

TESTIMONY BY WESLEY K. MACHIDA
DIRECTOR, DEPARTMENT OF BUDGET AND FINANCE
STATE OF HAWAII
TO THE HOUSE COMMITTEE ON EDUCATION
ON
HOUSE BILL NO. 2524

February 8, 2016

RELATING TO TEACHER INCENTIVES

House Bill No. 2524 amends Chapter 302D, HRS, Public Charter Schools, to exclude funds for teacher incentive programs, bonuses, and other compensation required by law or collective bargaining beyond regular wages to not be paid out of Charter Schools' facilities funding or its per pupil funds.

The Department of Budget and Finance opposes this measure. "Per pupil funds" have historically included all general fund appropriations (including collective bargaining funds beyond regular wages) for "non-facility funding" for both the Department of Education and Charter Schools as stated in current statute. As such, the per pupil funds for Charter Schools already include funds for teacher incentive programs, bonuses, and other compensation required by law or collective bargaining beyond regular wages.

By amending current statute to exclude Charter Schools' funds for teacher incentive programs, bonuses, and other compensation, would essentially double budget these cost items for the Charter Schools.

Thank you for the opportunity to provide testimony on this measure.

DAVID Y. IGE
GOVERNOR



CATHERINE PAYNE
CHAIRPERSON

STATE OF HAWAII
STATE PUBLIC CHARTER SCHOOL COMMISSION
('AHA KULA HO'ĀMANA)

<http://CharterCommission.Hawaii.Gov>
1111 Bishop Street, Suite 516, Honolulu, Hawaii 96813
Tel: (808) 586-3775 Fax: (808) 586-3776

FOR: HB 2524 Relating to Teacher Incentives
DATE: Monday, February 08, 2016
TIME: 2:00 PM
COMMITTEE(S): House Committee on Education
ROOM: Conference Room 309
FROM: Tom Hutton, Executive Director
State Public Charter School Commission

Testimony in support of HB 2524

Chair Takumi, Vice Chair Ohno, and members of the Committee:

The Commission deeply appreciates the support in this bill for our public charter school teachers and schools in properly and fully funding teacher incentive pay for charter school teachers who teach in hard-to-staff areas and who have earned National Board certification. We thank Vice Chair Ohno, Aquino, Ichiyama, Ing, Kong, and Matsumoto for their sponsorship of this bill, which also comprises part of the Commission's supplemental budget request.

As we explained in our budget briefing to the joint committees, all public charter schools employ Hawaii State Teachers Association (HSTA) Bargaining Unit 5 teachers and are obligated to pay hard-to-fill teacher incentive pay, this request is made as a follow-up to the Special Provisions Section 127 of the Executive Budget bill (Act 119, SLH 2015), which provided that "the general fund appropriation for charter schools (EDN 600) shall be considered the non-facility appropriation for charter school students;..." and further provided that:

"for the purposes of this section, all grant appropriations issued pursuant to chapter 42F, Hawaii Revised Statutes, and funds appropriated for teacher recruitment and retention incentive for hard-to-fill positions shall be excluded from non-facility appropriations for the department of education and charter schools;...."

The budget proviso recognizes that with the increase of the hard-to-fill teacher incentive from \$1,500 to \$3,000 per teacher per year starting in fiscal year 2015-2016, the financial impact of this requirement on the nine charter schools located in the designated “hard-to-fill” areas has doubled. Up until fiscal year 2015-2016, charter schools in the designated areas had to use their per-pupil funds to fulfill this HSTA contractual obligation. This meant not only that the amount of funding that went to the charter schools was calculated based on the DOE budget and not on the actual cost for charter schools to provide the incentive pay, but also that the resulting funds were spread across all 34 schools rather than directed at the schools that are obligated to pay the bonuses.

