



**LATE**

March 21, 2016

To: Honorable Michelle N. Kidani, Chair  
Honorable Breene Harimoto, Vice Chair  
Senate Education Committee

From: Jeannine Souki, Executive Director  
Hawaii Public Charter Schools Network

Re: **HB 2524, HD1 – RELATING TO TEACHER INCENTIVES – SUPPORT**  
**Conference Room 229 – Hawaii State Capitol – Mar. 21, 2016, 1:15 P.M.**

On behalf of the Hawaii Public Charter School Network (HPCSN), we are writing in support of HB 2524, HD1, Relating to Teacher Incentives, to provide for bonuses required by statute or collective bargaining.

This bill will authorize the appropriation of teacher bonuses for hard-to-fill placement incentives and National Board certified teacher incentives for charter schools to be disbursed by the Hawaii Charter School Commission.

HPCSN supports the provision of incentive pay that is separate and above the per pupil funds for charter schools in general. This helps to resolve an inadequacy of funding among schools in hard-to-fill areas and schools with teachers having National Board certifications.

HPCSN works to support Hawaii's public charter schools and to be a voice for children and families that seek choice in an independent public school setting.

Thank you for consideration of our comments. We appreciate the opportunity to provide testimony on behalf of HPCSN.

LATE



## KAMEHAMEHA SCHOOLS®

Senate Committee on Education

Time: 1:15 p.m.

Date: March 21, 2016

Where: State Capitol Room 229

### TESTIMONY

By Ka'ano'i Walk

Kamehameha Schools

To: Chair Kidani, Vice Chair Harimoto and Members of the Committee on Education

RE: **HB 2524, HD1 Relating to Teacher Incentives**

E ka Luna Ho'omalua Kidani, ka Hope Luna Ho'omalua Harimoto a me nā Lālā o ke Kōmike Ho'ona'auao o ka 'Aha Kenekoa, aloha! My name is Ka'ano'i Walk and I serve as the Senior Policy Analyst of the Kūamahi Community Education Group of Kamehameha Schools. House Bill 2524, HD1, relating to teacher incentives clarifies that funds for bonuses required by statute or collective bargaining shall not be paid out of a charter school's facilities funding or per-pupil funds, and appropriates funds for teacher bonuses for hard-to-fill placement incentives and National Board certified teacher incentives for charter school teachers.

As part of the second goal of Kamehameha Schools' strategic plan, which guides us to contribute to the communities' collective efforts to improve Hawai'i's education systems for Native Hawaiian learners, Kamehameha Schools is committed to support Hawaiian-focused charter schools and therefore we stand in **support** of HB 2524, HD1.

Kamehameha Schools advocates for and supports the achievement of Hawai'i's Native Hawaiian public school students. As such, we have been a collaborator with the Hawai'i public charter schools for over a decade. Through our work with Hawaiian-focused public charter schools, we hope to significantly impact more children and their families through education. We believe that Hawaiian-focused charter schools provide quality educational choices for all families and ultimately enhance both academic achievement and engagement for students. We encourage you, the leaders of our government, to stand with us in supporting a move to improve the educational system in Hawai'i.

Founded in 1887, Kamehameha Schools is a statewide educational system supported by a trust endowed by Princess Bernice Pauahi Bishop, whose mission is to improve the capability and well-being of Native Hawaiian learners. We believe that by continuing to engage in dialog around these charter school policies and proposals, we can contribute in a positive and meaningful way. We believe that this bill promotes the saying, e kūlia i ka nu'u. To strive for the summit! We commend the legislature for working hard to increase the effectiveness of our public education system. Mahalo nui.

LATE



**HB2524 HD1**  
**RELATING TO TEACHER INCENTIVES**  
Senate Committee on Education

March 21, 2016

1:15 PM

Room 229

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The Office of Hawaiian Affairs (OHA) **SUPPORTS** HB2524 HD1, which clarifies that funds for teacher bonuses required by law or collective bargaining shall not be paid out of a charter school's facilities or per-pupil funds, and appropriates funds for such teacher bonuses.

This measure helps to ensure a fair allocation of funds for public charter school and Department of Education ("DOE") schools and their students. Currently, the DOE maintains a designated fund to pay incentive bonuses to DOE school teachers who have earned National Board Certification, or who teach at hard-to-fill schools. In contrast, there is no such designated fund for teachers in public charter schools who have similarly earned National Board Certification, or who teach at hard-to-fill schools. Consequently, public charter schools have had to pay these incentive bonuses out of each individual school's per-pupil funds, a cost that was not calculated into the moneys provided each year by the State. This places an enormous burden on charter schools already struggling to balance their lean budgets. HB2524 HD1 seeks to address the inequity of this situation, by clarifying that charter school per-pupil and facility funds should not be used to fund teacher incentive bonuses.

OHA notes that this measure also appropriates funds for fiscal year 2016-2017 to pay charter schools' hard-to-fill placement and National Board Certification teacher incentives. OHA appreciates that funding is being provided to remedy this matter, and respectfully requests that the Legislature appropriate funding every year, or consider a mechanism to otherwise ensure permanent funding for the purposes of this measure.

Therefore, OHA urges the Committee to **PASS** HB2524 HD1. Mahalo nui for the opportunity to testify on this measure.