



LATE

HB2162 HD1
RELATING TO TEACHER INCENTIVES
Senate Committee on Ways and Means

April 6, 2018

11:00 a.m.

Room 211

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 provides 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.**

OHA understands 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 providing for a permanent funding solution.

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



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April 5, 2018

HAWAII STATE SENATE - COMMITTEE ON WAYS AND MEANS

Senator Donovan M. Dela Cruz, Chair

Senator Gilbert S.C. Keith-Agaran, Vice Chair

LATE

Testimony In Support of HB 2162, HD1 - Relating to Teacher Incentives

Friday, April 6, 2018, 11 AM - Conference Room 211, Hawai'i State Capitol

Aloha Chair Dela Cruz and Members of WAM:

Mahalo for the opportunity to convey **SUPPORT for HB 2162 Relating to Teacher Incentives.**

Waimea Middle School in Kamuela, Hawai'i, is not located in a "Hard To Fill" complex area so this portion of the incentives discussion does not apply directly to our school, but both of our "sister" schools under Ho'okako'o Corporation – Kamaile Academy (a PK-12 in Waianae), and Kualapu'u Elementary (a PK-5 on Moloka'i), are located in "Hard To Fill" complex areas. They would both significantly benefit from this funding clarification as they must pay an additional \$5,000 to every single certified teacher annually on their staff.

WMS would benefit in relation to National Board Certification incentives in that we currently have one National Board Certified teacher and two more "in progress." This currently means we pay one \$10,000 incentive per year to a teacher and anticipate \$20,000 more per year will be required come 2019-2020.

In all, the three Ho'okako'o Corp. schools currently must pay over \$219,000 for these two incentive programs – entirely out of our limited per pupil budgets. This is financially painful but we completely agree that these incentives are needed and warranted, which is why they are required by both state law and negotiated HSTA contracts.

Hard-To-Fill incentives help improve specific complex areas' ability to recruit and retain teachers due to the remote, rural nature of the schools.

National Board Certification incentives recognize certified teachers who pursue further professional development and demonstrate excellence in teaching practices and serve as role models for their peers.

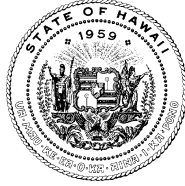
Bottom line: These incentives improve the quality of instruction for students, but it's crippling to have to take this funding from our modest per pupil income. It's also not equitable in that regular DOE schools receive separate line-item funding to cover these contract-negotiated costs.

We urge you to please approve this bill and related funding methodology.

A hui hou,

Patti Cook

Development Director



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

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LATE

April 5, 2018

To: COMMITTEE ON WAYS AND MEANS
Senator Donovan M. Dela Cruz, Chair
Senator Gilbert S.C. Keith-Agaran, Vice Chair

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

Re: **HB 2162 HD 1 Relating to Teacher Incentives**
Hawaii State Capitol, April 6, 2018, Room 211 11:00am

**On behalf of Kualapu`u Public Conversion Charter School, I am writing to SUPPORT
HB 2162 HD 1 – Relating to Teacher Incentives**

Kualapu`u Public Conversion Charter School is in strong support of HB 2162 HD , 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 2017-2018, mandated hard-to-fill and certified teacher bonus for Kualapu`u PCCS is \$81,000 for 27 teachers.

Kualapu`u PCCS strongly supports HB 2162 HD 1 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.

DAVID Y. IGE
GOVERNOR



STONE THOMPSON
CHARTER SCHOOLS
EXECUTIVE DIRECTOR

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


ANNA WINSLOW
KAMAILE ACADEMY
PRINCIPAL

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

April 5, 2018

To: Senator Donovan M. Dela Cruz, Chair
Senator Gilbert S.C. Keith-Agaran, Vice Chair
The Senate Committee on Ways and Means



From: Anna Winslow, Principal 
Kamaile Academy Public Charter School

Re: **HB 2162, HD1 Relating to Teacher Incentives**
Hawaii State Capitol, April 6, 2018, Room 211 11:00 a.m.