The budget proviso partly addressed this problem by separating the funds for the hard-to-fill incentive pay from the per-pupil funding so that they could instead be directed to those schools that have to make the payments. The Commission is very grateful to the Committees for this short-term action. However, the amount budgeted was based on a calculation of the costs of the incentives for DOE teachers only, and it since has been determined to be insufficient even for that. This means that charter schools that have to pay the incentive, as well as the DOE, will need to make up the difference. The impact of this shortfall can be significant on the affected schools, many of which are small and have lean budgets.

The incentive pay for National Board certified teachers under Section 302A-706, HRS, presents the same problem as does pay for hard-to-fill bonuses.

To resolve the problem, the Commission is requesting a separate allocation of funds. To avoid this allocation from being considered non-facility per-pupil funds as described above, the Commission recommends the allocation be made to EDN 612 to enable the specific distribution of funds to those schools that are required to pay the bonus. To fund the incentives directly out of per-pupil funding, assuming this were even legally permitted, would have a significant negative impact on funding for the other schools.

This bill would ensure that the solution is permanent and not dependent on recurring budget provisos.

Thank you for the opportunity to provide this testimony.



COUNCIL FOR NATIVE HAWAIIAN ADVANCEMENT

2149 Lauwiliwili Street, Suite 200, Kapolei, Hawaii 96707

Tel: 808.596.8155/800.709.2642 • Fax: 808.596.8156/800.710.2642

www.hawaiiancouncil.org

TESTIMONY IN SUPPORT OF HB 2524 RELATING TO TEACHER INCENTIVES

COMMITTEE ON EDUCATION
Monday, February 8, 2016

Chair Takumi, Vice Chair Ohno and members of the committee, on behalf of the Council for Native Hawaiian Advancement (CNHA), I offer testimony in support of HB 2524. CNHA supports this bill, which 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.

Founded in 2001, CNHA is a Native Hawaii non-profit membership organization with more than 150 voting members. CNHA's mission is to enhance the well being of Hawaii through the cultural, political, economic, and community development of Native Hawaiians. At our Annual Native Hawaiian Convention, we convene an education caucus in partnership with Kamehameha Schools and the Native Hawaiian Education Council to gather educators statewide. In addition, we work throughout the year with our education caucus leaders and educators from across the state to address priority issues identified by the caucus.

It is clear through our work with the education caucus that charter schools already face disparity in per pupil allocations and availability of facilities funding. Therefore, CNHA wholly supports this bill, which would help to preserve the precious and limited resources these schools are dependent on to operate.

CNHA supports HB 2524. Mahalo for the opportunity to provide testimony on this measure.

Michelle Kauhane
President & CEO



HOUSE OF REPRESENTATIVES
 COMMITTEE ON EDUCATION
 Rep. Roy M. Takumi, Chair
 Rep. Takashi Ohno, Vice Chair

**Testimony In Support of H.B. 2524
 Relating to Teacher Incentives**

Honorable Roy Takumi and Members of the committee:

Ho'okako'o Corporation (Ho'okako'o) is in **strong support of H.B. 2524**, which appropriates funds for the HSTA contracted hard-to-fill placement incentives and National Board Certified Teacher incentives for charter school teachers, and establishes that these bonuses required by statute or collective bargaining are not to be paid from charter school facilities or per-pupil funding.

Ho'okako'o is a non-profit organization and governing board of three public conversion charter schools: Kamaile Academy in Wai'anae, Kualapu'u School on Moloka'i, and Waimea Middle School on Hawai'i Island. Collectively, our schools serve over 1,500 children in Pre-K through 12th grade, 84% of whom are from low-income families, and 61% are of Hawaiian ancestry.

As mandated by the HSTA Master Contract, all Hawai'i public school licensed teachers working in hard-to-fill areas are to receive an additional \$3,000 pay differential annually. This differential helps attract and retain licensed teachers in the more rural and underserved communities in Hawai'i. Of the 34 charter schools in Hawai'i, 8 are in designated hard-to-fill areas.

