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# A BILL FOR AN ACT

RELATING TO TEACHERS.

**BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF HAWAII:**

1 PART I

2 SECTION 1. The legislature finds that Hawaii has  
3 experienced a severe teacher shortage and rampant turnover in  
4 its public schools for the past decade. Each year, the State  
5 hires approximately 1,600 new teachers to fill vacant positions  
6 statewide. However, once hired, approximately 50 per cent of  
7 these newly hired teachers leave the system within five years.  
8 The Hawaii educational policy center reports that a primary  
9 concern of those leaving is dissatisfaction with an overall lack  
10 of professional support for new teachers. Additionally, the  
11 Hawaii State Teachers Association reports that, based on a  
12 survey of its members, approximately one-third of teachers will  
13 leave the profession after only three years with 46 per cent  
14 leaving within five years.

15 The legislature further finds that the loss of teachers  
16 costs the department of education approximately \$4,000,000 per  
17 year. This estimation, however, may be a conservative estimate



1 with more fully comprehensive estimates totaling closer to  
2 \$29,000,000 per year.

3 The purpose of this Act is to address the ongoing teacher  
4 shortage problem in the state through various programs,  
5 incentives, appropriations, and changes to the current law  
6 relating to teachers. Specifically, this measure:

- 7 (1) Appropriates funds for public school teachers and  
8 teacher candidates to take PRAXIS preparatory courses,  
9 tutorials, or programs to become highly qualified  
10 under the No Child Left Behind Act;
- 11 (2) Provides teachers with full service credit for prior  
12 teaching experience up to a maximum of ten years when  
13 determining the classification of a teacher hired to  
14 teach in a hard-to-fill school, a shortage area  
15 category, or other shortage area as determined by the  
16 department of education and any newly hired teacher  
17 who meets all the requirements of the No Child Left  
18 Behind Act;
- 19 (3) Provides local private school or out-of-state national  
20 board certified teachers with full credit for the  
21 teacher's total number of years of teaching  
22 experience;





1 reduced from one thousand six hundred to approximately one  
2 thousand four hundred. By the 2015-2016 school year, the number  
3 can be reduced to approximately eight hundred new hires. To  
4 accomplish the foregoing reductions, the State must support  
5 efforts to assist in-service teachers in passing PRAXIS  
6 examinations to become licensed.

7 The purpose of this part is to appropriate funds to assist  
8 public school teachers and teacher candidates participating in  
9 preparatory courses, tutorials, or programs for the PRAXIS  
10 examinations to become highly qualified under the No Child Left  
11 Behind Act.

12 SECTION 3. There is appropriated out of the general  
13 revenues of the State of Hawaii the sum of \$ or so much  
14 thereof as may be necessary for fiscal year 2008-2009 to assist  
15 public school teachers seeking to become highly qualified under  
16 the No Child Left Behind Act by paying for their participation  
17 in preparatory courses, tutorials, or programs for the PRAXIS  
18 examinations.

19 The sum appropriated shall be expended by the department of  
20 education for the purposes of this part.



1 PART III

2 SECTION 4. Section 302A-618, Hawaii Revised Statutes, is  
3 amended by amending subsection (a) to read as follows:

4 "(a) The designation of any teacher to any given class  
5 shall be determined by the department in accordance with  
6 licensing requirements~~[ ]~~; provided that, for purposes of  
7 classifying teachers:

8 (1) Any teacher hired to teach in a hard-to-fill school, a  
9 shortage area category, or other shortage area as  
10 determined by the department and any teacher who meets  
11 all the requirements of the No Child Left Behind Act  
12 shall be provided full service credit equal to the  
13 teacher's total number of years of teaching  
14 experience; provided that the service credit shall not  
15 exceed ten years; provided further that:

16 (A) Any teacher hired to teach in a hard-to-fill  
17 school, a shortage area category, or other  
18 shortage area as determined by the department;  
19 and

20 (B) Any teacher who meets all the requirements of the  
21 No Child Left Behind Act,





1 decision-making between all parties to improve student learning.

