



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

Date: 04/01/2015
Time: 01:30 PM
Location: 211
Committee: Senate Ways and Means

Department: Education

Person Testifying: Kathryn S. Matayoshi, Superintendent of Education

Title of Bill: HB 1349, HD2, SD1 RELATING TO TEACHER TENURE.

Purpose of Bill: Sets probationary period of specified licensed charter school teachers according to policies and practices as determined by DOE, BOE, and collective bargaining agreements. Subjects tenured DOE licensed teachers who transfer to charter schools to the appropriate collective bargaining agreement. (SD1)

Department's Position:

The Department of Education (Department) supports H.B. 1349, H.D. 2, S.D. 1. The proposed revision to subsection (d) (2) allows the Department to align probationary requirements for all incoming teachers. It corrects the existing inequity where a licensed charter school teacher may enter or return to the Department and gain tenure after only one year, whereas licensed Department teachers must serve three years of probation.

The proposed revision also ensures that there is sufficient time for principals to observe and provide assistance and support to probationary teachers before awarding tenure, which ultimately supports the goals of improving student achievement, instructional practices, and overall professionalism.



1200 Ala Kapuna Street ♦ Honolulu, Hawaii 96819
Tel: (808) 833-2711 ♦ Fax: (808) 839-7106 ♦ Web: www.hsta.org

Wil Okabe
President
Joan Kamila Lewis
Vice President
Colleen Pasco
Secretary-Treasurer
Wilbert Holck
Executive Director

TESTIMONY BEFORE THE SENATE
COMMITTEE ON WAYS AND MEANS

DATE: WEDNESDAY, APRIL 1, 2015

RE: HB 1349, HD2, SD1 – ALIGNS TENURE TEACHERS REQUIREMENTS

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

The Honorable Chair Jill Tokuda, Vice Chair Ron Kouchi and Members of the Committee:

The Hawaii State Teachers Association (HSTA) **supports HB 1349, HD 2, SD1** relating to teachers.

The Hawaii State Teachers Association which allows governing boards of charter schools and the exclusive representatives to enter into master agreements separate from any other master agreements collectively, bargained between the exclusive representatives and department of education as defined by law.

HSTA believes that charter schools should be subject to the same public sector labor relations statutes as mainstream public schools, and charter school employees should have the same collective bargaining rights under both state law and local practice as their counterparts in mainstream public schools.

The provisions in HB 1340, HD2, SD1 would allow the same standard on probationary period requirements of the Department of Education teachers to public charter school teachers within the Department of Education upon entry or reentry to the department of education.

HSTA **supports HB 1349, HD2, SD1**

DAVID IGE
GOVERNOR



CATHERINE PAYNE
CHAIRPERSON

STATE OF HAWAII
STATE PUBLIC CHARTER SCHOOL COMMISSION
(‘AHA KULA HO‘ĀMANA)

<http://CharterCommission.Hawaii.Gov>
1111 Bishop Street, Suite 516, Honolulu, Hawaii 96813
Tel: (808) 586-3775 Fax: (808) 586-3776

FOR: HB 1349 HD2 SD1 Relating to Teacher Tenure
DATE: Wednesday, April 1, 2015
TIME: 1:30 p.m.
COMMITTEE(S): Senate Committee on Ways and Means
ROOM: Conference Room 211
FROM: Tom Hutton, Executive Director
State Public Charter School Commission

Chair Tokuda, Vice Chair Kouchi, and members of the Committee:

The State Public Charter School Commission appreciates the opportunity to submit these written comments on House Bill 1349 HD2 SD1, "Relating to Teacher Tenure," which sets the probationary period for licensed teachers who are not yet tenured in the Department of Education ("DOE") and are entering or returning to the DOE after employment at a public charter school in accordance with policies and practices determined by the DOE and the Board of Education, as well as collective bargaining agreements, and, in turn, subjects tenured DOE licensed teachers who transfer to charter schools to the appropriate collective bargaining agreement.

The Commission's understanding is that this measure will ensure that, under the longer probationary period established under the master collective bargaining agreement with the Hawaii State Teachers Association ("HSTA"), a charter school teacher transferring to a DOE school does not enjoy an unfair advantage as to his or her probationary status relative to a teacher who has served for the same period of time in the DOE. We support the provision to subject a DOE teacher transferring to charter school to the collective bargaining agreement governing that school's faculty, instead of automatically exempting him or her from a probationary period as under current law. We note that HSTA, which represents both DOE and charter school teachers, supports the measure.

Thank you for the opportunity to provide this testimony.