



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

**Date:** 02/28/2017  
**Time:** 03:00 PM  
**Location:** 308  
**Committee:** House Finance

**Department:** Education

**Person Testifying:** Kathryn S. Matayoshi, Superintendent of Education

**Title of Bill:** HB 0501, HD1 RELATING TO EDUCATION.

**Purpose of Bill:** Expands the National Certification Incentive Program to provide monetary incentives to school psychologists. Authorizes continuing bonuses for school psychologists in certain designated schools that improve and no longer carry a certain designation. (HB501 HD1)

**Department's Position:**

The Department of Education (Department) offers the following comments on HB 0501 HD1.

HB 0501 HD 1 seeks to expand the current National Board Certification Incentive Program for teachers pursuant to Section 302A-706, Hawaii Revised Statutes (HRS), to include school psychologists. This bill proposes a "reimbursement" of \$1,500 for fees to obtain the certification, a \$5,000 annual incentive payment to any school psychologist who obtains the appropriate certification and an additional \$5,000 incentive (for a total of \$10,000 annually) if certain other conditions are met.

Currently the Department has 88 School Psychologist positions. If all 88 positions are filled with employees who qualify for the incentive, the Department's cost for the mandated reimbursement of licensing fees would be \$132,000 and its cost for the first incentive would be \$440,000 annually. The cost for the second incentive would be an additional \$440,000 annually, although with the current language, none of the Department's school psychologists would be eligible for the second incentive because they are employed at the district/complex area and not assigned to a particular school.

We also note the school psychologist license certification fee structure is incompatible with the current statutory language for teacher certification reimbursement. The National Association of School Psychologists certification fee is far lower than the \$1,500 payment mandated by the bill. As a result, a qualifying employee would be eligible for a payment significantly in excess of the actual costs.

If the proposed bill were to be enacted, or any expansion of eligibility for the National Board

Certification Incentive Program were to occur, the Department would require additional funding to cover the additional costs.

Thank you for the opportunity to testify on HB 0501 HD1.



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  
FINANCE

RE: HB 501, HD 1 - RELATING TO EDUCATION.

TUESDAY, FEBRUARY 28, 2017

COREY ROSENLEE, PRESIDENT  
HAWAII STATE TEACHERS ASSOCIATION

Chair Luke and Members of the Committee:

The Hawaii State Teachers Association **strongly supports and proposes amendments for HB 501, HD 1**, 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 to add teachers to the additional \$5,000 bonus extended in proposed subsection (5) of this bill, ensuring that all educators are able to retain their bonuses even after the school at which they are employed demonstrates academic improvement, increases teacher retention, or undergoes demographic change.

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

# **National Certification Bonus: HB501**

February 28, 2017, 3:00 PM

COMMITTEE ON FINANCE

House conference room 308

Hawai`i State Capitol 415 South Beretania Street

Aloha Chair Luke and representatives:

The Hawai`i Association of School Psychologists supports HB501 in it's expansion to include Nationally Certified School Psychologists and would like the bill amended to also include 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.

The reason for the proposed amendment is that it should also include Behavior Health Specialists (BHS's) who hold a degree in counseling and are a Nationally Certified Counselor (NCC), 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 141 NCC's in Hawai`i and not even 1/3 are employed by the department of education (<http://www.nbcc.org/counselorfind/HI>). There are 32 NCSPs in Hawai`i 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 2016, there were over 500 teachers nationally certified in Hawai`i (<http://www.htsb.org/wp-content/uploads/2016/12/NBCT-2016-Cumulative.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 only add around 50 DOE employees to the eligibility in the state of Hawai`i. To address the notion that there is not money to fund these additional people:

- a. In 2014, the board of education looked at cutting \$2.2 million from the Hawai`i 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 decrease the gap between compensation and cost of living for the recruitment and retention of nationally certified mental health providers.
- d. DOE can bill for services of "licensed or certificated" mental health providers in the schools, so national certification should be included in this, thereby paying for the bonuses.

