median teacher salaries in Hawaii to alleviate the revolving door of teachers. Your time and consideration is appreciated.

Best Regards,

Jason Duncan

To: Chair Mark Nakashima
Vice Chair Jarrett Keohokalole
Members of the House Labor & Public Employment Committee
From: Justin Hughey, Education Caucus Chair, of the Democratic Party of Hawaii
Location: March 20th, 9:30AM, Room 309

Speaking in support of HCR 90

I would like to point out the adopted Democratic Party of Hawaii resolution named, Teacher Pay in Hawai'i Should Not Be The Worst In The Country. That resolution points out that according to data from the U.S. Census Bureau, the average salary for a public teacher in Hawaii is \$51,922, but after adjusting for cost of living, that average plummets to just \$31,854. Cost of living is measured by the ACCRA Cost of Living Index which accounts for housing, utilities, transportation, groceries, health care, and miscellaneous consumer products. The average public teacher salary in Hawaii is consistently the lowest. Unlike the mainland, teachers in Hawaii are not recognized for their experience through annual increments, gaining a yearly boost in pay for every year of experience. Pay is synonymous with respect, many teachers simply do not feel respected in this state with the salary they receive. Numerous teachers are dependent on a second job to enable them to pay bills, which has turned the teaching profession in Hawaii into a part-time job. I started teaching in Hawaii in November of 2005. I was hired in June of 2006 at a seafood restaurant, where I still work today. Currently, with a Masters Degree, I am paid 1,479 dollars every two weeks after taxes. Rent for a one bedroom apartment in Lahaina is roughly 1,400 dollars a month. Ever since I moved here, Hawaii has had a teacher shortage. If the state expects to offer a quality public school education for every child then they need to pay teachers a competitive salary that will allow teachers to stay in Hawaii while paying them enough to only work one job.

Respectfully,
Justin Hughey

My name is Maria Guardino. I am a teacher at Kawanānakoā Middle School. I have been teaching for 11 years in the DOE. I write in support of HCR90.

It is important that we focus on retaining teachers in Hawaii. Unfortunately, I have repeatedly seen excellent teachers who have had to leave teaching profession due to an inability to afford Hawaii's cost of living with a teacher's low salary. I myself, although single with no children, struggle to afford a modest lifestyle. I cannot imagine the challenge teachers have when trying to raise children here in Hawaii. This year, at our school, 3 teachers have left the teaching profession (mid-year) and two more are planning to leave by year's end. Simply put, they cannot afford to remain teachers. They have found other professions that are less stressful with higher pays. And those teachers that remain in the classrooms hear their stories of higher pay and wonder...as I do, should I seek other higher paying careers? It is certainly not too late.

If the State wants to retain quality teachers, we need to support a salary which matches cost of living as well.

Thank you,

Maria Guardino

Nationally Board Certified Teacher

March 18, 2015

To Whom It May Concern:

My name is Victoria Zupancic, and I am a high school mathematics teacher on Maui. I am writing today in my support of HCR 90/ HR 49.

As a single, 28 year old that graduated college with a comparatively small amount of credit card and student loan debt, I do not necessitate a large salary to live. I am able to survive off very little means; my lifestyle is simple, I come from a financially stable family, and I am working towards Teacher Loan Forgiveness to cover most of my student debt. However, after three years in the system here in Hawaii, I am not seeing a significant reduction in my personal debt. In fact, the undertaking to transition my life here caused me to incur more personal debt. After one year, I had to take on a second job in order to move out of a decrepit perpetual party pad. I receive small bouts of financial assistance from my parents, to assist with groceries or an astronomically high vehicle registration renewal, and I cannot imagine the individual who wants to do what I did 100% on his own.

I am a new teacher, but I know I have the potential to really thrive in this profession. I am good at what I do. However, each day I am here I feel as if I am making a decision that is simply wrong for my future. I love my (rented) home, the people that I've been blessed in meeting, and my students and school above everything else. This could be my niche, but the logical and rational thinker is realizing that there is slim to no possibility of being a homeowner, the illusion of a stable retirement, or the ability to start a family and give my children a better life than my own. These things are not in the realm of possibility to me, unless constantly relying on the transfer/gift of wealth from someone else. That doesn't exist to everyone.