2 Professional development schools have proven successful in:

3 (1) Helping hard-to-fill schools nurture their own future

4 teachers;

5 (2) Better preparing teacher candidates to teach;

6 (3) Positively impacting preschool through grade twelve

7 student achievement; and

8 (4) Improving teacher retention.

9 The purpose of this part is to appropriate funds for the  
10 establishment of professional development schools for teachers  
11 in public schools in the state.

12 SECTION 6. There is appropriated out of the general  
13 revenues of the State of Hawaii the sum of \$ or so much  
14 thereof as may be necessary for fiscal year 2008-2009 for the  
15 establishment of four professional development schools for  
16 teachers in Hawaii public schools; provided that:

17 (1) The department of education shall allocate funds to  
18 professional development schools by means of  
19 competitive grants subject to the availability of  
20 resources; provided that schools that were selected  
21 previously shall receive first consideration;



- 1           (2) A grant application shall include a description of how  
2           the professional development school will meet the  
3           professional development school standards of the  
4           National Council for the Accreditation of Teacher  
5           Education and the department's six images of success:  
6           (A) Standards-based learning;  
7           (B) Professionalism and the capacity of the system;  
8           (C) Quality of student support;  
9           (D) Coordinated teamwork;  
10          (E) Responsiveness of the system; and  
11          (F) Focused and sustained action;
- 12          (3) Five per cent of the funds appropriated for the  
13          establishment and continued development of  
14          professional development schools shall be set aside  
15          for program administration, including an annual  
16          professional development school conference;
- 17          (4) Grants may be awarded for up to five years at a time  
18          and may be renewable; and
- 19          (5) Professional development schools shall present annual  
20          reports to the department and shall present findings  
21          at the annual professional development schools  
22          conference.





1 For the purposes of this part, "professional development  
2 schools" means those public schools, consortia of schools, or  
3 departments within schools that have entered into formal  
4 agreements with state-approved teacher education programs to  
5 address standards-based education, teacher preparation, and  
6 professional development.

7 The sum appropriated shall be expended by the department of  
8 education for the purposes of this part.

9 PART V

10 SECTION 7. The legislature finds that the board of  
11 education, in 2002, approved the superintendent's proposal to  
12 establish complex areas, headed by complex area superintendents,  
13 comprising two or more school complexes. Each school complex  
14 consists of a high school and the intermediate or middle and  
15 elementary schools that feed into it. The establishment of  
16 complex areas allows each administrator to focus on the needs of  
17 the supporting schools and school complexes to provide better  
18 supervision and support.

19 The legislature believes that the establishment of complex  
20 areas provides the opportunity for the more efficient management  
21 of schools and school complexes contained therein. The  
22 allocation of resources within a complex area could also prove



1 highly cost-effective. More autonomy in the management of  
2 complex areas can yield beneficial results for the students,  
3 staff, and administrators. For these reasons, greater  
4 discretion for the allocation of resources should lie with the  
5 complex area superintendents.

6 The purpose of this part is to provide funding to the  
7 complex areas for academic coaches for students and programs or  
8 initiatives for professional development and to increase teacher  
9 retention.

10 SECTION 8. There is appropriated out of the general  
11 revenues of the State of Hawaii the sum of \$ or so  
12 much thereof as may be necessary for fiscal year 2008-2009 for  
13 the fifteen school complex areas; provided that the funds shall  
14 be provided on a per pupil basis, which shall be in addition to  
15 the allocation provided according to the weighted student  
16 formula; provided further that the funds appropriated shall be  
17 allocated to provide for the following:

18 (1) Academic coaches for school programs for students  
19 including but not limited to robotics, speech and  
20 debate, and science clubs; provided that the  
21 department of education shall establish and provide  
22 funding at three different levels, based upon the



1 total number of students participating in the club or  
2 activity and the total number of hands-on hours the  
3 coach spends with the students;

4 (2) Programs or initiatives for professional development  
5 for teachers; and

6 (3) Programs or initiatives to increase teacher retention.

