

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 2162 Relating to Teacher Incentives

DATE: February 2, 2018

TIME: 2:00 P.M.

COMMITTEE: House Committee on Education

ROOM: Room 309

FROM: Sione Thompson, Executive Director

State Public Charter School Commission

Chair Woodson, Vice Chair Kong, and members of the Committee:

The State Public Charter School Commission ("Commission") appreciates the opportunity to submit this testimony in **SUPPORT of HB 2162**, 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 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 this committee 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.

EMPLOYEES' RETIREMENT SYSTEM

OFFICE OF THE PUBLIC DEFENDER

HAWAII EMPLOYER-UNION HEALTH BENEFITS TRUST FUND



### 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.



# HB2162 RELATING TO TEACHER INCENTIVES

House Committee on Education
House Committee on Labor & Public Employment

<u>February 2, 2018</u> 2:00 PM Room 309

The Office of Hawaiian Affairs (OHA) Beneficiary Advocacy and Empowerment Committee will recommend that the Board of Trustees <u>SUPPORT</u> HB2162, 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 public charter schools' 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 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 was not 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 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 Committees to <u>PASS</u> HB2162. Mahalo nui for the opportunity to testify on this measure.





# STATE OF HAWAI`I Kualapu'u School Public Conversion Charter

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

February 2, 2018

To: Rep. Justin H. Woodson, Chair

Rep. Sam Satoru Kong, Vice Chair

Committee on Education

From: Lydia Trinidad, Principal

Kualapu'u Public Conversion Charter School

Re: HB 2162 Relating to Teacher Incentives

Hawaii State Capitol, February 2, 2017, Room 309 2:00 p.m.

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 perpupil 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.

#### DAVID Y. IGE GOVERNOR

#### DAVID GIBSON 110°OKAKO°O CORPORATION EXECUTIVE DIRECTOR



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



ANNA WINSLOW PRINCIPAL



February 2, 2018

To: Rep. Justin H. Woodson, Chair

Rep. Sam Satoru Kong, Vice Chair

Committee on Education

From: Anna Winslow, Principal

Kamaile Academy Public Charter School

Re: HB 2162 Relating to Teacher Incentives

Hawaii State Capitol, February 2, 2017, Room 309 2:00 p.m.

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

Kamaile Academy PCS 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.

Kamaile Academy PCS 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 PCS 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 communities.



#### HB-2162

Submitted on: 2/1/2018 3:24:24 PM

Testimony for EDN on 2/2/2018 2:00:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing	
Kapua Keliikoa-Kamai		Support	Yes	

#### Comments:

Aloha kakou,

I FULLY SUPPORT HB2162 - 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. Requires, beginning with fiscal year 2018-2019, 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.

While I appreciate all Hawai'i's educators, I especially respect and recognize the extraodinary time and effort it takes for our public charter school (PCS) kumu (educators) to develop, maintain, update and implement their unique and innovative curriculum. You can't go on-line and select it from a menu; no, what they do and provide is a collective of everything they've learned and want to instill into our keiki. All educators are valuable and expend their own personal time and funds to ensure our keiki receive a good education. However, our PCS kumu exceed standards ensuring that Hawaii's PCS haumana get an excellent education. They DEFINITELY DESERVE a separate line item in the two appropriation acts (the Budget) for teacher incentive programs, bonuses, and other required compensation.

This is why my daughters, and many other haumana, are whole-heartedly expending 3-5 hours a day transiting to/from school. Their school day starts, and oftentimes, ends in the dark; then they come home to do their chores and homework. Forget about most after-school extra-curricula activities, there's no time. So, until we establish more quality PCS in own community they will continue to travel and do what's necessary to get the best public education Hawaii has to offer.

We're grateful for Hawai'i"s "school of choice" via PCS's and the opportunities afforded our keiki. We only ask for your continued support of these creative, innovative, exceptional and dedicated PCS kumu that make it so. Give them this separate BONUS line item in the Budget. Mahalo for this opportunity to tesitify in FULL SUPPORT of HB 2162 and thanking you in advance for PASSING it out of your committee's.