Two of our schools, Kamaile and Kualapu'u, are situated in the designated hard-to-fill areas of Wai'anae and Moloka'i, respectively. For 2016, mandated hard-to-fill teacher bonuses for our two schools alone totaled \$267,000, and this amount is payable to our teachers each year by contract.

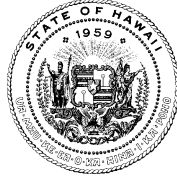
	Hard-to-Fill Area	Licensed Teachers	Bonus Amount
Kamaile Academy	Wai'anae	63	\$189,000
Kualapu'u School	Moloka'i	26	\$78,000
	total	89	\$267,000

Hawai'i public charter schools receive a fixed per pupil allocation which does not include a separate allocation for teacher bonuses mandated by collective bargaining. As a result, these schools must cut services, programs or teaching lines in order to fund this differential, and meet contractual requirements.

Ho'okako'o strongly supports H.B. 2524 as it will help charter schools meet the added and well deserved cost of teacher bonuses required by the HSTA Master Contract, allowing us to attract the highest quality teachers while preserving quality educational programs in our poorest and most rural communities.

Thank you,

David Y. Gibson, Executive Director
 Ho'okāko'o Corporation
 February 4, 2016



**STATE OF HAWAII
Kualapu`u School
Public Conversion Charter**

P O Box 260
Kualapu'u, Molokai, Hawaii 96757
Phone: (808) 567-6900, Fax: (808) 567-6906

HOUSE OF REPRESENTATIVES
COMMITTEE ON EDUCATION
Rep. Roy M. Takumi, Chair
Rep. Takashi Ohno, Vice Chair

**Testimony IN SUPPORT of H.B. 2524
Relating to Teacher Incentives**

Honorable Roy Takumi and Members of the committee:

Kualapu`u School and our school community **strongly supports H.B. 2524**, which appropriates funds in order for our school to meet required HSTA, and well-deserved, contracted hard-to-fill placement incentives and National Board certified teacher incentives for our licensed teachers, and which ensures bonuses required by statute or collective bargaining do not come from our sparse charter school facilities or per-pupil funding.

Kualapu`u Public Conversion Charter School is a PreK-6 Hawaiian-focused public conversion charter school, and district elementary school, serving over 325 children in the central Molokai community, 86% of whom are from low-income families, and 89% are of Hawaiian ancestry.

As mandated by the HSTA Master Contract, all Hawai'i public school licensed teachers working in hard-to-fill areas are to receive an additional \$3,000 pay differential annually. This differential helps attract and retain licensed teachers in the more rural and underserved communities in Hawai'i.

Mandated hard-to-fill teacher bonuses for our school amounts to \$78,000 for 26 of our licensed teachers. Additionally, this amount, which currently comes out of our per-pupil allocation, is due to our teachers each year. Our sister conversion school in Waianae, Kamaile Academy, must pay \$189,000 for 63 licensed teachers. This is a total of \$267,000 for both schools.

Kualapuu Public Conversion Charter School, as with all Hawai'i public charter schools, receives a fixed per pupil allocation which does not include teacher bonuses mandated by collective bargaining. As a result, we must make difficult choices that impact our already very limited budgets to either decrease services to our keiki, cut programs or eliminate teaching lines all together in order to fund this differential. Schools challenged with attracting and retaining high quality teachers for our children are being penalized for serving the most rural and underserved communities.

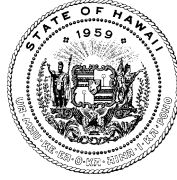
Kualapu`u Public Conversion Charter School strongly supports H.B. 2524 as it will help us meet the added cost of teacher bonuses required by the HSTA Master Contract, while continuing to

attract licensed teachers and preserve quality educational programs for public school students in our poorest and most rural communities.

Thank you,

A handwritten signature in black ink, appearing to read 'Lydia Trinidad', with a long horizontal flourish extending to the right.

