

DAVID Y. IGE  
GOVERNOR



LAUREL A. JOHNSTON  
ACTING DIRECTOR

EMPLOYEES' RETIREMENT SYSTEM  
HAWAII EMPLOYER-UNION HEALTH BENEFITS TRUST FUND  
OFFICE OF THE PUBLIC DEFENDER

**STATE OF HAWAII  
DEPARTMENT OF BUDGET AND FINANCE**

P.O. BOX 150  
HONOLULU, HAWAII 96810-0150

ADMINISTRATIVE AND RESEARCH OFFICE  
BUDGET, PROGRAM PLANNING AND  
MANAGEMENT DIVISION  
FINANCIAL ADMINISTRATION DIVISION  
OFFICE OF FEDERAL AWARDS MANAGEMENT (OFAM)

**WRITTEN ONLY**

**TESTIMONY BY LAUREL A. JOHNSTON  
ACTING DIRECTOR, DEPARTMENT OF BUDGET AND FINANCE  
TO THE HOUSE COMMITTEES ON EDUCATION AND  
LABOR AND PUBLIC EMPLOYMENT  
ON  
HOUSE BILL NO. 2162**

**February 2, 2018  
2:00 p.m.  
Room 309**

**RELATING TO TEACHER INCENTIVES**

House Bill No. 2162 amends Section 302D-28, HRS, and specifies that funds necessary to pay for teacher incentive programs, bonuses, and other compensation required by law or collective bargaining beyond regular wages shall not be paid out of a charter school's facilities funding or per-pupil funds. In addition, the measure indicates that funding requests for these amounts shall be a separate line item in the General Appropriations Act and the Supplemental Appropriations Act. The measure makes an unspecified appropriation of general funds for FY 18-19.

The Department of Budget and Finance is providing comments on this measure. If enacted, the measure would provide the public charter schools with additional funding to which the Department of Education (DOE) public schools are not proportionately allocated. The DOE currently absorbs most costs for teacher incentive programs, bonuses, and other compensation for its teachers within its budget.

Thank you for your consideration of our comments.

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

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FOR: HB 2162 HD1 Relating to Teacher Incentives  
DATE: February 22, 2018  
TIME: 12:30 P.M.  
COMMITTEE: House Committee on Finance  
ROOM: Room 308  
FROM: Sione Thompson, Executive Director  
State Public Charter School Commission

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Chair Luke, Vice Chair Cullen, and members of the Committee:

The State Public Charter School Commission ("Commission") appreciates the opportunity to submit this testimony in **SUPPORT of HB 2162 HD1**, which provides teacher incentive funds as a separate budgetary appropriation. This proposed amendment to the charter school law, Chapter 302D, HRS, would allow for a permanent solution that would fully fund teacher incentive pay for charter school teachers who teach in hard-to-staff areas and charter school teachers who have earned National Board certification.

The current Master Agreement between the Board of Education and the Hawaii State Teachers Association requires that teachers in specific geographic areas designated as hard-to-fill be paid an annual differential of \$3,000. The proposed Supplemental Executive Budget provides \$667,050 for charter schools to pay the hard-to-fill incentive. The Commission looks forward to working with the administration, the Legislature, and charter schools in securing the funding for this incentive this legislative session.

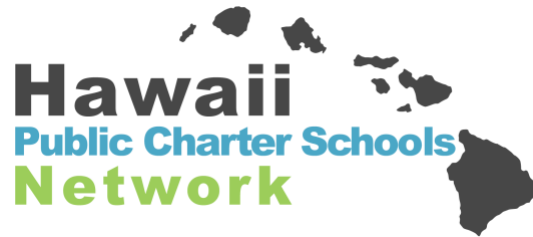
National Board Certified teachers represent another group of teachers charter schools are required to provide an incentive to. Section 302A-706, HRS, establishes the teacher national board certification incentive program which provides a \$5,000 bonus to teachers who maintain national board certification. Incentives are also provided for completion of the certification program and an additional \$5,000 is provided to national board certified teachers who teach at a designated hard-to-fill area.

For the 2017-2018 school year, there are currently sixteen teachers in eleven charter schools who have current national board certification. Of these sixteen teachers, three teachers work in designated hard-to-fill areas.

The Commission is grateful that funding for this incentive, in the amount \$95,000, was provided for in the Supplemental Executive Budget request this year and would appreciate the continued support of the Legislature in approving this funding.