7 The sum appropriated shall be expended by the department of  
8 education for the purposes of this part.

9 PART VI

10 SECTION 9. The legislature finds that with an overall  
11 shortage of teachers and other educational staff members,  
12 including administrators and related service professionals, many  
13 schools have difficulty keeping staff from accepting positions  
14 in other schools or leaving the profession altogether. The cost  
15 and availability of housing can greatly impact the recruitment  
16 and retention of teachers, especially in geographically isolated  
17 communities and in schools plagued with hard-to-fill vacancies.  
18 In addition, the high cost of housing in Hawaii creates added  
19 economic stress on younger teachers who are among those most  
20 likely to leave the profession. The legislature further finds  
21 that there is a critical need to provide housing assistance for  
22 the recruitment and retention of teachers in hard-to-fill



1 positions and in geographically isolated public schools, as  
2 determined by the department of education.

3 The legislature is also aware that the current condition of  
4 state-owned teacher housing requires that the units undergo  
5 extensive repair and renovation, and will require a consistent  
6 maintenance program and dedicated oversight and support  
7 personnel when the program is transferred from the Hawaii  
8 housing finance and development corporation to the department of  
9 education.

10 The purpose of this part is to establish a teacher housing  
11 allowance program to provide housing assistance to teachers  
12 employed in public schools in geographically isolated  
13 communities and public schools plagued with hard-to-fill teacher  
14 vacancies. This part also appropriates funds for the repair and  
15 maintenance of existing teacher housing and requires the  
16 department of education to report to the legislature on  
17 alternative programs or options for addressing the teacher  
18 housing needs in the state.

19 SECTION 10. Chapter 302A, Hawaii Revised Statutes, is  
20 amended by adding a new section to be appropriately designated  
21 and to read as follows:



1           "§302A- Teacher housing allowance program. (a) The  
2 department shall establish a teacher housing allowance program  
3 to provide housing allowances to teachers employed to teach at  
4 public schools in the state.

5           (b) The amount of the housing allowance shall be equal to  
6 the teacher's full-time equivalence multiplied by the difference  
7 between the statewide median cost of housing minus the lesser of  
8 either the cost of housing in the school district where the  
9 teacher is employed or the cost of housing in the school  
10 district in which the teacher resides. For the purposes of this  
11 section, the difference between the school district's cost of  
12 housing and the statewide median shall not exceed fifty per cent  
13 of the median.

14           (c) The cost of the housing for each school district and  
15 the statewide median shall be determined every four years based  
16 on a standard set of housing specifications and on data reported  
17 for the most recent annual period for which data are available.  
18 A nationally recognized entity that collects statistically valid  
19 housing cost data for federal government agencies and businesses  
20 shall be selected by the superintendent, subject to approval by  
21 the board, to collect the data. The department shall contract  
22 with the entity selected under this subsection for this purpose.



1       (d) The department shall administer the teacher housing  
2 allowance program and shall adopt rules pursuant to chapter 91  
3 necessary for the program's implementation.

4       (e) For the purposes of this section, the "statewide  
5 median cost of housing" means the cost at which there is an  
6 equal number of districts with higher housing costs and with  
7 lower housing costs."

8       SECTION 11. There is appropriated out of the general  
9 revenues of the State of Hawaii the sum of \$                    or so  
10 much thereof as may be necessary for fiscal year 2008-2009 for  
11 the teacher housing allowance program established under this  
12 part.