Lydia Trinidad
Principal
Kualapu`u Public Conversion Charter School



**STATE OF HAWAII
Kualapu`u School
Public Conversion Charter**

P O Box 260
Kualapu'u, Molokai, Hawaii 96757
Phone: (808) 567-6900, Fax: (808) 567-6906

HOUSE OF REPRESENTATIVES
COMMITTEE ON EDUCATION
Rep. Roy M. Takumi, Chair
Rep. Takashi Ohno, Vice Chair

**Testimony IN SUPPORT of H.B. 2524
Relating to Teacher Incentives**

Honorable Roy Takumi and Members of the committee:

Kualapu`u School and our school community **strongly supports H.B. 2524**, which appropriates funds in order for our school to meet required HSTA, and well-deserved, contracted hard-to-fill placement incentives and National Board certified teacher incentives for our licensed teachers, and which ensures bonuses required by statute or collective bargaining do not come from our sparse charter school facilities or per-pupil funding.

Kualapu`u Public Conversion Charter School is a PreK-6 Hawaiian-focused public conversion charter school, and district elementary school, serving over 325 children in the central Molokai community, 86% of whom are from low-income families, and 89% are of Hawaiian ancestry.

As mandated by the HSTA Master Contract, all Hawai'i public school licensed teachers working in hard-to-fill areas are to receive an additional \$3,000 pay differential annually. This differential helps attract and retain licensed teachers in the more rural and underserved communities in Hawai'i.

Mandated hard-to-fill teacher bonuses for our school amounts to \$78,000 for 26 of our licensed teachers. Additionally, this amount, which currently comes out of our per-pupil allocation, is due to our teachers each year. Our sister conversion school in Waianae, Kamaile Academy, must pay \$189,000 for 63 licensed teachers. This is a total of \$267,000 for both schools.

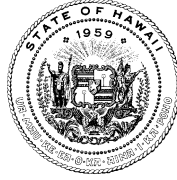
Kualapuu Public Conversion Charter School, as with all Hawai'i public charter schools, receives a fixed per pupil allocation which does not include teacher bonuses mandated by collective bargaining. As a result, we must make difficult choices that impact our already very limited budgets to either decrease services to our keiki, cut programs or eliminate teaching lines all together in order to fund this differential. Schools challenged with attracting and retaining high quality teachers for our children are being penalized for serving the most rural and underserved communities.

Kualapu`u Public Conversion Charter School strongly supports H.B. 2524 as it will help us meet the added cost of teacher bonuses required by the HSTA Master Contract, while continuing to

attract licensed teachers and preserve quality educational programs for public school students in our poorest and most rural communities.

Thank you,

Loretta Sherwood-Labrador
Student Services Coordinator/ English Language Arts Curriculum Coordinator
Kualapu`u Public Conversion Charter School



**STATE OF HAWAII
Kualapu`u School
Public Conversion Charter**

P O Box 260
Kualapu'u, Molokai, Hawaii 96757
Phone: (808) 567-6900, Fax: (808) 567-6906

HOUSE OF REPRESENTATIVES
COMMITTEE ON EDUCATION
Rep. Roy M. Takumi, Chair
Rep. Takashi Ohno, Vice Chair

**Testimony IN SUPPORT of H.B. 2524
Relating to Teacher Incentives**

Honorable Roy Takumi and Members of the committee:

Kualapu`u School and our school community **strongly supports H.B. 2524**, which appropriates funds in order for our school to meet required HSTA, and well-deserved, contracted hard-to-fill placement incentives and National Board certified teacher incentives for our licensed teachers, and which ensures bonuses required by statute or collective bargaining do not come from our sparse charter school facilities or per-pupil funding.

Kualapu`u Public Conversion Charter School is a PreK-6 Hawaiian-focused public conversion charter school, and district elementary school, serving over 325 children in the central Molokai community, 86% of whom are from low-income families, and 89% are of Hawaiian ancestry.