I also live with Multiple Sclerosis, and this disease has shaped my worldview since being diagnosed at 21 years old. Living here could do wonders for my disease; the stability of temperature as well as a cleaner overall environment. However, I find myself working myself ragged in this system. I put my heart and soul into my classroom, and I have to leave that behind to make it to a second job. It's not worth it. With the institutional inadequacies that we put up with each day and the time we take when a new program or requirement is initiated, my head spins just to keep up with my responsibilities for this job, my career. And I have to walk away and leave it behind to make it to my second job on time. I am fine and healthy today, but the reality that overworking and stress can cause me to be paralyzed tomorrow is constantly in the back of my head. As well as that I have no savings. I am stuck in a state of limbo between college student and functioning adult, and it hurts because I am a professional.

I am asking that you seriously consider modifying teachers' salaries. I see the impacts of those 50% of teachers leaving the profession in my students. I know that my first year of teaching was awful, and it has taken serious commitment to make it to year 3. I ask that you modify teachers' salaries for all of the teachers that have families in the State of Hawai'i. I can't imagine doing this with livelihoods to support other than my own.

Some additional points and items that should be considered when hearing testimony for the resolution that I feel greatly affect incoming teachers to the state. I believe these items are additional to the cost of living adjustments factored in the study.

- Hawai'i has the 2nd highest State Tax Income Rate in the country at 11%, falling behind only California at 13.3%.
<http://taxfoundation.org/blog/top-state-income-tax-rates-2014>
- In a study compiled by the National Conference of State Legislatures on Healthcare Premium Costs for State Employees in 2012, the Average Individual Coverage Standard Policy Option Monthly Premium was \$562.69. The average Employee Monthly Contribution was \$70.40, or about 12.5%. I pay over \$200 per month, and I do not receive the PPO 90/10 that was used for most states in the study.
<http://www.ncsl.org/documents/health/2012NCSLStateEmployeeHealthBenefits.pdf>
- When recruited, I was not informed about the mandatory 8% contribution to the ERS system. I have never received a statement or any paperwork detailing how my retirement money is being invested. I am able to only log onto a website and see a balance updated once per year. This reduces my monthly salary by about \$300. I am uncertain what I will actually receive out of this 8%.
- In order to be vested in my retirement savings, I must commit to 10 years in this system. In order to have the State of Hawai'i invest something back to me, I must work 10 years in the worst paying system in the country.
- We are on a 10-month year. Many of the top paying districts in the study still function on a 9-month year.

Thank you for your time. Most of my stances are direct impacts for our students, and this is no different. My students deserve better teachers, and teachers who are proud of their profession. This place pulls such amazing and qualified people from around the world who want to share knowledge. Keep us here.

Victoria Zupancic

I am in support of HCR 90/HR 49 to raise teacher pay to minimum median salary adjusted for the cost of living, that is not the lowest in the nation among metropolitan areas.

I am a public school special education teacher. I have been teaching for over 6 years and I feel that this profession is incredibly rewarding. However, my family has been through some recent challenges due to teacher pay that makes it very difficult to be the best I can be in the classroom.

About a year and a half ago my family was displaced from our home on Oahu due to cost of living. We moved to Hawaii island for financial reprieve. It was frustrating because my husband and I grew up on Oahu which is home for us. All of our family is there, and so our support network. We can't afford to visit, and we miss them incredibly.

Even worse, last year, I was forced to claim bankruptcy due to the debt we accrued for basic living expenses on Oahu. I had no credit or money. I received WIC support for milk and cheese, and at the lowest point, we even had to seek out food donations from the food basket.

These experiences were incredibly embarrassing and unfair. I worked my way through college, and graduate school. In the end received a masters degree from a mainland college, returned home to contribute to the place and people I care for most. I continue to educate myself putting in hundreds of hours of my own time. Its frustrating that I am a highly qualified, well trained, dedicated teacher, but cannot afford to feed my own children.

I am in support of HCR 90/HR 49 Please support this measure to pay teachers fairly.

Thank You

From: mailinglist@capitol.hawaii.gov
Sent: Wednesday, March 18, 2015 8:06 PM
To: LABtestimony
Cc: jamesjtz@aol.com
Subject: *Submitted testimony for HR49 on Mar 20, 2015 09:30AM*

HR49

Submitted on: 3/18/2015

Testimony for LAB on Mar 20, 2015 09:30AM in Conference Room 309

Submitted By	Organization	Testifier Position	Present at Hearing
James Gauer	Individual	Support	No

Comments:

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To: Chairperson Mark Nakashima
Members of the House Labor Committee
From: Corey Rosenlee
Subject: Support for HCR90

My name is Corey Rosenlee, I am a teacher at Campbell High, and I am here to support HCR90.