Me ka ha'aha'a,

Kapua Keliikoa-Kamai

Concerned Wai'anae resident

Halau Ku Mana makua

#### HB-2162

Submitted on: 2/2/2018 8:40:20 AM

Testimony for EDN on 2/2/2018 2:00:00 PM



Submitted By	Organization	Testifier Position	Present at Hearing
Nicole Suzuki		Support	No

#### Comments:

To: COMMITTEE ON EDUCATION

Rep. Justin H. Woodson,

Chair Rep. Sam Satoru Kong, Vice Chair

From: Nicole Suzuki, Instructional Coach and Teacher, Kamaile Academy Public

Charter School

Re: HB 2162 – NOTICE OF HEARING

Friday, February 2, 2018

TIME: 2:00 PM; PLACE: Conference Room 309

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

As a teacher and instructional coach 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, \$270,000 taken out of our per-pupil funding impacts the number of teachers and instructional specialists that we are able to hire, classroom supports, monies for curriculum and programs, and classroom supplies.

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. Please vote in favor of this measure to support our schools, our children, and our community.





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

# TESTIMONY BEFORE THE HOUSE COMMITTEES ON EDUCATION and LABOR & PUBLIC EMPLOYMENT

Wilbert Holck Executive Director

RE: HB 2162 – RELATING TO TEACHER INCENTIVES

FRIDAY, FEBRUARY 2, 2018

COREY ROSENLEE, PRESIDENT HAWAII STATE TEACHERS ASSOCIATION

Chair Woodson, Chair Johanson, and Members of the Committee:

The Hawaii State Teachers Association supports HB 2162, 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.

The need for national board certified and other quality educators is significant 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 come out of per-pupil funds or erode dwindling facilities funds, while resolving charter school infrastructure inequity by giving the commission additional funds 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.



#### **HB-2162**

Submitted on: 2/2/2018 11:08:13 AM

Testimony for EDN on 2/2/2018 2:00:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing	
Kathleen Hoppe		Support	No	

Comments:

To: COMMITTEE ON EDUCATION

Rep. Justin H. Woodson,

Chair Rep. Sam Satoru Kong, Vice Chair

From: YOUR Name/Position

Kamaile Academy Public Charter School

Re: HB 2162 - NOTICE OF HEARING

Friday, February 2, 2018

TIME: 2:00 PM; PLACE: Conference Room 309

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

As a Manager of Student Support Services, and College/Career Counselor 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 available resources that directly and indirectly affect student learning.

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. In communities such as ours, research shows that increased student support services, such as counseling, outreach, social/emotional learning, and family engagment positively affect learning. Being a hard-to-fill PUBLIC charter school, funding for this should not be taken from funds that greatly needed support services for students.

Mahalo for your consideration, and your anticipated support for this bill.





February 2, 2018

To: Honorable Justin Woodson, Chair

Honorable Sam Satoru Kong, Vice Chair

House Committee on Education

From: Jeannine Souki, Executive Director

Hawaii Public Charter Schools Network

Re: HB 2162 - RELATING TO TEACHER INCENTIVES - SUPORT

Conference Room 309 - Hawaii State Capitol - February 2, 2018, 2:00 P.M.

On behalf of the Hawaii Public Charter School Network (HPCSN), I respectfully submit our testimony for HB 2162, Relating to Teacher Incentives.

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 separate line items in the budget. This bill takes a significant step forward to provide equity and balance access to resources for all Hawai'i public school teachers and students.

#### 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.

#### General Funds Allocation to Public Charter Schools & How to Clarify Teacher Bonus Pay

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 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. That amount is then multiplied by each school's reported 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.

There is no break out calculation for designated hard-to-fill charter schools or those with National Board Certified teachers to delineated the distribution of required teacher incentive pay. 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 Master Agreement with HSTA and under HRS HRS §302A-706

#### **Action Needed**

Without this fix, 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, charters 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 choices and quality in an independent public-school setting.