The Commission also appreciates the efforts of the Legislature in providing a permanent solution to this funding challenge through the amendment proposed in this measure. The Commission looks forward to collaborating with this committee and the Legislature as a whole in advancing this important legislation.

Thank you for the opportunity to provide this testimony.



February 22, 2018

To: Honorable Sylvia Luke, Chair  
Honorable Ty J.K. Cullen, Vice Chair  
House Committee on Finance

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

Re: **HB 2162 – RELATING TO TEACHER INCENTIVES – SUPORT**  
**Conference Room 308 – Hawaii State Capitol – February 22, 2018, 12:30 P.M.**

On behalf of the Hawaii Public Charter School Network (HPCSN), I respectfully submit our testimony for HB 2162, Relating to Teacher Incentives. This bill takes a significant step forward to provide equity and balance access to resources for all Hawai'i public school teachers.

HPCSN strongly supports this bill to clarify 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. Furthermore, it would require, beginning with fiscal year 2018-2019, such bonuses be funded through separate line items in the state budget.

#### Teacher Bonus Pay Requirement for All Public Schools

Bonuses are required to be paid by schools in designated hard-to-fill areas under the Master Agreement between HSTA and State BOE for incentive pay of \$3,000 per teacher. Schools must also pay National Board Certified teachers an incentive which ranges from \$5,000 per teacher who maintains certification, and can add \$5,000 more per teachers in designated hard-to-fill areas, as required under HRS §302A-706.

#### Current General Fund Allocation to Charter Schools Do Not Account for Teacher Bonuses

The sum of teacher incentive pay funds for charter schools are assigned in EDN 600 by Budget & Finance. All public charter schools receive the same level of state per pupil funding of \$7383/student in SY17-18 appropriated through EDN 600 to provide for its instructional operations and, currently, there is no separate facilities funding provided to start-up charter schools. This charter school per pupil amount is derived by adding up EDNs 100, 200, 300 and 400 and dividing that by the total number of all enrolled public school students. When EDN 600

funds are dispersed to charters, the aggregate sum is divided by the total enrollment of charter students to establish a per pupil amount. This amount is then multiplied by each school's reported student enrollment and becomes the sum of the school's annual allocation. This is distributed to respective charter schools in allotments by the State Public Charter School Commission during the course of the operational school year.

Currently, in the per pupil allocation, there are no break out of funding for teacher incentive pay for designated hard-to-fill charter schools or those with National Board Certifications. This bill will establish a line item distribution for charter school teacher incentives to be allocated to respective schools for distribution to compensate teachers as required in the State's current Master Agreement with HSTA and under HRS §302A-706

### How To Ensure Teacher Bonus Allocations are Distributed

This bill provides the guidance to calculate required teacher incentive pay for respective charter schools and fund that separately from the per pupil allocation. Without this bill, the current allocation in EDN 600 remains a perennial conundrum for charter schools because these costs are major expenses especially for those in designated hard-to-fill areas. Unlike DOE schools with centralized support services and budgets that can be redistributed across EDNs to absorb costs like teacher incentive programs, charter schools do not have the means absorb these expenses across the board.

For these reasons, we humbly ask your support for this bill to deliver equitable funding for public charter school teachers that deserve this incentive pay.

Mahalo for your consideration. HPCSN works to improve the operation and governance of public charter schools in Hawai'i and to be a voice for children and families that seek educational choices and quality in an independent public-school setting.



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Corey Rosenlee  
President  
Justin Hughey  
Vice President  
Amy Perruso  
Secretary-Treasurer  
Wilbert Holck  
Executive Director

TESTIMONY BEFORE THE HOUSE COMMITTEE ON  
FINANCE

RE: HB 2162, HD 1 - RELATING TO TEACHER INCENTIVES

THURSDAY, FEBRAURY 22, 2018

COREY ROSENLEE, PRESIDENT  
HAWAII STATE TEACHERS ASSOCIATION

Chair Luke and Members of the Committee:

The Hawaii State Teachers Association **supports HB 2162, HD 1**, relating to teacher incentives.

Adequate funding, especially for facilities, is a long-standing issue for charter schools. In Hawai'i, start-up charter schools have paid the costs of their facilities from operational funds. In 2013, however, lawmakers authorized the Hawai'i State Public Charter School Commission to request facilities funding as part of its annual budget request. Later, in 2015, legislators called for a working group to establish a framework for providing facilities funding and support for public charter school facilities with adequate prioritization, oversight, and accountability.

