

HB2269 HD2

Measure Title: RELATING TO EDUCATION.

Report Title: Education; National Board Certification Incentive Program

Description: Expands the National Board Certification Incentive Program to provide monetary incentives to school psychologists. Authorizes continuing bonuses for teachers and school psychologists in designated high-need schools that improve and become no longer designated as such. (HB2269 HD2)

Companion: [SB2613](#)

Package: None

Current Referral: EDU/CPH, WAM

Introducer(s): OHNO, BROWER, EVANS, JOHANSON, KOBAYASHI, C. LEE, LUKE, MIZUNO, MORIKAWA, OSHIRO, TAKAYAMA, TAKUMI, TSUJI, DeCoite, Ing, Keohokalole



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

Date: 03/21/2016

Time: 10:30 AM

Location: 229

Committee: Senate Education Senate
Commerce, Consumer Protection, and Health

Department: Education

Person Testifying: Kathryn S. Matayoshi, Superintendent of Education

Title of Bill: HB 2269, HD2 RELATING TO EDUCATION.

Purpose of Bill: Expands the National Board Certification Incentive Program to provide monetary incentives to school psychologists. Authorizes continuing bonuses for teachers and school psychologists in designated high-need schools that improve and become no longer designated as such. (HB2269 HD2)

Department's Position:

The Department of Education (Department) supports the intent of HB 2269, HD2 provided that its passage does not replace or adversely impact the priorities indicated in the Department's budget as approved by the Board of Education. Following are the Department's comments on the bill.

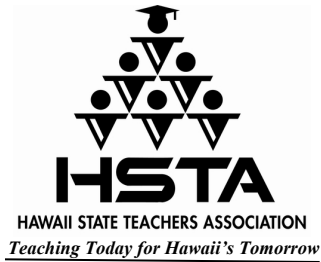
HB 2269, HD2 seeks to expand the current national board certification incentive program pursuant to Section 302A-706, Hawaii Revised Statutes (HRS), to include school psychologists. As proposed, school psychologists would be eligible to receive a \$5,000 annual bonus for each year of licensure and reimbursement of the application fee upon certification. The Department estimates a cost of up to \$442,850 per year for these incentives.

Furthermore, current language states that eligible individuals would receive a \$5,000 annual bonus if they are in a focus, priority or Superintendent's zone school; a school with a high turnover rate; or in a school that is hard-to-fill. However, school psychologists are employed at the district/complex area and are not assigned to a particular school, which would not afford them the additional \$5,000 annual bonus based on the current language.

The Department also notes that employee compensation is more appropriately the subject of collective bargaining rather than legislation.

Finally, if the proposed additional bonus reflected on page 3, lines 1-15 were to be implemented it would result in the need for additional funding in an amount to be determined. Based on fiscal

year 2015 data, the Department estimates 16 teachers would be eligible to receive the additional bonus for the first year. The amount would compound annually up to the end of the current 10 year period.



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TESTIMONY BEFORE THE SENATE COMMITTEES ON
EDUCATION and CONSUMERCE, CONSUMER PROTECTION AND HEALTH

RE: HB 2269, HD2 - RELATING TO EDUCATION.

MONDAY, MARCH 21, 2016

COREY ROSENLEE, PRESIDENT
HAWAII STATE TEACHERS ASSOCIATION

Chair Kidani, Chair Baker, and Members of the Committee:

The Hawaii State Teachers Association **strongly supports HB 2269, HD2,** relating to education.

This bill amends HRS §302A-706 to include school psychologists within Hawai'i's national board certification incentive program, providing them with a bonus for achieving and maintaining national board certification and an additional bonus for working in a low performing, high-turnover, or hard-to-fill school. This bill also extends the additional bonus for teachers and school psychologists whose schools improve over time, thereby ensuring that hard working professionals are not penalized for generating positive results.

National board certified educators are critical to increasing learning growth. As the National Board for Professional Teaching Standards states, national board certified teachers shape the profession that shapes our society's future. Created by teachers, for teachers, national board certification is widely viewed as the gold standard of teaching certification, with the same being respectively true for national board certified school psychologists. Research shows that the students of national board certified education professionals achieve more and perform better in the classroom.

National board certified education professionals are, therefore, critical to raising graduation rates, setting and meeting rigorous performance goals, and bridging achievement gaps. A study performed by Stanford sociologist Sean Reardon found that the "rich-poor gap" in math and reading test scores is roughly 40 percent larger now than it was 30 years ago. Given the chronic resource shortages, teacher

turnover, demographic inequalities, and low pay experienced by educators working in high-need and economically impaired areas, it is imperative that policymakers take steps to incentivize the pursuit of professional excellence and reward quality educators, without whom scholastic progress may be jeopardized. Accordingly, we urge you, during the budget process, to push for an amount of \$5,000 for the bonus extended by this bill, which would match the bonuses for national board certified teachers already in effect pursuant to §302A-706.

Teachers and school psychologists should be compensated for boosting school performance. Accordingly, the Hawaii State Teachers Association asks your committee to **support** this bill.