

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: SB 199 Relating to Teacher Incentives
DATE: Monday, January 30, 2017
TIME: 2:45 PM
COMMITTEE(S): Senate Committee on Education
ROOM: Conference Room 229
FROM: Sione Thompson, Executive Director
State Public Charter School Commission

Testimony in support of SB 199

Chair Kidani, Vice Chair Kahele, and members of the Committee:

The Commission deeply appreciates the support in this bill for our public charter school teachers and schools to properly and fully fund teacher incentive pay for charter school teachers who teach in hard-to-staff areas and for those who have earned National Board certification. We thank Chair Kidani, Vice Chair Kahele, Senators Nishihara, Ruderman, Baker, Chang, Dela Cruz, Galuteria, Inouye, Riviere, Shimabukuro for their sponsorship of this bill, which also comprises part of the Commission’s budget request.

All public charter schools employ Hawaii State Teachers Association (HSTA) Bargaining Unit 5 teachers. Schools in hard-to-fill areas are obligated to pay hard-to-fill teacher incentive pay under the collective bargaining agreement. 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 those schools that actually 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 Legislature for this short-term action.

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 has requested 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 would have a significant negative impact on funding for the other schools.

Enactment of 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.



SB199
RELATING TO TEACHER INCENTIVES
Senate Committee on Education

January 30, 2017

2:45 p.m.

Room 229

The Administration of the Office of Hawaiian Affairs (OHA) will recommend to the Board of Trustees a position of **SUPPORT** on SB199, which clarifies that funds for teacher incentive bonuses required by law or collective bargaining shall not be paid out of a public charter school's facilities or per-pupil funds, and appropriates funds for such teacher incentive bonuses. **This measure helps to ensure a fair allocation of funds meant to benefit students in both public charter schools and Department of Education (DOE) schools.**

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. SB199 seeks to address the inequity of this situation, by clarifying that charter school per-pupil and facility funds shall not be used to fund teacher incentive bonuses.

Therefore, OHA urges the Committee to **PASS** SB199. Mahalo nui for the opportunity to testify on this measure.



KAMEHAMEHA SCHOOLS®

Senate Committee on Education

Time: 2:45 p.m.

Date: January 30, 2017

Where: Conference Room 229

TESTIMONY

By Ka'ano'i Walk

Kamehameha Schools

To: Chair Kidani, Vice Chair Kahele, and Members of the Committee

RE: **SB 199 Relating to Teacher Incentives.**

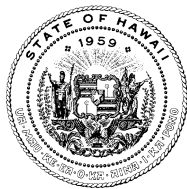
E ka Luna Ho'omalua Kidani, ka Hope Luna Ho'omalua Kahele, a me nā Lālā o ke Kōmike Ho'ona'auao o ka 'Aha Kenekoa, aloha! My name is Ka'ano'i Walk and I serve as the Senior Policy Analyst of the Kūamahi Community Education Group of Kamehameha Schools.

We are writing to **support SB 199**, relating to teacher incentives, and offer the following comments:

This measure 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. It requires, beginning with fiscal year 2018-2019, that such bonuses be separate line items in the budget. It also appropriates funds for teacher bonuses for hard-to-fill placement incentives and National Board certified teacher incentives for charter school teachers.

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. This bill is a good first step toward achieving necessary and sustainable funding for public charter schools.

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 important educational policy decisions, we can contribute in a positive and meaningful way. 'A'ohē hana nui ke alu 'ia. No task is too large when we all work together! Mahalo nui.



**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

**THE SENATE COMMITTEE ON EDUCATION Senator Michelle N. Kidani, Chair
Senator Kaiali'i Kahele, Vice Chair**

**Testimony In SUPPORT of S.B. 199 Relating to Teacher Incentives Monday,
January 30, 2017, 2:45 PM Conference Room 229, Hawai'i State Capitol**

Honorable Chairperson Kidani and Members of the Committees:

Kualapu`u Public Conversion Charter School is in strong support of S.B. 199, which appropriates funds for teacher bonuses for hard-to-fill placement incentives and National Board certified teacher incentives for charter school teachers, and clarifies that these incentives required by statute or collective bargaining are not to be paid from charter school facilities or per-pupil funding.

As mandated, all licensed Hawai'i public school teachers working in hard-to-fill areas, which includes licensed charter school teachers, are to receive an additional \$3,000 pay differential annually, and National Board certified teachers are to receive a \$5,000 bonus with an additional \$5,000 annually for teaching in a hard-to-fill area. Charter schools receive a fixed per pupil allocation which does not include a separate allocation for these bonuses. As a result, in order to fund this differential as mandated, charter schools pay for these bonuses from per-pupil funds resulting in less funding for programs and teaching lines.

Kualapu`u PCCS is situated on Molokai and is designated a hard-to-fill area. For 2016-2017, mandated hard-to-fill and certified teacher bonus for Kualapu`u PCCS is \$75,000 for 25 teachers.

Kualapu`u PCCS strongly supports S.B. 199 as it will help our charter school meet the added and well-deserved cost of providing teacher incentives and bonuses as required by statute and collective bargaining, allowing us to attract and retain the highest quality teachers for our poorest and most rural communities.