Today, amounts received by charter schools fail to keep pace with the cost of providing and quality instruction and maintaining adequate facilities. Charter schools receive \$7,323 per-pupil, most of which is disbursed toward operational expenses, often leaving charters to rely on private donations to fund facilities and rent. Charter schools' per-pupil operating funds cover items like salaries, collective bargaining costs, curricula, school supplies, equipment, and utilities, but do not encompass the facilities and maintenance costs that comprise approximately 10 percent of charter school budgets, according to the Hawai'i Public Charter Schools Network.

Poorly funded charter schools are sometimes forced to hold classes in unstable temporary structures to the detriment of their students' learning and safety. Thus,

we support safeguarding charter schools' facilities and per-pupil budgets by exempting teacher incentives from these funding streams and, instead, making them line items in the state budget. We also wholeheartedly support appropriating funds for national board certified teachers at charter schools. 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. Research shows that NBCTs excel in the classroom, with the students taught by NBCTs showing evidence of deeper learning at three times the rate of their peers, according to a 2008 study published in *Advances in Program Evaluation*.

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 our chronic resource shortage, 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 would be jeopardized.

The need for NBCTs is significant in charter schools, which often serve economically disadvantaged communities. To support and develop quality charter school teachers, the Hawaii State Teachers Association asks your committee to **support** this bill.

**HB-2162-HD-1**

Submitted on: 2/21/2018 12:25:54 PM

Testimony for FIN on 2/22/2018 12:30:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
Melodie Aduja	OCC Legislative Priorities Committee, Democratic Party of Hawai'i	Support	No

Comments:



**HB-2162-HD-1**

Submitted on: 2/21/2018 10:44:03 AM

Testimony for FIN on 2/22/2018 12:30:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
Steve Hirakami	HAASPCS	Support	No

Comments:

Teacher incentives like hard to staff bonuses, National Board Certification have not been separated out and given to the schools that have the staff qualified to receive the bonus. Instead a common statement was used: "It's in the per pupil allocation". Actually, it was not and how could specific bonuses for teachers in specific areas or certifications be included with every school's allocation? It is time to correct this situation and this bill addresses the incentives with a separate line item which will then be allocated to the specific schools by the incentive amounts. Thank you for cleaning this part of the law up.

**HB-2162-HD-1**

Submitted on: 2/21/2018 12:23:44 AM

Testimony for FIN on 2/22/2018 12:30:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
Ceri Hofferber	Kamaile Academy PCS	Support	No

Comments:

To Whom it May Concern,

I am in full support of initiative HB2162. The hard to staff stipend helps retain hard working and quality teachers at Kamaile Academy PCS and is vital in helping offset the cost of living in the beautiful state of Hawaii. Adding an additional line to our budget would allow our school to spend more money on our keiki and providing them the supports they need and deserve.

Mahalo for your time,

Ceri Hofferber  
Music Specialist PK-12  
Kamaile Academy PCS

**HB-2162-HD-1**

Submitted on: 2/20/2018 4:01:58 PM

Testimony for FIN on 2/22/2018 12:30:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
Dr. William H. Wilson	Individual	Support	No

Comments:

Charter schools need to be appropriated special funds for special payments to teachers without such special payments being paid for with regular monies used by charter schools for standard operations.

**HB-2162-HD-1**

Submitted on: 2/20/2018 3:36:39 PM

Testimony for FIN on 2/22/2018 12:30:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
Kylee Mar	Individual	Support	No

Comments:

**LATE**

**HB-2162-HD-1**

Submitted on: 2/21/2018 2:56:19 PM

Testimony for FIN on 2/22/2018 12:30:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
M. Renee Bellinger	Na Wai Ola Public Charter School	Support	No

Comments:

**As Governing Board Chair of Na Wai Ola Public Charter School I can attest to the trade-offs discussed while considering whether to hire an experienced, high-quality teacher who is the best fit for the job versus a less-experienced teacher who costs far less, but is still learning how to reach their pinnacle of excellence. Placing the costs of bonuses on Charter schools hinders their ability to hire the best person for the job.**

**LATE**

**HB-2162-HD-1**

Submitted on: 2/21/2018 5:34:58 PM

Testimony for FIN on 2/22/2018 12:30:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
phil fisher	Kona Pacific Public Charter School	Support	No

