



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

Date: 02/18/2015
Time: 02:00 PM
Location: 309
Committee: House Education

Department: Education

Person Testifying: Kathryn S. Matayoshi, Superintendent of Education

Title of Bill: HB 1349 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.

Department's Position:

The Department of Education (Department) supports H.B. 1349. The proposed revision 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.

DAVID IGE
GOVERNOR



CATHERINE PAYNE
CHAIRPERSON

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

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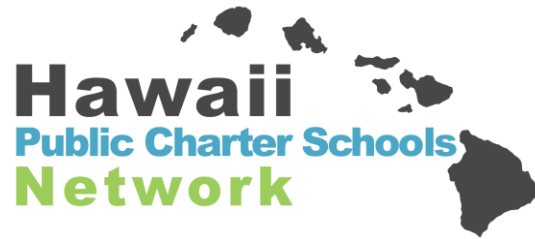
FOR: HB 1349 Relating to Teacher Tenure
DATE: Wednesday, February 18, 2015
TIME: 2:00 p.m.
COMMITTEE(S): House Committee on Education
ROOM: Conference Room 309
FROM: Tom Hutton, Executive Director
State Public Charter School Commission

Chair Takumi, Vice Chair Ohno, and members of the Committee:

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

While the Commission does not take a position on this legislation, our understanding from the Department is that this measure is needed to ensure that, under the longer probationary period established under the collective bargaining agreement with the Hawaii State Teachers Association (“HSTA”), a public charter school teacher transferring to a Department 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 Department. Assuming that the proposed change would not place an experienced public charter school teacher at an unfair disadvantage as to his or her probationary status in the Department, this would seem appropriate. We have communicated this to HSTA, which represents both DOE and charter school teachers.

Thank you for the opportunity to provide this testimony.



State of Hawaii House of Representatives
Committee on Education

DATE: Wednesday, February 18, 2015

TIME: 2:00 p.m.

PLACE: Conference Room 309, Hawaii State Capitol

Chair Takumi, Vice Chair Ohno, and Members of the Committee,

Re: HB 1349 RELATING TO TEACHER TENURE

Mahalo for the opportunity to testify on HB 1349, a bill that applies the same probationary period requirements of department of education teachers to public charter school teachers, who have not earned tenure within the department of education, upon entry or reentry to the department of education.

HPCSN supports an amendment that parallels the intentions of this bill to honor negotiated collective bargaining agreements, but for DOE tenured teachers entering a charter school.

(3) Tenured department licensed teachers, as determined by the department, who transfer to charter schools shall be subject to the appropriate collective bargaining agreement. ~~not be required to serve a probationary period.~~"

Charter schools currently have the ability to negotiate supplemental collective bargaining agreements that meet the needs of charter schools and their teachers. This amendment would ensure that the negotiated supplemental collective bargaining agreements are honored.

Hawaii Public Charter Schools Network (HPCSN) represents 30 of 34 public charter schools in Hawaii and is committed to quality education for all public school students through our support of, and work with, charter schools. Thank you for your attention to and consideration of this very important matter to charter schools. Your support of Hawaii's public students is greatly appreciated.

Sincerely,

A handwritten signature in black ink, appearing to read "Lynn Finnegan".

Lynn Finnegan
Executive Director

Hawaii State 28th Legislative Session
Public Testimony, HB1348, EDN, Room 309, 2:00pm
Wednesday, February 18, 2015

"I think the problem with schools is not too many incentives but too few. Because of tenure, teachers' unions, and the fact that teachers generally aren't observed in their classrooms, they can do whatever they want in class."

Steven Levitt

I stand in opposition to HB 1349 which sets probationary period of specified licensed charter school teachers according to policies and practices as determined by DOE, BOE, and collective bargaining agreements. For but not limited to the following reasons: If for example if you worked satisfactorily as a regular substitute in the same license and in or at the same school level you should be able to can reduce the normal three-year probationary period by up to two years ie. Jarema Credit. So we may also want to consider "traveling tenure" whereby If you received tenure in one license area and elect to take an appointment in a new license area or if you were tenured in another school island, you should apply to have your probationary period reduced to two years. However your principal would still have to recommend you for tenure within three categories of highly effective, effective, developing or ineffective levels of efficiency as demonstrated within instructional practices, professional contributions and impact on student learning.

Respectfully submitted

PM Azinga

HB1349

Submitted on: 2/17/2015

Testimony for EDN on Feb 18, 2015 14:00PM in Conference Room 309

Submitted By	Organization	Testifier Position	Present at Hearing
cheryl	Individual	Comments Only	No

Comments: I am not sure what the background on this bill is so i will only testify that all teachers who come under the DOE, charters should be equal. That being said, probationary teachers are some of our most fragile and we need to take better care of them. They don't always get the extra help and assistance, mentoring that they deserve. In my 40 years of teaching prior to retirement, I mentored many beginning teachers. It is important that they get A LOT of support.