As mandated by the HSTA Master Contract, all Hawai'i public school licensed teachers working in hard-to-fill areas are to receive an additional \$3,000 pay differential annually. This differential helps attract and retain licensed teachers in the more rural and underserved communities in Hawai'i.

Mandated hard-to-fill teacher bonuses for our school amounts to \$78,000 for 26 of our licensed teachers. Additionally, this amount, which currently comes out of our per-pupil allocation, is due to our teachers each year. Our sister conversion school in Waianae, Kamaile Academy, must pay \$189,000 for 63 licensed teachers. This is a total of \$267,000 for both schools.

Kualapuu Public Conversion Charter School, as with all Hawai'i public charter schools, receives a fixed per pupil allocation which does not include teacher bonuses mandated by collective bargaining. As a result, we must make difficult choices that impact our already very limited budgets to either decrease services to our keiki, cut programs or eliminate teaching lines all together in order to fund this differential. Schools challenged with attracting and retaining high quality teachers for our children are being penalized for serving the most rural and underserved communities.

Kualapu`u Public Conversion Charter School strongly supports H.B. 2524 as it will help us meet the added cost of teacher bonuses required by the HSTA Master Contract, while continuing to

attract licensed teachers and preserve quality educational programs for public school students in our poorest and most rural communities.

Thank you,

Loretta Sherwood-Labrador
Student Services Coordinator/ English Language Arts Curriculum Coordinator
Kualapu`u Public Conversion Charter School

HB2524

Submitted on: 2/5/2016

Testimony for EDN on Feb 8, 2016 14:00PM in Conference Room 309

Submitted By	Organization	Testifier Position	Present at Hearing
Steve Hirakami	HAASPCS	Support	No

Comments: Thank you for addressing the situation of collective bargaining funds for charter school employees not being included in our per pupil funds. Does this mean that the CB funds would be handled separately through a Budget and Finance appropriation? There is additional language that needs to be inserted that these funds should be allocated to charters via a separate allocation through the commission office. This should include a table, schedule, or spreadsheet identifying separate pools of money, for example, distinguishing between bonuses, hard to staff bonuses, step increases, national board certification, etc. Charter schools submit individual employee information to the Commission every year and thus there should be a methodology of transparent and equitable distribution of these funds. It is already a task for charter schools to budget for anticipated collective bargaining increase without the information on the distribution of these separate funds.

Please note that testimony submitted less than 24 hours prior to the hearing, improperly identified, or directed to the incorrect office, may not be posted online or distributed to the committee prior to the convening of the public hearing.

Do not reply to this email. This inbox is not monitored. For assistance please email webmaster@capitol.hawaii.gov

DAVID Y. IGE
GOVERNOR

DR. MEGAN McCORRISTON
HO'OKAKO'O CORPORATION
EXECUTIVE DIRECTOR



TOM HUTTON
CHARTER SCHOOLS COMMISSION
EXECUTIVE DIRECTOR

ANNA WINSLOW
PRINCIPAL

STATE OF HAWAII
Kamaile Academy PCS
85-180 Ala Akau Street
Waianae, Hawaii 96792

HOUSE OF REPRESENTATIVES
COMMITTEE ON EDUCATION
Rep. Roy M. Takumi, Chair
Rep. Takashi Ohno, Vice Chair

**Testimony In Support of H.B. 2524
Relating to Teacher Incentives**

Honorable Roy Takumi and Members of the committee:

Kamaile Academy and our school community **strongly supports H.B. 2524**, which appropriates funds in order for our school to meet required HSTA, and well-deserved, contracted hard-to-fill placement incentives and National Board certified teacher incentives for our licensed teachers, and which ensures bonuses required by statute or collective bargaining do not come from our sparse charter school facilities or per-pupil funding.