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

Kamaile Academy PCS is in **strong support of HB 2162, HD1** 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, and appropriates funds for teacher bonuses for hard-to-fill placement incentives and National Board certified teacher incentives for charter school teachers.

For 2017-2018, mandated hard-to-fill and National Board certified teacher bonuses for Kamaile Academy PCS is \$150,000.

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 PCS is located in O`ahu and is designated a hard-to-fill area. 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. We respectfully request that the Senate Committee on Ways and Means support HB 2162, HD1.

LATE

HB-2162-HD-1

Submitted on: 4/5/2018 11:53:31 AM

Testimony for WAM on 4/6/2018 11:00:00 AM

Submitted By	Organization	Testifier Position	Present at Hearing
Andrew Stever	Testifying for Hawaii Academy of Arts and Science	Support	No

Comments:

HB-2162-HD-1

Submitted on: 4/6/2018 10:17:22 AM

Testimony for WAM on 4/6/2018 11:00:00 AM



Submitted By	Organization	Testifier Position	Present at Hearing
Kuuiipo Laumatia	Testifying for Kamalani Academy	Support	No

Comments:

Aloha Chair Dela Cruz, Vice Chair Keith-Agaran, and Members of the Senate Committee on Ways and Means,

I strongly support HB 2162 HD1, which clarifies that teacher bonuses required by statute or collective bargaining should not be paid out of a charter school's per pupil funds, and instead should be paid through a separate line item in the state budget.

Thank you for the opportunity to provide this testimony.

LATE

HB-2162-HD-1

Submitted on: 4/6/2018 10:18:07 AM

Testimony for WAM on 4/6/2018 11:00:00 AM

Submitted By	Organization	Testifier Position	Present at Hearing
Jeff Vilardi	Testifying for Kamalani Academy	Support	No

Comments:

Aloha Chair Dela Cruz, Vice Chair Keith-Agaran, and Members of the Senate Committee on Ways and Means,

I strongly support HB 2162 HD1, which clarifies that teacher bonuses required by statute or collective bargaining should not be paid out of a charter school's per pupil funds, and instead should be paid through a separate line item in the state budget.

Thank you for the opportunity to provide this testimony.

LATE

HB-2162-HD-1

Submitted on: 4/5/2018 4:15:26 PM

Testimony for WAM on 4/6/2018 11:00:00 AM

Submitted By	Organization	Testifier Position	Present at Hearing
Jill D. Raznov	Individual	Support	No

Comments:

I am a parent of a charter school student and board member (HAAS). I support 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 and that such bonuses be separate line items in the budget. the first year I was a HAAS board member this issue arose whereby the charter commission insisted that out teacher bonuses were not from our per pupil funding but they in fact were. this was a very long and troubling process for our board and our teachers, as we had to withhold the bonuses until we could resolve the issue. It took many months of discussions and letters and emails until it was finally resolved and the commission finally recognized that they had made a mistake. this should never have to happen to any charter school or their teachers ever again. This bill will make sure that it does not.

LATE

HB-2162-HD-1

Submitted on: 4/6/2018 8:09:53 AM
Testimony for WAM on 4/6/2018 11:00:00 AM

Submitted By	Organization	Testifier Position	Present at Hearing
Jenna Way	Individual	Support	No

Comments:

Please support this bill. Our public school teachers deserve to receive the full amount of bonuses and incentives provided for them by their contract and by law. It's only fair to schools to have separate funding for these items. If a school is required to pay from their facility or per pupil funding, it takes those resources away from their intended use and the kids suffer.

LATE

HB-2162-HD-1

Submitted on: 4/6/2018 8:30:31 AM

Testimony for WAM on 4/6/2018 11:00:00 AM

Submitted By	Organization	Testifier Position	Present at Hearing
Anthony Fraser	Individual	Support	No

Comments: