
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 Act:

- 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 national board certified teachers with full
20 credit for the teacher's total number of years of
21 teaching experience;



- 1 (4) Appropriates funds to establish professional
- 2 development schools within Hawaii public schools to
- 3 train preservice teachers;
- 4 (5) Appropriates funds to complex areas for academic
- 5 coaches, professional development, and the retention
- 6 of teachers;
- 7 (6) Establishes the teacher housing allowance program to
- 8 provide housing assistance to teachers employed in
- 9 schools in geographically isolated areas or hard-to-
- 10 fill positions within the state, appropriates funds
- 11 for the program, and requires the department of
- 12 education to report to the legislature on alternative
- 13 teacher housing incentives;
- 14 (7) Appropriates funds for the Hawaii teacher cadet
- 15 program to address the teacher shortage; and
- 16 (8) Appropriates funds for the statewide teacher induction
- 17 program within the department of education.

18 PART II

19 SECTION 2. According to the Hawaii educational policy
20 center, based on preliminary data, by the 2010-2011 school year,
21 the number of new hires required each year in Hawaii public
22 schools can be reduced from 1,600 to approximately 1,400. By



1 the 2015-2016 school year, the number can be reduced to
2 approximately 800 new hires. To accomplish the foregoing
3 reductions, the State must support efforts to assist in-service
4 teachers in passing PRAXIS examinations to become licensed.

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

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

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

19 PART III

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



1 "(a) The designation of any teacher to any given class
2 shall be determined by the department in accordance with
3 licensing requirements[-]; provided that, for purposes of
4 determining salary credit for teachers:

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

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

17 (B) Any teacher who meets all the requirements of the
18 No Child Left Behind Act,
19 hired between January 1, 2004, and June 30, 2008,
20 shall not receive retroactive pay related to the
21 provision of full salary credit allowed under this
22 paragraph; and



1 (3) Positively impacting preschool-through-twelfth-grade
2 student achievement; and

3 (4) Improving teacher retention.

4 The purpose of this part is to appropriate funds to
5 establish professional development schools for teachers in
6 public schools in the state.

7 SECTION 6. There is appropriated out of the general
8 revenues of the State of Hawaii the sum of \$ or so much
9 thereof as may be necessary for fiscal year 2008-2009 to
10 establish four professional development schools for teachers in
11 Hawaii public schools; provided that:

12 (1) The department of education shall allocate funds to
13 professional development schools by means of
14 competitive grants subject to the availability of
15 resources; provided further that schools that were
16 selected previously shall receive first consideration;

17 (2) A grant application shall include a description of how
18 the professional development school will meet the
19 professional development school standards of the
20 National Council for the Accreditation of Teacher
21 Education and the department's six images of success:



- 1 (A) Standards-based learning;
- 2 (B) Professionalism and the capacity of the system;
- 3 (C) Quality of student support;
- 4 (D) Coordinated teamwork;
- 5 (E) Responsiveness of the system; and
- 6 (F) Focused and sustained action;
- 7 (3) Five per cent of the funds appropriated to establish
- 8 and continue development of professional development
- 9 schools shall be set aside for program administration,
- 10 including an annual professional development school
- 11 conference;
- 12 (4) Grants may be awarded for up to five years at a time
- 13 and may be renewable; and
- 14 (5) Professional development schools shall present annual
- 15 reports to the department and shall present findings
- 16 at the annual professional development school
- 17 conference.

18 For the purposes of this part, "professional development
19 schools" means those public schools, consortia of schools, or
20 departments within schools that have entered into formal
21 agreements with state-approved teacher education programs to



1 address standards-based education, teacher preparation, and
2 professional development.

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

5 PART V

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

15 The legislature believes that the establishment of complex
16 areas provides the opportunity for the more efficient management
17 of schools and school complexes contained therein. The
18 allocation of resources within a complex area could also prove
19 highly cost-effective. More autonomy in the management of
20 complex areas can yield beneficial results for the students,
21 staff, and administrators. For these reasons, greater



1 discretion for the allocation of resources should lie with the
2 complex area superintendents.

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

7 SECTION 8. There is appropriated out of the general
8 revenues of the State of Hawaii the sum of \$ or so
9 much thereof as may be necessary for fiscal year 2008-2009 for
10 the fifteen school complex areas; provided that the complex area
11 allocations shall be determined by the department of education
12 to ensure that complex area plans are consistent with state-
13 level initiatives and meet or exceed department of education
14 standards for high quality coaching, professional development,
15 and teacher retention.