Kamaile Academy is a PreK-12 Hawaiian-focused public conversion charter school, and district elementary school, serving over 920 children in the Wai'anae community, 88% of whom are from low-income families, 55% are of Hawaiian ancestry, and 5% are known homeless.

As mandated by the HSTA Master Contract, all Hawai'i public school licensed teachers working in hard-to-fill areas are to receive an additional \$3,000 pay differential annually. This differential helps attract and retain licensed teachers in the more rural and underserved communities in Hawai'i.

Mandated hard-to-fill teacher bonuses for our school in Wai'anae amounts to \$189,000 for 63 of our licensed teachers. Additionally, this amount, which currently comes out of our per-pupil allocation, is due to our teachers each year.

Kamaile Academy, as with all Hawai'i public charter schools, receives a fixed per pupil allocation which does not include teacher bonuses mandated by collective bargaining. As a result, we must make difficult choices that impact our already very limited budgets to either decrease services to our keiki, cut programs or eliminate teaching lines all together in order to fund this differential. Schools challenged with attracting and retaining high quality teachers for our children are being penalized for serving the most rural and underserved communities.

Kamaile Academy strongly supports H.B. 2524 as it will help us meet the added cost of teacher bonuses required by the HSTA Master Contract, while continuing to attract licensed teachers and preserve quality educational programs for public school students in our poorest and most rural communities.

Mahalo,

A handwritten signature in black ink, appearing to read "Anna Winslow".

Anna Winslow
Principal



Hālau Kū Māna
New Century Public Charter School

TESTIMONY IN **SUPPORT** TO **HB 2524**
RELATING TO TEACHER INCENTIVES

COMMITTEE ON EDUCATION
Monday, February 8, 2016
Conference Rm 309; 2:00PM

Chair Takumi, Vice Chair Ohno and Members of the House Committee on Education,

On behalf of Hālau Kū Māna (HKM), I strongly urge the Committee Members to **SUPPORT** HB 2524, relating to teacher incentives.

The success of any school is highly dependent upon the quality of its school personnel. HKM has been fortunate to retain a committed group of teachers who work tirelessly for the betterment of our students. Rewarding our teachers by offering a salary consistent with their bargaining unit placement has been something we have been able to do through the years. However, this does come at an expense to our academic program when we are forced to balance the school budget with per-pupil funds as the primary source of income. Although our school is provided a collective bargaining allocation, it does not match collective bargaining unit increases and as a result per-pupil funds are used to ensure teachers are provided their appropriate salary. Furthermore, incentives for attaining higher education and certification, like National Board certification would also have to be accounted for in our already tight budget.

HKM fully supports the purpose of HB 2524, which would amend Section 302D-28 of the Hawaii Revised Statutes and mandate that incentive bonuses, “and other compensation required by law or collective bargaining beyond regular wages” not be paid by per-pupil funds.

As a school that educates 140 students in grades 4 – 12 from across the island of O‘ahu, we urge the committee to **SUPPORT** HB 2524.

Mahalo,
B. Keoni Bunag, Ed.D.
Po‘okula



1200 Ala Kapuna Street ♦ Honolulu, Hawaii 96819
Tel: (808) 833-2711 ♦ Fax: (808) 839-7106 ♦ Web: www.hsta.org

Corey Rosenlee
President

Justin Hughey
Vice President

Amy Perruso
Secretary-Treasurer

Wilbert Holck
Executive Director

TESTIMONY BEFORE THE HOUSE COMMITTEE ON
EDUCATION

RE: HB 2524 - RELATING TO TEACHER INCENTIVES.

MONDAY, FEBRUARY 8, 2016

COREY ROSENLEE, PRESIDENT
HAWAII STATE TEACHERS ASSOCIATION

Chair Takumi and Members of the Committee:

The Hawaii State Teachers Association supports HB 2524, 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.



