

March 21, 2016

COMMITTEE ON EDUCATION AND COMMERCE, CONSUMER PROTECTION, AND HEALTH

Conference Room 229

Hawaii State Capitol 415 South Beretania Street

Aloha Chairs Baker, Kidani, and Seantors:

The Hawaii Association of School Psychologists supports HB2269 in its expansion to include Nationally Certified School Psychologists and Nationally Certified Counselors in the bonus. It is just as important to have highly qualified mental health providers in the schools as it is teachers in the classrooms.

We would like to propose an amendment/clarification. The previous amendment that cut out counselors should be revisited and they should be added back in, in addition, it should also include Behavior Health Specialists who hold a degree in school counseling and are a Nationally Certified Counselor, as they are also serving as counselors in our schools. The rigorous training, supervision, and testing required of school counselors and school psychologists to obtain national certification is comparable to national teacher certification. Currently there are 112 NBCC's in Hawaii and not even 1/3 are employed by the department of education (<http://www.nbcc.org/counselorfind/HI>). There are 27 NCSPs in Hawaii and not all are employed by the department of education (<http://apps.nasponline.org/standards-and-certification/ncsp-verification.aspx?lname=&state=HI>). As of 2014, there were nearly 500 teachers nationally certified in Hawaii (<http://www.htsb.org/wp-content/uploads/2015/01/2014-NBPTS-directory.pdf>), with more obtaining certification every year.

Teacher certification lasts for 10 years, while school psychologists have to renew every 3 years and counselors have to renew every 5 years. The expansion of this bill would really only add a maximum of 50 DOE employees to the eligibility in the state of Hawaii. To address the notion that there is not money to fund these 50 potential people:

- a. In 2014, the board of education looked at cutting \$2.2 million from the Hawaii DOE that was a surplus of unfilled vacancies
- b. Many of these vacancies were under the School Based Behavioral Health umbrella which includes counselors (BHS's) and psychologists
- c. It would benefit the DOE to utilize this already allocated personnel funding source for SBBH vacancies to recruit and retain nationally certified mental health providers .

Thank you,
Leslie Baunach, NCSP
HASP President



LATE

Hawaii School Counselor Association
PO Box 11359
Honolulu, Hawaii 96828

March 21, 2016

Testimony on behalf the Hawaii School Counselor Association
To include Public School Counselors in HB2669 National Board Certification
Incentive Program

Dear Sir or Madam:

Please amend HB2669 to include Hawaii's Public School Counselors. School counselors across Hawaii are continuously seeking to develop their knowledge, expertise and skills to provide the best service to the schools they serve. Few opportunities exist during work hours and most of the designated school professional development days are devoted to teachers. Therefore, many school counselors use their free time, including nights, weekends and vacations to attend professional workshops and conferences, sometimes paying for it completely out of their own pocket.

School counselors who continue their education by learning new methods to help the schools they serve do so because they want to support their students in the most impactful ways. National Board Certification recognizes school counselors who complete approved professional development opportunities. I urge the committee to include Hawaii Public School Counselors in HB2669 so that this devotion will be noticed and financial support can be provided for school counselors to continue to improve their practice.

Sincerely,

Brad Kusunoki
President
Hawaii School Counselor Association



HAWAII GOVERNMENT EMPLOYEES ASSOCIATION
AFSCME Local 152, AFL-CIO

RANDY PERREIRA, Executive Director • Tel: 808.543.0011 • Fax: 808.528.0922

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The Twenty-Eighth Legislature, State of Hawaii
The Senate
Committee on Education
Committee on Commerce, Consumer Protection, and Health

Testimony by
Hawaii Government Employees Association

March 21, 2016

H.B. 2269, H.D. 2 – RELATING TO EDUCATION

The Hawaii Government Employees Association, AFSCME Local 152, AFL-CIO strongly supports H.B. 2269, H.D. 2, which seeks to expand the national board certification incentive program which recognizes and supports exemplary educational practice and provides greater monetary incentives by including public school psychologists who have achieved national board certification. This measure also authorizes additional bonuses for teachers and school psychologists in designated high-need schools that improve and become no longer designated as such.