Comments:

Charter schools need all the advantages financially that regular DOE schools get. Please pass this bill. Mahalo, Phil



**LATE**

**HB2162 HD1**  
**RELATING TO TEACHER INCENTIVES**  
House Committee on Finance

February 22, 2018

12:30 PM

Room 308

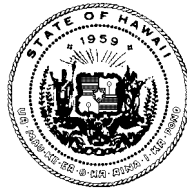
The Office of Hawaiian Affairs (OHA) **SUPPORTS** HB2162 HD1, which clarifies that funds for teacher incentive bonuses required by law or collective bargaining shall not be paid out of a public charter school's facilities or per-pupil funds; makes an unspecified appropriation for FY2018-2019; and provides that funding requests for these amounts shall be a separate line item in the general appropriations act and supplemental appropriations act. **This measure allows for a permanent solution to fully fund teacher incentive pay for charter school teachers who have earned National Board certification, or who teach in hard-to-fill schools.**

It is OHA's understanding that the Hawai'i Department of Education (DOE) maintains a designated fund to pay mandatory 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 is *not* currently calculated into the moneys public charter schools are provided each year by the State.** This places an enormous burden on public charter schools already struggling to balance their lean budgets. HB2162 HD1 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, and allowing for a permanent funding solution.

Therefore, OHA urges the Committee to **PASS** HB2162 HD1. Mahalo nui for the opportunity to testify on this measure.

DAVID Y. IGE  
GOVERNOR

DAVID Y. GIBSON  
HO'OKAKO'O CORPORATION  
EXECUTIVE DIRECTOR



SIONE THOMPSON  
CHARTER SCHOOLS  
EXECUTIVE DIRECTOR

ANNA WINSLOW  
KAMAILE ACADEMY  
PRINCIPAL

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

**LATE**

February 21, 2018

To: Rep. Sylvia Luke, Chair  
Rep. Ty J.K. Cullen, Vice Chair  
Committee on Finance

From: Anna Winslow, Principal  
Kamaile Academy Public Charter School

Re: **HB 2162 HD1 Relating to Teacher Incentives**  
**Hawaii State Capitol, February 22, 2017, Room 308 12:30 p.m.**

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**On behalf of Kamaile Academy Public Charter School, I am writing to SUPPORT HB 2162 HD1 – Relating to Teacher Incentives**

Kamaile Academy Public Charter School is in strong support of HB 2162 HD1, 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.

Kamaile Academy is located in Wai'anae and is designated a hard-to-fill area. For 2017-2018, mandated hard-to-fill and certified teacher bonus for Kamaile Academy is \$210,000 for 70 teachers.

Kamaile Academy strongly supports HB 2162 HD1 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.



**LATE**

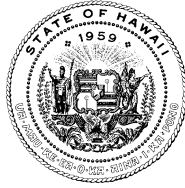
**HB-2162-HD-1**

Submitted on: 2/21/2018 9:31:43 PM

Testimony for FIN on 2/22/2018 12:30:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
Ikona Freitas	Individual	Support	No

Comments:



**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

**LATE**

February 21, 2018

To: Rep. Sylvia Luke, Chair  
Rep. Ty J.K. Cullen, Vice Chair  
Committee on Finance

From: Lydia Trinidad, Principal  
Kualapu`u Public Conversion Charter School

Re: **HB 2162 Relating to Teacher Incentives**  
**Hawaii State Capitol, February 22, 2017, Room 308 12:30 p.m.**

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**On behalf of Kualapu`u Public Conversion Charter School, I am writing to SUPPORT  
HB 2162 – Relating to Teacher Incentives**

Kualapu`u Public Conversion Charter School is in strong support of HB 2162, 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 HB 2162 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.



Ho'okāko'o  
Corporation

HOUSE OF REPRESENTATIVES  
COMMITTEE ON FINANCE  
Rep. Sylvia Luke, Chair  
Rep. Ty J.K. Cullen, Vice Chair

**LATE**

**Testimony In Support of HB 2162  
Relating to Teacher Incentives**

Thursday, February 22, 2018, 12:30 PM  
Conference Room 308, Hawai'i State Capitol

Chair Luke and Members of the Committee:

Ho'okāko'o Corporation (Ho'okāko'o) is in **strong support of HB 2162**, 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. Beginning with fiscal year 2018-2019, requires that such bonuses be separate line items in the budget. Appropriates funds for teacher bonuses for hard-to-fill placement incentives and National Board certified teacher incentives for charter school teachers.

