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TESTIMONY BEFORE THE SENATE COMMITTEES ON  
JUDICIARY AND LABOR and WAYS AND MEANS

RE: HB 2524, HD1, SD1 - RELATING TO TEACHER INCENTIVES.

MONDAY, APRIL 4, 2016

COREY ROSENLEE, PRESIDENT  
HAWAII STATE TEACHERS ASSOCIATION

Chair Keith-Agaran, Chair Tokuda and Members of the Committee:

The Hawaii State Teachers Association **supports HB 2524, HD1, SD1**, relating to teacher incentives.

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 counselors and 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.



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The need for national board certified and other quality educators is, perhaps, most apparent in charter schools, which often serve impoverished or minority communities. Twenty-three of our state's charter schools are classified as Title I, meaning that they serve low-income communities. Attracting and retaining top-flight educators at these schools requires a variety of creative incentives, though we agree with this measure's findings that funds for incentive pay should never lessen charter school facilities funds. These funds come from the schools' per-pupil operating monies, with the majority being used for rent payments, according to the Hawaii State Public Charter School Commission. We urge you to ensure that incentive pay for charter school teachers does not erode dwindling facilities funds, while resolving charter school infrastructure inequity by **giving the commission additional funds in the state budget to be used for repairing and maintaining charter school facilities.**

The Hawaii State Teachers Association supports charter school teachers and believes they should be offered lucrative incentives to develop their skills and first-rate classrooms in which to practice their profession. Accordingly, we ask your committee to **support** this bill.