The best way to improve education is to have well-qualified, well-paid teachers in every classroom. In Hawaii we have the opposite: Teachers are the worst-paid in the nation (based on the cost of living)(Maciver Institute). Hawaii was ranked as the 46th worst place to teach. (KHON) When you factor in cost of living the median Hawaii teacher salary is \$32,312. In other school districts with the same high cost of living — Chicago, New York, Washington, D.C. — they pay their teachers much better than Hawaii.(See attachment)

Hawaii already has the 3rd highest teacher-turnover rate in the nation; in some years, the teacher-turnover rate is as high as 56 percent after five years.(Star-Advertiser, Civil Beat). In 2011 70% of new hires were emergency hires.

In Finland, only the top 10 percent of college applicants become teachers. In Singapore, teachers are recruited from the top one-third of college graduates. In Japan and Korea, teachers are paid as well as engineers.

The Mckinsey Institute did a study and in order to recruit some of America's best students to go into teaching starting pay would have to start at \$60,000 and go to \$150,000. New York with a similar cost of living in their latest contract have come close to those numbers.

We don't respect our teachers the way that other countries or other districts respect their teachers and this has consequences. Hawaii does lead the nation in the percent of students who attend private school.

If we believe in quality education, we need to invest in our children and our teachers.

Thank you.

	Hawaii (2016)	New York (2018)	Chicago (2015)	DC (2011)	San Jose (2015)	Boston (2015)	Palo Alto (2013)
Lowest Teacher Pay	\$34,840*	\$56,709	\$50,653	\$51,539	\$48,588	\$52,632	\$55,084
Teacher with 10 years teaching (approximate)	\$55,000	\$85,543	\$80,695	\$80,729	\$71,722	\$97,314	\$84,292
Highest Teacher Pay	\$84,318	\$119,471	\$97,695	\$106,540	\$114,728	\$110,354	\$113,352
Cost of living index	165.7	185	116.9	140.1	156.1	132.5	164

*34,840 is for teachers who are unlicensed. In 2011 70% of new hires were emergency hires. Licensed teachers start in 2016 will start at \$45,963. All other districts did not have an instructor category included in their pay scale.

From: mailinglist@capitol.hawaii.gov
Sent: Wednesday, March 18, 2015 6:34 PM
To: LABtestimony
Cc: silverhonu77@hotmail.com
Subject: Submitted testimony for HCR90 on Mar 20, 2015 09:30AM

HCR90

Submitted on: 3/18/2015

Testimony for LAB on Mar 20, 2015 09:30AM in Conference Room 309

Submitted By	Organization	Testifier Position	Present at Hearing
Anjanette Naganuma	Individual	Support	No

Comments: Aloha, My name is Anjanette Naganuma and I work at Lahainaluna High School on Maui. I would like to state my support for HCR 90 and urge the Governor, Board of Education, and the HSTA to establish a minimum median salary, adjusted for cost of living, that is not the lowest in the nation among metropolitan areas. Mahalo for your time.

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From: mailinglist@capitol.hawaii.gov
Sent: Thursday, March 19, 2015 9:26 AM
To: LABtestimony
Cc: burgharc@gmail.com
Subject: Submitted testimony for HCR90 on Mar 20, 2015 09:30AM

HCR90

Submitted on: 3/19/2015

Testimony for LAB on Mar 20, 2015 09:30AM in Conference Room 309

Submitted By	Organization	Testifier Position	Present at Hearing
cheryl	Individual	Support	No

Comments: It would be a great way to keep teachers. It would be a great way to allow teachers to have just one job. It would help them pay bills and it would also restore some confidence that the legislature actually does care about what teachers do. This amount is no way is sufficient but it is a START. Imagine if the DOE had used the \$62,000.000 they spent on a resource called Wonders for the entire state .. Imagine if the DOE had used the yet to be announced total for their standardized testing fiasco, the tests, the administrative and scoring costs would easily give the State enough money to pay for an increase in teacher pay that would put us at least 48th. As a person with 40 years of public education teaching years (in 3 states and Japan) to be paid less than \$50,000 in the State of Hawai'i shows how far behind we are. Please give consideration. This is not about negotiations or attaching test scores to teacher pay, this is agreeing to treat and respect teachers as professionals.

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