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

18 PART VI

19 SECTION 9. The legislature finds that with an overall
20 shortage of teachers and other educational staff members,
21 including administrators and related service professionals, many
22 schools have difficulty keeping staff from accepting positions



1 in other schools or leaving the profession altogether. The cost
2 and availability of housing can greatly affect the recruitment
3 and retention of teachers, especially in geographically isolated
4 communities and in schools plagued with hard-to-fill vacancies.
5 In addition, the high cost of housing in Hawaii places
6 additional economic stress on younger teachers who are among
7 those most likely to leave the profession. The legislature
8 further finds that there is a critical need to provide housing
9 assistance for the recruitment and retention of teachers in
10 hard-to-fill positions and in geographically isolated public
11 schools, as determined by the department of education.

12 The legislature is also aware that the current condition of
13 state-owned teacher housing requires that the units undergo
14 extensive repair and renovation and will require a consistent
15 maintenance program and dedicated oversight and support
16 personnel when the program is transferred from the Hawaii
17 housing finance and development corporation to the department of
18 education.

19 The purpose of this part is to establish a teacher housing
20 allowance program to provide housing assistance to teachers
21 employed in public schools in geographically isolated
22 communities and public schools plagued with hard-to-fill teacher

1 vacancies. This part also appropriates funds for the repair and
2 maintenance of existing teacher housing and requires the
3 department of education to report to the legislature on
4 alternative programs or options for addressing teacher housing
5 needs in the state.

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

9 "§302A- Teacher housing allowance program. (a) The
10 department shall establish a teacher housing allowance program
11 to provide housing allowances to teachers employed to teach at
12 public schools in the state.

13 (b) The amount of the housing allowance shall be equal to
14 the teacher's full-time equivalence multiplied by the difference
15 between the statewide median cost of housing minus the lesser of
16 either the cost of housing in the school district where the
17 teacher is employed or the cost of housing in the school
18 district in which the teacher resides. For the purposes of this
19 section, the difference between the school district's cost of
20 housing and the statewide median shall not exceed fifty per cent
21 of the median.



1 (c) The cost of the housing for each school district and
 2 the statewide median shall be determined every four years based
 3 on a standard set of housing specifications and on data reported
 4 for the most recent annual period for which data are available.
 5 The superintendent shall select a nationally recognized entity
 6 that collects statistically valid housing cost data for federal
 7 government agencies and businesses, subject to approval by the
 8 board, to collect the data. The department shall contract with
 9 the entity selected under this subsection for this purpose.

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

13 (e) For the purposes of this section, the "statewide
 14 median cost of housing" means the cost at which there is an
 15 equal number of districts with higher housing costs and with
 16 lower housing costs."

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



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

3 SECTION 12. The department of education shall examine
4 existing programs and options for the future, including
5 information on the costs, feasibility, and benefits of each
6 program or option for addressing the teacher housing needs
7 within the state, and submit a report of findings and
8 recommendations to the legislature no later than twenty days
9 prior to the convening of the regular session of 2009. The
10 programs or options examined shall include but not be limited to
11 a second mortgage loan program or other home loan guarantee
12 programs.

13 PART VII

14 SECTION 13. The legislature finds that Hawaii continues to
15 experience a critical shortage of trained teachers for the
16 public school system. To address the teacher shortage, members
17 of the Hawaii Alliance for Future Teachers initiated the teacher
18 cadet program, which began in the 2004-2005 school year with the
19 participation of five public high schools: Farrington, Kaimuki,
20 Campbell, Kapolei, and Kahuku high schools. By the 2006-2007
21 school year, the number of participating schools had increased
22 to twelve schools.



1 For three years, the Hawaii Alliance for Future Teachers,
2 in partnership with the department of education, has implemented
3 a course, explorations in education, in some public schools in
4 Hawaii. The goal of the Hawaii Alliance for Future Teachers is
5 to develop future teachers for Hawaii public schools by
6 introducing Hawaii high school students to the world of
7 teaching. In three years, approximately 200 students, mostly
8 seniors, have completed the course.