13       The sum appropriated shall be expended by the department of  
14 education for the purposes of this part.

15       SECTION 12. The department of education shall examine  
16 existing programs and options for the future, including  
17 information on the costs, feasibility, and benefits of each  
18 program or option for addressing the teacher housing needs  
19 within the state, and submit a report of findings and  
20 recommendations to the legislature no later than twenty days  
21 prior to the convening of the regular session of 2009. The  
22 programs or options examined shall include but not be limited to



1 a second mortgage loan program or other home loan guarantee  
2 programs.

3 PART VII

4 SECTION 13. The legislature finds that Hawaii continues to  
5 have a critical shortage of trained teachers for the public  
6 school system. To address the teacher shortage, members of the  
7 Hawaii alliance for future teachers initiated the teacher cadet  
8 program, which began in the 2004-2005 school year with the  
9 participation of five public high schools: Farrington, Kaimuki,  
10 Campbell, Kapolei, and Kahuku high schools. By the 2006-2007  
11 school year, the number of participating schools had increased  
12 to twelve schools.

13 For three years, the Hawaii alliance for future teachers,  
14 in partnership with the department of education, implemented a  
15 course called explorations in education in some public schools  
16 in Hawaii. The goal of the Hawaii alliance for future teachers  
17 is to develop future teachers for Hawaii public schools by  
18 introducing Hawaii high school students to the world of  
19 teaching. In three years, approximately two hundred students,  
20 mostly seniors, have completed the course.

21 Members of the first cohort group are presently in their  
22 junior year in college. A database system has been established



1 to track the students who have gone through the teacher cadet  
2 program while they are in college. The best and brightest  
3 students have been recruited to go through a rigorous course in  
4 the college of education at the University of Hawaii that  
5 addresses standards in the teaching profession.

6 The content of the course includes learning styles, self-  
7 assessment, developmental stages of learning, governance in  
8 schools, the history of education in the United States and  
9 Hawaii, and realities of the teaching profession, including  
10 salaries. An important component of the explorations course,  
11 renamed teacher education in 2006, is the field experience where  
12 students actually experience teaching and work with teachers and  
13 students on a regular basis. The feedback from students and  
14 mentor teachers has been overwhelmingly positive in terms of  
15 gains made by the students in the classrooms, as well as the  
16 enriching experience for high school students who are seriously  
17 considering teaching as a career.

18 The purpose of this part is to appropriate funds to the  
19 Hawaii teacher cadet program to address the teacher shortage in  
20 Hawaii and provide for the expeditious release of funding by  
21 removing matching requirements for appropriations made to the  
22 Hawaii teacher cadet program.





1 SECTION 14. Section 302A-401.5, Hawaii Revised Statutes,  
2 is amended to read as follows:

3 "[+]§302A-401.5[+] **Hawaii teacher cadet program fund.** (a)

4 There is established the Hawaii teacher cadet program fund as a  
5 separate fund of the Hawaii alliance for future teachers, a  
6 Hawaii nonprofit organization. Moneys received from the state,  
7 county, or federal government, private contributions of cash or  
8 other property, and the income and capital gains earned by the  
9 fund shall constitute its assets.

10 (b) The Hawaii alliance for future teachers shall expend  
11 moneys from the fund in the form of either grants to  
12 organizations or contracts with private vendors to provide  
13 programs for students who possess a high level of academic  
14 achievement and the personality traits found in good teachers to  
15 consider teaching as a career in accordance with this section.

16 (c) The fund may receive contributions, grants,  
17 endowments, or gifts in cash or otherwise from all sources,  
18 including corporations or other businesses, foundations,  
19 government, individuals, and other interested parties. The  
20 legislature intends that public and private sectors review and  
21 investigate all potential funding sources. The State may  
22 appropriate moneys to the fund.



1 (d) The Hawaii alliance for future teachers shall appoint  
2 the members of the Hawaii teacher cadet program advisory board,  
3 which shall be responsible for:

4 (1) Soliciting and otherwise raising funds for the fund;

5 (2) Establishing criteria for the expenditure of funds;

6 (3) Reviewing grant proposals using criteria established  
7 by the Hawaii alliance for future teachers; and

8 (4) Making recommendations for grants and other specific  
9 expenditures.