1200 Ala Kapuna Street ♦ Honolulu, Hawaii 96819
Tel: (808) 833-2711 ♦ Fax: (808) 839-7106 ♦ Web: www.hsta.org

Corey Rosenlee
President

Justin Hughey
Vice President

Amy Perruso
Secretary-Treasurer

Wilbert Holck
Executive Director

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 \$10,000,000 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.



KAMEHAMEHA SCHOOLS®

House Committee on Education

Time: 2:00 p.m.

Date: February 8, 2016

Where: State Capitol Room 309

TESTIMONY

By Ka'ano'i Walk
Kamehameha Schools

To: Chair Takumi, Vice Chair Ohno and Members of the Committee

RE: **HB 2453 Relating to Teacher Incentives**

E ka Luna Ho'omalū Takumi, ka Hope Luna Ho'omalū Ohno a me nā Lālā o ke Kōmike Ho'ona'auao o ka Hale o nā Lunamaka'āinana, 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 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.

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 our 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 in this way.

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 constantly strive for the summit! We commend the legislature for working hard to increase the effectiveness of our public education system. Mahalo nui.

Marion K A Kapuniai
P. O. Box 6753
Kamuela, Hawaii 96743

February 7, 2016

COMMITTEE ON EDUCATION

Hearing: Monday, February 8, 2016 2:00 p.m.
Conference Rm 309 State Capitol, Hawaii

TESTIMONY ON HB 2524

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. Appropriates funds for teacher bonuses for hard-to-fill placement incentives and National Board certified teacher incentives for charter school teachers.

I, an interested and concerned citizen, and Governing Board Member of Kanu O Ka 'Aina New Century Public Charter School testify to SUPPORT HB 2524 WITH AMENDMENTS.

SECTION 2: 302D-28 (b) Page 3, Line 13 AMEND

Fringe benefit reimbursements are to be disbursed as soon as Budget & Finance makes them available to the authorizer, who has submitted the fringe benefit reimbursement request received from each public charter school, as soon as the authorizer has received the request for reimbursement.

SECTION 2: 302D-28 (d) Page 5, Line 12 AMEND

"authorize in accordance with the federal requirements, within 30 days of receipt.

(d) Page 6, Line 7 – 8

Authorizers shall submit a report to the legislature no later than twenty days prior to the convening of each regular session detailing (1) federal program funding received and (2) the criteria for, and the amounts disbursed to, each public charter school, as is presented in each school's audited financials.

SECTION 3: Line 4 AMEND

"There is appropriated . . . the following bonuses including related fringe benefit amounts for public charter school teachers:

I applaud the charter school commission and its Executive Director for identifying this concern in their annual report to the legislature and for submitting legislation to address same.

We have identical kuleana – to SERVE and REPRESENT .

It is my kuleana (right, responsibility, and privilege) to participate!

Thank You, M Kapuniai,
Waimea, Moku O Keawe

Phone: (808) 936-0157
Email: duke@sandwichisles.net

HB2524

Submitted on: 2/3/2016

Testimony for EDN on Feb 8, 2016 14:00PM in Conference Room 309

Submitted By	Organization	Testifier Position	Present at Hearing
Kauanoë Kamana	Individual	Support	No

Comments: I strongly support passage of this bill! It would be wrong to use funds intended for our children and their education to be used for teacher support. We need to support teachers with separate funding.

Please note that testimony submitted less than 24 hours prior to the hearing, improperly identified, or directed to the incorrect office, may not be posted online or distributed to the committee prior to the convening of the public hearing.

Do not reply to this email. This inbox is not monitored. For assistance please email webmaster@capitol.hawaii.gov

HB2524

Submitted on: 2/4/2016

Testimony for EDN on Feb 8, 2016 14:00PM in Conference Room 309

Submitted By	Organization	Testifier Position	Present at Hearing
Ka'iulani Pahi'o	Individual	Support	No

Comments:

Please note that testimony submitted less than 24 hours prior to the hearing, improperly identified, or directed to the incorrect office, may not be posted online or distributed to the committee prior to the convening of the public hearing.

