



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 092 URGING THE HAWAII STATE TEACHERS ASSOCIATION AND THE BOARD OF EDUCATION TO IMPLEMENT OVERTIME COMPENSATION FOR TEACHERS IN THE NEXT COLLECTIVE BARGAINING AGREEMENT.

**Purpose of  
Resolution:**

**Department's Position:**

The Department of Education ("Department") opposes HCR 92.

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 92 be held.



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TESTIMONY BEFORE THE COMMITTEE ON  
LABOR AND PUBLIC EMPLOYMENT

DATE: FRIDAY, MARCH 20, 2015  
RE: HCR 92 – OVERTIME COMPENSATION FOR TEACHERS

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, the Hawai'i State Teachers' Association respectfully **OFFERS COMMENT on HCR 92.**

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 implementation of overtime compensation, we are once again grateful for your concern in this matter and hope that this resolution is the first step in determining both the cost for this adjustment and your plan for its funding. Further, it is our hope that the implied changes regarding a finite workday for teachers do not ultimately lead to a disconnection between our members and the support they provide for their students. Historically, teacher work hours were not specifically defined. Beyond the seven-hour school day for teachers, there has long been an understanding that like all salaried professionals, work for teachers can go beyond the school day. In trying to identify that which would be considered worthy of overtime pay, this legislative body would truly be breaking new ground.

There should be no doubt that a negotiation package that is inclusive of this item would be costly indeed. As many of our teachers report putting in 12+ hour days on a fairly regular basis, this body would no doubt need to plan very carefully to ensure the funding levels that acting on this legislation would require. As the directive of this HCR is that this matter be addressed in the next round of bargaining, it would seem that we would all be on a two year countdown to get it done; those of us who negotiate must define and settle negotiations in that amount of time and those of us who must fund it would have two years to ensure funding for it.

Although passage of this resolution 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 this legislation seeks to elevate. In this particular case, requiring a new way of approaching our work schedules would constitute a great commitment on the part of our teachers. That commitment must be met by prioritized action to ensure full funding. 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 for overtime compensation for teachers in the state of Hawai'i a reality.

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 20<sup>th</sup>, 9:30AM, Room 309

Speaking in support of HCR 92

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.

The demands of the teaching profession go well beyond the seven hour work day. 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

From: mailinglist@capitol.hawaii.gov  
Sent: Wednesday, March 18, 2015 8:06 PM  
To: LABtestimony  
Cc: jamesjtz@aol.com  
Subject: \*Submitted testimony for HCR92 on Mar 20, 2015 09:30AM\*

**HCR92**

Submitted on: 3/18/2015

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

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
James Gauer	Individual	Support	No

Comments:

Please note that testimony submitted less than 24 hours prior to the hearing, improperly identified, or directed to the incorrect office, may not be posted online or distributed to the committee prior to the convening of the public hearing.

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From: mailinglist@capitol.hawaii.gov  
Sent: Wednesday, March 18, 2015 6:31 PM  
To: LABtestimony  
Cc: silverhonu77@hotmail.com  
Subject: Submitted testimony for HCR92 on Mar 20, 2015 09:30AM

**HCR92**

Submitted on: 3/18/2015

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

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
Anjanette Naganuma	Individual	Support	No

Comments: Aloha, My name is Anjanette Naganuma and I work at Lahainaluna HS on Maui. I would like state my support for HCR 92 and urge HSTA and the BOE to implement overtime compensation for teachers at the next collective bargaining agreement. Mahalo for your time.

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