10 Members of the advisory board shall be stakeholders in Hawaii's  
11 public educational system, including students, parents, alumni,  
12 principals, community and business leaders, and representatives  
13 from the department of education and the department of  
14 accounting and general services, who shall be represented on the  
15 advisory board.

16 (e) In managing the moneys in the fund, the Hawaii  
17 alliance for future teachers shall exercise ordinary business  
18 care and prudence given the facts and circumstances prevailing  
19 at the time of action or decision. In doing so, the Hawaii  
20 alliance for future teachers shall consider its long- and short-  
21 term needs in carrying out its purposes, its present and



1 anticipated financial requirements, expected total return on its  
2 investments, price trends, and general economic conditions.

3 (f) There may be an endowment component of the fund, and  
4 the Hawaii alliance for future teachers may accumulate net  
5 income and add the same to the principal.

6 (g) The use of any state moneys may be restricted by the  
7 legislation appropriating these moneys to the fund.

8 (h) The Hawaii alliance for future teachers may expend  
9 principal from the fund for the purposes of the fund.

10 (i) Any organization submitting a proposal to the Hawaii  
11 alliance for future teachers for moneys shall meet the following  
12 standards at the time of application:

13 (1) Be a for-profit organization duly registered under the  
14 laws of the State, or be a nonprofit organization  
15 determined by the Internal Revenue Service to be  
16 exempt from the federal income tax, or be an agency of  
17 the State or a county;

18 (2) In the case of a nonprofit organization, have a  
19 governing board whose members have no material  
20 conflict of interest and serve without compensation;

21 (3) In the case of an applicant that is not a state or  
22 county government agency, have bylaws or policies that



1 describe the manner in which business is conducted and  
2 policies that relate to the management of a potential  
3 situation involving a conflict of interest;

4 (4) Have experience with the project or in the program  
5 area for which the proposal is being made; and

6 (5) Be licensed and accredited, as applicable, in  
7 accordance with the requirements of federal, state,  
8 and county governments.

9 (j) All proposals submitted to the Hawaii alliance for  
10 future teachers for moneys shall be approved by the department  
11 for consistency in meeting standards for public schools.

12 (k) Organizations or agencies to which moneys are awarded  
13 shall agree to comply with the following conditions before  
14 receiving the award:

15 (1) Use persons qualified to engage in the activity to be  
16 funded;

17 (2) Comply with the applicable federal, state, and county  
18 laws; and

19 (3) Comply with any other requirements prescribed by the  
20 Hawaii alliance for future teachers to ensure  
21 adherence by the recipient of the award with



1 applicable federal, state, and county laws and with  
2 the purposes of this section.

3 (l) Chapter 103D shall not apply to organizations or  
4 agencies that apply for grants or contracts under this section;  
5 provided that the Hawaii alliance for future teachers shall be  
6 held accountable for the use of the funds under a contract with  
7 the department.

8 (m) Any contract awarded by the Hawaii alliance for future  
9 teachers shall be made with as much competition as is practical  
10 to execute its purposes.

11 (n) The fund shall be audited annually by an independent  
12 auditor. The results of each annual audit shall be submitted to  
13 the department not later than thirty days from the date the  
14 Hawaii alliance for future teachers receives the audit results.

15 In addition, the Hawaii alliance for future teachers shall  
16 retain for a period of three years and permit the department,  
17 state legislators, and the auditor, or their duly authorized  
18 representatives, to inspect and have access to any documents,  
19 papers, books, records and other evidence that is pertinent to  
20 the fund.

21 (o) The fund shall not be placed in the state treasury,  
22 and the State shall not administer the fund, nor shall the State



1 be liable for the operation or solvency of the fund of the  
2 Hawaii alliance for future teachers.