9 Members of the first cohort are presently in their junior
10 year in college. A database system has been established to
11 track the students who have gone through the teacher cadet
12 program while they are in college. The best and brightest
13 students have been recruited to go through a rigorous course in
14 the college of education at the University of Hawaii that
15 addresses standards in the teaching profession.

16 The content of the course includes learning styles, self-
17 assessment, developmental stages of learning, governance in
18 schools, the history of education in the United States and
19 Hawaii, and realities of the teaching profession, including
20 salaries. An important component of the explorations course,
21 renamed teacher education in 2006, is the field experience in
22 which students actually experience teaching and work with



1 teachers and students on a regular basis. The feedback from
2 students and mentor teachers has been overwhelmingly positive in
3 terms of gains made by the students in the classrooms, as well
4 as the enriching experience for high school students who are
5 seriously considering teaching as a career.

6 The purpose of this part is to appropriate funds to the
7 Hawaii teacher cadet program to address the teacher shortage in
8 Hawaii and provide for the expeditious release of funding by
9 removing matching requirements for appropriations made to the
10 Hawaii teacher cadet program.

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

13 "[~~+~~]**§302A-401.5**[~~+~~] **Hawaii teacher cadet program fund.** (a)

14 There is established the Hawaii teacher cadet program fund as a
15 separate fund of the Hawaii [~~alliance~~] Alliance for [~~future~~
16 ~~teachers,~~] Future Teachers, a Hawaii nonprofit organization.

17 Moneys received from the state, county, or federal government,
18 private contributions of cash or other property, and the income
19 and capital gains earned by the fund shall constitute its
20 assets.

21 (b) The Hawaii [~~alliance~~] Alliance for [~~future teachers~~]
22 Future Teachers shall expend moneys from the fund in the form of



1 either grants to organizations or contracts with private vendors
2 to provide programs for students who possess a high level of
3 academic achievement and the personality traits found in good
4 teachers to consider teaching as a career in accordance with
5 this section.

6 (c) The fund may receive contributions, grants,
7 endowments, or gifts in cash or otherwise from all sources,
8 including corporations or other businesses, foundations,
9 government, individuals, and other interested parties. The
10 legislature intends that public and private sectors review and
11 investigate all potential funding sources. The State may
12 appropriate moneys to the fund.

13 (d) The Hawaii [~~alliance~~] Alliance for [~~future teachers~~]
14 Future Teachers shall appoint the members of the Hawaii teacher
15 cadet program advisory board, which shall be responsible for:

- 16 (1) Soliciting and otherwise raising funds for the fund;
17 (2) Establishing criteria for the expenditure of funds;
18 (3) Reviewing grant proposals using criteria established
19 by the Hawaii [~~alliance~~] Alliance for [~~future~~
20 ~~teachers,~~] Future Teachers; and
21 (4) Making recommendations for grants and other specific
22 expenditures.



1 Members of the advisory board shall be stakeholders in Hawaii's
2 public educational system, including students, parents, alumni,
3 principals, community and business leaders, and representatives
4 from the department of education and the department of
5 accounting and general services, who shall be represented on the
6 advisory board.

7 (e) In managing the moneys in the fund, the Hawaii
8 [~~alliance~~] Alliance for [~~future teachers~~] Future Teachers shall
9 exercise ordinary business care and prudence given the facts and
10 circumstances prevailing at the time of action or decision. In
11 doing so, the Hawaii [~~alliance~~] Alliance for [~~future teachers~~]
12 Future Teachers shall consider its long- and short-term needs in
13 carrying out its purposes, its present and anticipated financial
14 requirements, expected total return on its investments, price
15 trends, and general economic conditions.

16 (f) There may be an endowment component of the fund, and
17 the Hawaii [~~alliance~~] Alliance for [~~future teachers~~] Future
18 Teachers may accumulate net income and add the same to the
19 principal.

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



1 (h) The Hawaii [~~alliance~~] Alliance for [~~future teachers~~]
2 Future Teachers may expend principal from the fund for the
3 purposes of the fund.