Thank you for your support,

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

Lydia Trinidad
Kualapu`u Public Conversion Charter School
Kualapu`u, Molokai
Phone: 808-567-6900
Email: Lydia_Trinidad@notes.k12.hi.us



THE SENATE
 COMMITTEE ON EDUCATION
 Senator Michelle N. Kidani, Chair
 Senator Kaiali'i Kahele, Vice Chair

Testimony In Support of S.B. 199
Relating to Teacher Incentives
 Monday, January 30, 2017, 2:45 PM
 Conference Room 229, Hawai'i State Capitol

Honorable Kidani and Members of the Committees:

Ho'okako'o Corporation (Ho'okako'o) is in **strong support of S.B. 199**, which appropriates funds for teacher bonuses for hard-to-fill placement incentives and National Board certified teacher incentives for charter school teachers, and clarifies that these incentives required by statute or collective bargaining are not to be paid from charter school facilities or per-pupil funding.

As mandated, all licensed Hawai'i public school teachers working in hard-to-fill areas, which includes licensed charter school teachers, are to receive an additional \$3,000 pay differential annually, and National Board certified teachers are to receive a \$5,000 bonus with an additional \$5,000 annually for teaching in a hard-to-fill area. Charter schools receive a fixed per pupil allocation which does not include a separate allocation for these bonuses. As a result, in order to fund this differential as mandated, charter schools pay for these bonuses from per-pupil funds resulting in less funding for programs and teaching lines.

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, 82% of whom are from low-income families, and 60% are of Hawaiian ancestry. Two of our schools, Kamaile and Kualapu'u, are situated in designated hard-to-fill areas. For 2016-2017, mandated hard-to-fill and certified teacher bonuses for our three schools alone total \$293,000, payable each year.

	Licensed Teachers in Hard-to-Fill Area	National Board Certified Teachers	Bonus Amount
Kamaile Academy (Wai'anae)	66	1	\$208,000
Kualapu'u School (Moloka'i)	25	N/A	\$75,000
Waimea Middle School	N/A	1	\$10,000
total	91	2	\$293,000

Ho'okako'o strongly supports S.B. 199 as it will help charter schools meet the added and well-deserved cost of providing teacher incentives and bonuses as required by statute and collective bargaining, allowing us to attract and retain the highest quality teachers for our poorest and most rural communities. We respectfully request the Senate Committee on Education's support of S.B. 199.

Thank you,

David Y. Gibson, Executive Director
 Ho'okako'o Corporation
 (808) 983-3835

From: mailinglist@capitol.hawaii.gov
Sent: Monday, January 30, 2017 8:45 AM
To: EDU Testimony
Cc: karenpoepoe@yahoo.com
Subject: *Submitted testimony for SB199 on Jan 30, 2017 14:45PM*

SB199

Submitted on: 1/30/2017

Testimony for EDU on Jan 30, 2017 14:45PM in Conference Room 229

Submitted By	Organization	Testifier Position	Present at Hearing
Karen Poepoe	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.

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From: mailinglist@capitol.hawaii.gov
Sent: Monday, January 30, 2017 8:40 AM
To: EDU Testimony
Cc: taffi@kalo.org
Subject: *Submitted testimony for SB199 on Jan 30, 2017 14:45PM*

SB199

Submitted on: 1/30/2017

Testimony for EDU on Jan 30, 2017 14:45PM in Conference Room 229

Submitted By	Organization	Testifier Position	Present at Hearing
Taffi Wise	Individual	Support	No

Comments:

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From: mailinglist@capitol.hawaii.gov
Sent: Monday, January 30, 2017 8:10 AM
To: EDU Testimony
Cc: chantel96729@gmail.com
Subject: Submitted testimony for SB199 on Jan 30, 2017 14:45PM

SB199

Submitted on: 1/30/2017

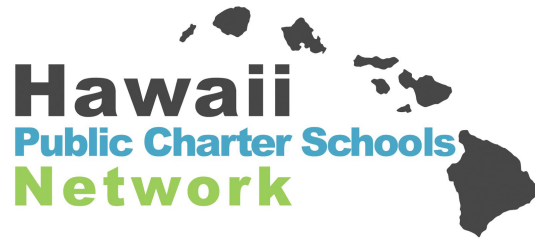
Testimony for EDU on Jan 30, 2017 14:45PM in Conference Room 229

Submitted By	Organization	Testifier Position	Present at Hearing
Chantel Moreno	Individual	Support	No

Comments: Aloha! I feel that teacher incentives such as the hard to fill bonus needs to be paid from a separate fund for charter school. Currently, our school has to use our per pupil funds to pay for our hard to fill bonus, which is unfair to our school, most importantly, our keiki. Mahalo for your consideration. Chantel Moreno Special Education Teacher

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January 27, 2017

To: Honorable Michelle Kidani, Chair
Honorable Kaiali'i Kahele, Vice Chair
Honorable Donovan M. Dela Cruz, Member
Honorable Will Espero, Member
Honorable Gil Riviere, Member
Senate Committee on Education

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

**Re: SB 199 – RELATING TO CHARTER SCHOOLS – Support
Conference Room 229 – Hawaii State Capitol – Jan. 30, 2017, 2:45 P.M.**

On behalf of the Hawaii Public Charter School Network (HPCSN), I am submitting testimony in support of SB 199, Relating to Charter Schools.

This bill will clarify that the appropriation of teacher bonuses for hard-to-fill placement and National Board certified teacher incentives be separate line items in the state budget. This helps to resolve the ambiguity and provision of funding among schools with teachers who qualify for this type of incentive pay.

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.

Mahalo for your support for this legislation. We appreciate the opportunity to provide testimony on behalf of HPCSN.