3 ~~[(p) For every dollar of state moneys granted by the fund~~  
4 ~~to the project, there shall be a minimum of \$1 in value matched~~  
5 ~~by the Hawaii alliance for future teachers in cash, or the fair~~  
6 ~~market value of in-kind donations, real property, or any other~~  
7 ~~item of value from federal, state, or county governments,~~  
8 ~~private entities, community-based organizations, non-profit~~  
9 ~~organizations, or individuals.~~

10 ~~(q)~~ (p) The ~~[superintendent of education]~~ Hawaii alliance  
11 for future teachers shall submit an annual report of the  
12 progress of the Hawaii teacher cadet program fund no later than  
13 twenty days prior to the convening of each regular session of  
14 the legislature."

15 SECTION 15. There is appropriated out of the general  
16 revenues of the State of Hawaii the sum of \$ or so much  
17 thereof as may be necessary for fiscal year 2008-2009 for  
18 deposit into the Hawaii teacher cadet program fund established  
19 under section 302A-401.5, Hawaii Revised Statutes.

20 SECTION 16. There is appropriated out of the Hawaii  
21 teacher cadet program fund the sum of \$ or so much  
22 thereof as may be necessary for fiscal year 2008-2009 for the



1 operations of the Hawaii teacher cadet program, including  
2 recruiting additional schools for the teacher education course,  
3 training of teachers, supporting teachers, mentoring of  
4 students, tracking of students for the Hawaii teacher cadet  
5 program, and revising and updating the Hawaii teacher education  
6 curriculum.

7 The sum appropriated shall be expended by the department of  
8 education for the purposes of this part.

9 PART VIII

10 SECTION 17. The legislature finds that teacher induction  
11 programs can cut teacher attrition in half and improve teacher  
12 effectiveness. Accordingly, research indicates that among  
13 beginning teachers nationally, forty-one per cent who do not  
14 receive induction support change schools or leave the profession  
15 altogether after their first year, compared to only eighteen per  
16 cent of teachers who participate in high-quality induction  
17 programs. Additionally, for every one dollar invested in a  
18 comprehensive teacher induction program, a return of \$1.66 is  
19 realized after five years. Thus, the legislature established a  
20 statewide teacher induction program in Act 159, Session Laws of  
21 Hawaii 2005, to combat the high teacher attrition rates within



1 the department of education and endeavor to develop and retain  
2 high-quality teachers.

3 The purpose of this part is to appropriate funds for the  
4 statewide teacher induction program and require a report to be  
5 submitted to the legislature.

6 SECTION 18. The department of education shall submit  
7 interim reports on the statewide teacher induction program  
8 established in Act 159, Session Laws of Hawaii 2005, including  
9 its status, outcomes, findings, and recommendations to the  
10 legislature no later than twenty days prior to the convening  
11 each regular session from 2009 through 2011, and a final report  
12 to the legislature no later than twenty days prior to the  
13 convening of the regular session of 2012.

14 SECTION 19. There is appropriated out of the general  
15 revenues of the State of Hawaii the sum of \$ or so much  
16 thereof as may be necessary for fiscal year 2008-2009 for the  
17 statewide teacher induction program established in Act 159,  
18 Session Laws of Hawaii 2005.

19 The sum appropriated shall be expended by the department of  
20 education for the purposes of this part.





1 PART IX

2 SECTION 20. Statutory material to be repealed is bracketed  
3 and stricken. New statutory material is underscored.

4 SECTION 21. This Act shall take effect on July 1, 2008;  
5 provided that sections 4, 10, and 14 shall take effect upon its  
6 approval.



S.B. NO. 3252  
S.D. 2  
H.D. 1

**Report Title:**

Teacher Recruitment and Retention; Omnibus; Appropriation

**Description:**

Addresses the teacher shortage in the state through various initiatives. Appropriates funds. (SB3252 HD1)

SB3252 HD1 HMS 2008-3165