Ho'okāko'o governs and manages three 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, 86% of whom are from low-income families, and nearly 60% are of Hawaiian ancestry.

For 2017-2018, mandated hard-to-fill and National Board certified teacher bonuses for our three schools alone total over \$219,000, payable each year.

Our understanding is that the funds for hard-to-fill and National Board certified teacher bonuses are allocated in addition to the per-pupil funds our schools receive. Unfortunately, our receipt of these funds are always uncertain, and its source unclear. As a result, in order to fund this differential as mandated, our schools must be prepared to pay for these bonuses from per-pupil funds resulting in less funding budgeted for programs and teaching lines.

HB 2162 would provide a solution that would ensure the full funding of incentive pay for charter school teachers, and clearly separate funds for teacher incentives from facilities and per pupil allocations.

Ho'okāko'o strongly supports HB 2162 as it will help charter schools meet the added and well-deserved cost of providing teacher incentives and bonuses as mandated 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 House Committee on Finance's support of HB 2162.

Thank you,

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

**LATE**

**HB-2162-HD-1**

Submitted on: 2/22/2018 8:36:25 AM

Testimony for FIN on 2/22/2018 12:30:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
Laura Barbato	Kamaile Academy PCS	Support	No

Comments:

To: COMMITTEE ON EDUCATION

Rep. Justin H. Woodson,

Chair Rep. Sam Satoru Kong, Vice Chair

From: Laura Barbato, Transition Coordinator

Kamaile Academy Public Charter School

Re: HB 2162 – NOTICE OF HEARING

Thursday, February 22, 2018

TIME: 12:30 PM; PLACE: Conference Room 309

I am writing to SUPPORT HB 2162 – RELATING TO TEACHER INCENTIVES.

As a Transition Coordinator and Special Education teacher at Kamaile Academy PCS, I am in strong support of HB 2162, 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. Beginning with fiscal year 2018-2019, bonuses will be required as separate line items in the budget. This appropriates funds for teacher bonuses for hard-to-fill placement incentives and National Board certified teacher incentives for charter school teachers.

As a Conversion Charter School, Kamaile Academy PCS continues to be the home school for the local attendance area, and is a hard-to-fill placement location. With at least 70 teachers at Kamaile, \$210,000 taken out of our per-pupil funding impacts

programing, student supplies, and supports in the classroom.

Kamaile Academy PCS strongly supports HB 2162 as it will help our charter school meet the needs of our keiki and provide equity funding for access to an education and for our students who are in our poorest communities.

Thank you for your time and consideration regarding the future of our keiki.

Laura Barbato

**LATE**

**HB-2162-HD-1**

Submitted on: 2/22/2018 10:47:39 AM

Testimony for FIN on 2/22/2018 12:30:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
Ian Barbato	Kamaile Academy PCS	Support	No

Comments:

**To: COMMITTEE ON EDUCATION**

**Rep. Justin H. Woodson,**

**Chair Rep. Sam Satoru Kong, Vice Chair**

**From: Ian Barbato, Dean of Students**

**Kamaile Academy Public Charter School**

**Re: HB 2162 – NOTICE OF HEARING**

**Thursday, February 22, 2018**

**TIME: 12:30 PM; PLACE: Conference Room 309**

**I am writing to SUPPORT HB 2162 – RELATING TO TEACHER INCENTIVES.**

**As the Dean of Students at Kamaile Academy PCS, I am in strong support of HB 2162, 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. Beginning with fiscal year 2018-2019, bonuses will be required as separate line items in the budget. This appropriates funds for teacher bonuses for hard-to-fill placement incentives and National Board certified teacher incentives for charter school teachers.**

**As a Conversion Charter School, Kamaile Academy PCS continues to be the home school for the local attendance area, and is a hard-to-fill placement location. With at least 70 teachers at Kamaile, \$210,000 taken out of our per-pupil funding impacts programing, student supplies, and supports in the classroom.**

**Kamaile Academy PCS strongly supports HB 2162 as it will help our charter school meet the needs of our keiki and provide equity funding for access to an education and for our students who are in our poorest communities.**

**Thank you for your time and consideration regarding the future of our keiki.**

**Ian Barbato**