Do not reply to this email. This inbox is not monitored. For assistance please email webmaster@capitol.hawaii.gov

HB2524

Submitted on: 2/5/2016

Testimony for EDN on Feb 8, 2016 14:00PM in Conference Room 309

Submitted By	Organization	Testifier Position	Present at Hearing
Samuel Kaauwai	Individual	Support	No

Comments:

Please note that testimony submitted less than 24 hours prior to the hearing, improperly identified, or directed to the incorrect office, may not be posted online or distributed to the committee prior to the convening of the public hearing.

Do not reply to this email. This inbox is not monitored. For assistance please email webmaster@capitol.hawaii.gov

HB2524

Submitted on: 2/6/2016

Testimony for EDN on Feb 8, 2016 14:00PM in Conference Room 309

Submitted By	Organization	Testifier Position	Present at Hearing
Susie Osborne	Kua o ka La Charter School	Comments Only	No

Comments: While we agree with start up funds, we do not feel that these should be targeted but available to all start up charters. There are rural areas that are in great need and other considerations for the great need for Charters. If Charters make it through the rigorous chartering process, funding should be available to all to start up or it is almost impossible to ensure success.

Please note that testimony submitted less than 24 hours prior to the hearing, improperly identified, or directed to the incorrect office, may not be posted online or distributed to the committee prior to the convening of the public hearing.

Do not reply to this email. This inbox is not monitored. For assistance please email webmaster@capitol.hawaii.gov

HB2524

Submitted on: 2/6/2016

Testimony for EDN on Feb 8, 2016 14:00PM in Conference Room 309

Submitted By	Organization	Testifier Position	Present at Hearing
Dylan Armstrong	Individual	Support	No

Comments:

Please note that testimony submitted less than 24 hours prior to the hearing, improperly identified, or directed to the incorrect office, may not be posted online or distributed to the committee prior to the convening of the public hearing.

Do not reply to this email. This inbox is not monitored. For assistance please email webmaster@capitol.hawaii.gov

Jenna Takenouchi

From: mailinglist@capitol.hawaii.gov
Sent: Monday, February 08, 2016 9:46 AM
To: EDNtestimony
Cc: burgharc@gmail.com
Subject: Submitted testimony for HB2524 on Feb 8, 2016 14:00PM

HB2524

Submitted on: 2/8/2016

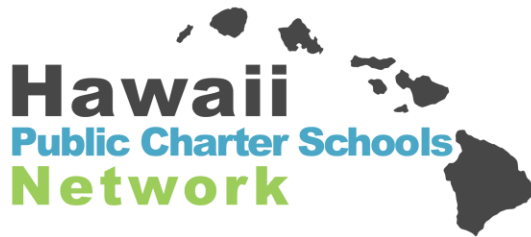
Testimony for EDN on Feb 8, 2016 14:00PM in Conference Room 309

Submitted By	Organization	Testifier Position	Present at Hearing
cheryl	Individual	Comments Only	No

Comments: Questions: Will these funds pay for the "non-profit" TFA personnel? If so, I disagree. TFA has more money than we can count donated to them. How will the decisions be made for funding etc?

Please note that testimony submitted less than 24 hours prior to the hearing, improperly identified, or directed to the incorrect office, may not be posted online or distributed to the committee prior to the convening of the public hearing.

Do not reply to this email. This inbox is not monitored. For assistance please email webmaster@capitol.hawaii.gov



LATE

February 8, 2016

To: Honorable Roy Takumi, Chair
Honorable Takashi Ohno, Vice Chair
House Committee on Education

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

Re: **HB 2524 – RELATING TO TEACHER INCENTIVES – SUPPORT**
Conference Room 309 – Hawaii State Capitol – Feb. 8, 2016, 2 P.M.

On behalf of the Hawaii Public Charter School Network (HPCSN), we are writing in support of HB 2524, 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.