Thank you,  
Leslie Baunach, NCSP  
HASP Past President

**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Sunday, February 26, 2017 7:30 PM  
**To:** FINTestimony  
**Cc:** suecando@hawaii.rr.com  
**Subject:** Submitted testimony for HB501 on Feb 28, 2017 15:00PM

**HB501**

Submitted on: 2/26/2017

Testimony for FIN on Feb 28, 2017 15:00PM in Conference Room 308

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
Susan Sowders	Individual	Comments Only	No

Comments: Please be sure to acknowledge religious freedom in your bill, requiring those who provide family planning counseling to post availability of certain medical centers and/or referrals including abortion, when abortion is against their religious beliefs. In particular, churches that offer family planning counseling to their congregation. Requiring churches, or any organization, to disregard their religious beliefs because the State says they must is a violation of our freedom of speech and freedom of religion.

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](mailto:webmaster@capitol.hawaii.gov)

**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Monday, February 27, 2017 3:55 PM  
**To:** FINTestimony  
**Cc:** danipsyc@gmail.com  
**Subject:** Submitted testimony for HB501 on Feb 28, 2017 15:00PM

**HB501**

Submitted on: 2/27/2017

Testimony for FIN on Feb 28, 2017 15:00PM in Conference Room 308

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
Dani Schroeder	Individual	Support	No

Comments: This would ensure our Keiki receive comprehensive services from School Psychologists. School Psychologists offer a wide range of services from behavior, mental, and emotional support to instructional classroom strategies. Without trained personnel to offer these supports our Keiki and communities suffer. We are currently the only state in the nation that currently does not hold a certificate for this highly specialized position. This position requires extensive and rigorous training in a wide variety of areas. Without a required certification, people without this high level of training may be hired into School Psychologist positions.

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](mailto:webmaster@capitol.hawaii.gov)



**HAWAII GOVERNMENT EMPLOYEES ASSOCIATION**

AFSCME Local 152, AFL-CIO

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

**LATE**

The Twenty-Ninth Legislature, State of Hawaii  
House of Representatives  
Committee on Finance

Testimony by  
Hawaii Government Employees Association

February 28, 2017

H.B. 501, H.D. 1 – RELATING TO EDUCATION

The Hawaii Government Employees Association, AFSCME Local 152, AFL-CIO strongly supports the purpose and intent of H.B. 501, H.D. 1 which seeks to expand Chapter 302A-706, Hawaii Revised Statutes, relating to the Teacher National Board Certification Incentive Program, by including public school psychologists who have achieved national board certification, with a suggested amendment.

The Teacher National Board Certification Incentive Program recognizes and supports exemplary teaching practice and provides monetary incentives. We respectfully request the Committee amendment H.B. 501, H.D. 1 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.

Thank you for the opportunity to testify in strong support of H.B. 501, H.D. 1 with the proposed amendment.

Respectfully submitted,

Randy Perreira  
Executive Director



**LATE**

From: mailinglist@capitol.hawaii.gov  
Sent: Monday, February 27, 2017 6:31 PM  
To: FINTestimony  
Cc: jolenalessa@aol.com  
Subject: \*Submitted testimony for HB501 on Feb 28, 2017 15:00PM\*

**HB501**

Submitted on: 2/27/2017

Testimony for FIN on Feb 28, 2017 15:00PM in Conference Room 308

Submitted By	Organization	Testifier Position	Present at Hearing
Jolene	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](mailto:webmaster@capitol.hawaii.gov)

Testimony regarding HB501  
February 28, 2017

**LATE**

Aloha e,

I am a School Psychologist from the island of Maui and am writing in support of Hawaii State Legislature Bill # HB501 incentive for Nationally Certified School Psychologists (NCSP) in the state of Hawaii.

To qualify for National Certification, a School Psychologist must meet the National Association of School Psychology's (NASP's) established credentialing standards. Those standards include extensive coursework, supervised practicum, supervised 1200-hour internship, and a passing score on the School Psychologist exam.

Maintaining an NCSP demonstrates continued professional excellence through continuing professional development (CPD). NCSPs must obtain 75 hours of CPD every three years, with 10 hours being from a NASP or APA approved provider, and with 3 hours in the category of ethics or legal regulation in School Psychology.

Those who hold a National Certification in School Psychology meet the rigorous national standards for graduate preparation and continuing professional development. Passing this bill will have a positive influence on recruitment efforts of School Psychologists in Hawaii, as well as in retaining highly qualified professionals in our schools.

Thank you for your time and consideration.

Holly Hoke, Ed.S.  
Nationally Certified School Psychologist  
HollyMHoke@gmail.com  
P.O. Box 791175  
Paia, HI 96779  
P: (808) 264-4179