We respectfully request consideration of amendments to this bill to include all other bargaining unit employees, inclusive of School Behavioral Health Specialists, who have achieved national board certification and are employed by or assigned to provide services to students at the schools covered under this measure. We also request that any requisite funding within this measure is appropriated separately from collective bargaining funds provided by the legislature.

Thank you for the opportunity to testify in strong support H.B. 2269, H.D. 2, with the proposed amendments.

Respectfully submitted,

for Randy Perreira
Executive Director

LATE

From: mailinglist@capitol.hawaii.gov
To: [EDU Testimony](#)
Cc: siri9582@yahoo.com
Subject: *Submitted testimony for HB2269 on Mar 21, 2016 10:30AM*
Date: Monday, March 21, 2016 9:39:27 AM

HB2269

Submitted on: 3/21/2016

Testimony for EDU/CPH on Mar 21, 2016 10:30AM in Conference Room 229

Submitted By	Organization	Testifier Position	Present at Hearing
Iris Mackey	Individual	Support	Yes

Comments:

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To Whom It May Concern:

My name is Renee Bergeron, Ph.D., NCSP, and I have been a school psychologist in Leeward district for the past 10 years. There has also been a shortage of school psychologists in Leeward district—and across the entire state—since I began working in Hawai'i in 2005. Though there are a variety of reasons for this shortage (e.g., no school psychology graduate program in Hawai'i), one constant issue that comes up is the cost of living here in relation to the salary for the position. This is also the reason frequently cited for qualified school psychologists who leave the island.

But the goal should not just be to fill positions; we need quality applicants to fulfill these vacancies. In order to recruit qualified applicants for vacant school psychologist positions, Hawai'i needs to become more competitive in the market. One way to encourage qualified applicants would be the inclusion of an annual bonus for those who are a Nationally Certified School Psychologist (NCSP). Holding one's NCSP ensures that the individual has met rigorous training and continuing professional development requirements. It requires completion of a graduate program approved by the National Association of School Psychologists (NASP), including a supervised internship and passing a national standardized examination; maintaining one's NCSP requires completing a minimum of 75 hours of continuing professional development and education within each 36 month renewal period.

Because holding one's NCSP makes him or her a valuable employee, many states offer a bonus for school psychologists who have their NCSP. According to the NASP website, as of July 2015, the state of Hawai'i had the *fewest* number of NCSPs among all 50 states and the District of Columbia.

I believe that HB 2269 will benefit the Department of Education—and ultimately the students—by helping to recruit and retain highly trained and competent school psychologists by offering compensation for their qualifications.

Sincerely,

Renee Bergeron, Ph.D., NCSP

Position: Support HB 2269

LATE

I am writing in support of bill HB 2269 from the perspective of a school psychologist, military spouse, and parent of a child with special needs. As a school psychologist, I believe a licensure and national certification incentive program encourages higher professional standards and ongoing professional development. As a military spouse, we frequently move to new locations for short periods of time. As a result, finding employment as a school psychologist in a timely manner can be difficult and costly. Finding employment in the current system in Hawaii has been less rigorous professionally, but more difficult and time consuming than other states in which we have lived. I believe the adoption of a licensure and national certification incentive program will provide a more efficient and effective way to employ and retain well-trained and highly qualified school psychologists. In addition, the national certification incentive makes Hawaii salaries more competitive on the national landscape. As a parent of a child with special needs, a licensure and national certification incentive program reassures me that a highly qualified and well-trained professional is working with my child. Currently, Hawaii is the only state without a way to license or credential school psychologists, thus compromising the integrity of the profession in our state. On behalf of school psychologists and the children and families of Hawaii, please consider adopting the proposed bills for all our benefit and protection.

Respectfully Submitted,
Nicole Hoelz, M.A., Ed.S.
School Psychologist