4 (i) Any organization submitting a proposal to the Hawaii
5 [~~alliance~~] Alliance for [~~future teachers~~] Future Teachers for
6 moneys shall meet the following standards at the time of
7 application:

8 (1) Be a for-profit organization duly registered under the
9 laws of the State, or be a nonprofit organization
10 determined by the Internal Revenue Service to be
11 exempt from the federal income tax, or be an agency of
12 the State or a county;

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

16 (3) In the case of an applicant that is not a state or
17 county government agency, have bylaws or policies that
18 describe the manner in which business is conducted and
19 policies that relate to the management of a potential
20 situation involving a conflict of interest;

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



- 1 (5) Be licensed and accredited, as applicable, in
2 accordance with the requirements of federal, state,
3 and county governments.
- 4 (j) All proposals submitted to the Hawaii [~~alliance~~]
5 Alliance for [~~future teachers~~] Future Teachers for moneys shall
6 be approved by the department for consistency in meeting
7 standards for public schools.
- 8 (k) Organizations or agencies to which moneys are awarded
9 shall agree to comply with the following conditions before
10 receiving the award:
- 11 (1) Use persons qualified to engage in the activity to be
12 funded;
- 13 (2) Comply with the applicable federal, state, and county
14 laws; and
- 15 (3) Comply with any other requirements prescribed by the
16 Hawaii [~~alliance~~] Alliance for [~~future teachers~~]
17 Future Teachers to ensure adherence by the recipient
18 of the award with applicable federal, state, and
19 county laws and with the purposes of this section.
- 20 (1) Chapter 103D shall not apply to organizations or
21 agencies that apply for grants or contracts under this section;
22 provided that the Hawaii [~~alliance~~] Alliance for [~~future~~



1 ~~teachers]~~ Future Teachers shall be held accountable for the use
2 of the funds under a contract with the department.

3 (m) Any contract awarded by the Hawaii [~~alliancee]~~ Alliance
4 for [~~future teachers]~~ Future Teachers shall be made with as much
5 competition as is practical to execute its purposes.

6 (n) The fund shall be audited annually by an independent
7 auditor. The results of each annual audit shall be submitted to
8 the department not later than thirty days from the date the
9 Hawaii [~~alliancee]~~ Alliance for [~~future teachers]~~ Future Teachers
10 receives the audit results. In addition, the Hawaii [~~alliancee]~~
11 Alliance for [~~future teachers]~~ Future Teachers shall retain for
12 a period of three years and permit the department, state
13 legislators, and the auditor, or their duly authorized
14 representatives, to inspect and have access to any documents,
15 papers, books, records and other evidence that is pertinent to
16 the fund.

17 (o) The fund shall not be placed in the state treasury,
18 and the State shall not administer the fund, nor shall the State
19 be liable for the operation or solvency of the fund of the
20 Hawaii [~~alliancee]~~ Alliance for [~~future teachers.]~~ Future
21 Teachers.



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

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

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

18 SECTION 16. There is appropriated out of the Hawaii
 19 teacher cadet program fund the sum of \$ or so much
 20 thereof as may be necessary for fiscal year 2008-2009 for the
 21 operations of the Hawaii teacher cadet program, including
 22 recruiting additional schools for the teacher education course,



1 training teachers, supporting teachers, mentoring students,
2 tracking students for the Hawaii teacher cadet program, and
3 revising and updating the Hawaii teacher education curriculum.

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

6 PART VIII

7 SECTION 17. The legislature finds that teacher induction
8 programs can cut teacher attrition in half and improve teacher
9 effectiveness. Accordingly, research indicates that among
10 beginning teachers nationally, 41 per cent who do not receive
11 induction support change schools or leave the profession
12 altogether after their first year, compared to only 18 per cent
13 of teachers who participate in high-quality induction programs.
14 Additionally, for every \$1 invested in a comprehensive teacher
15 induction program, a return of \$1.66 is realized after five
16 years. Thus, the legislature established a statewide teacher
17 induction program in Act 159, Session Laws of Hawaii 2005, to
18 combat the high teacher attrition rates within the department of
19 education and endeavor to develop and retain high-quality
20 teachers.



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

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

12 SECTION 19. 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 statewide teacher induction program established in Act 159,
16 Session Laws of Hawaii 2005.

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

19 PART IX

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



1 SECTION 21. This Act shall take effect on July 1, 2020;
2 provided that sections 4, 10, and 14 shall take effect on July
3 1, 2020.



Report Title:

Teacher Recruitment and Retention; Omnibus; Appropriation

Description:

Addresses the teacher shortage in the state through various initiatives. Appropriates funds. (SB3252 HD2)