#### DAVID Y. IGE GOVERNOR

#### DAVID GIBSON HO'OKAKO'O CORPORATION EXECUTIVE DIRECTOR



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

#### SIONE THOMPSON CHARTER SCHOOLCOMMISSION EXECUTIVE DIRECTOR

ANNA WINSLOW PRINCIPAL



February 2, 2018

To:

Rep. Justin H. Woodson, Chair

Rep. Sam Satoru Kong, Vice Chair

Committee on Education

From: Anna Winslow, Principal

Kamaile Academy Public Charter School

Re:

**HB 2162 Relating to Teacher Incentives** 

Hawaii State Capitol, February 2, 2017, Room 309 2:00 p.m.

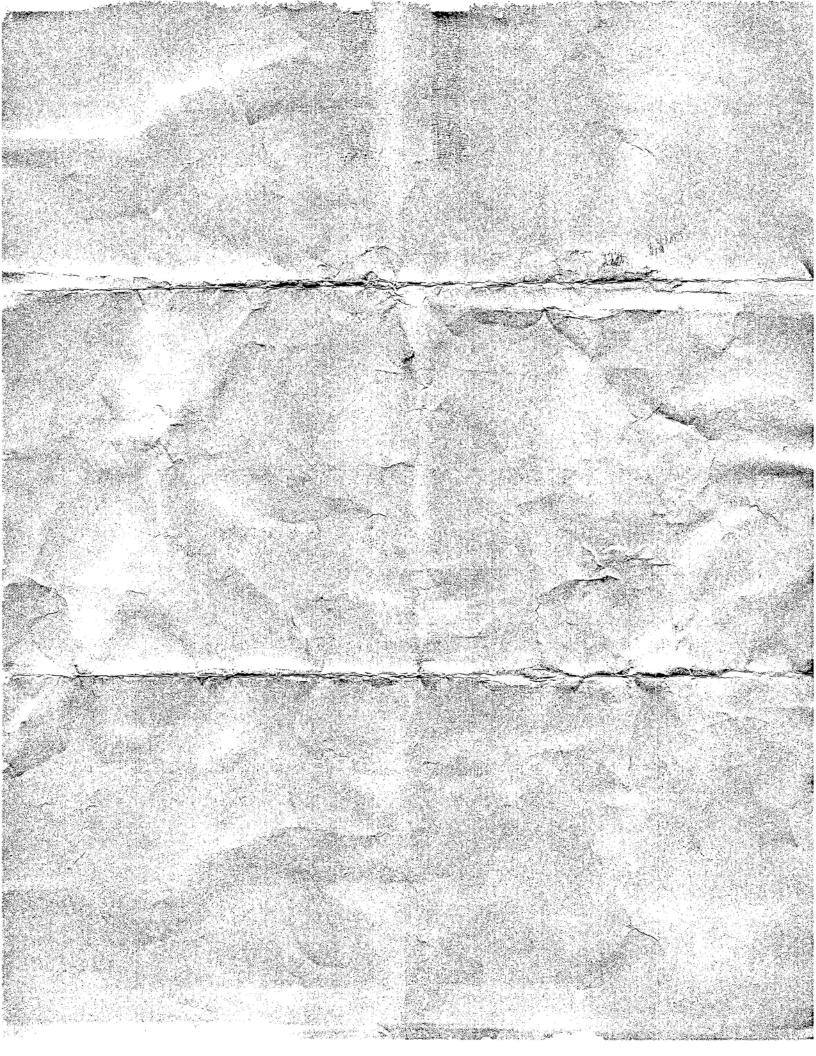
On behalf of Kamaile Academy Public Charter School, I am writing to SUPPORT HB 2162 -**Relating to Teacher Incentives** 

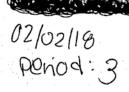
Kamaile Academy PCS is in strong support of HB 2162, which appropriates funds for teacher bonuses for hard-to-fill placement incentives and National Board certified teacher incentives for charter school teachers, and clarifies that these incentives required by statute or collective bargaining are not 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.

Kamaile Academy PCS 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 PCS 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 communities.



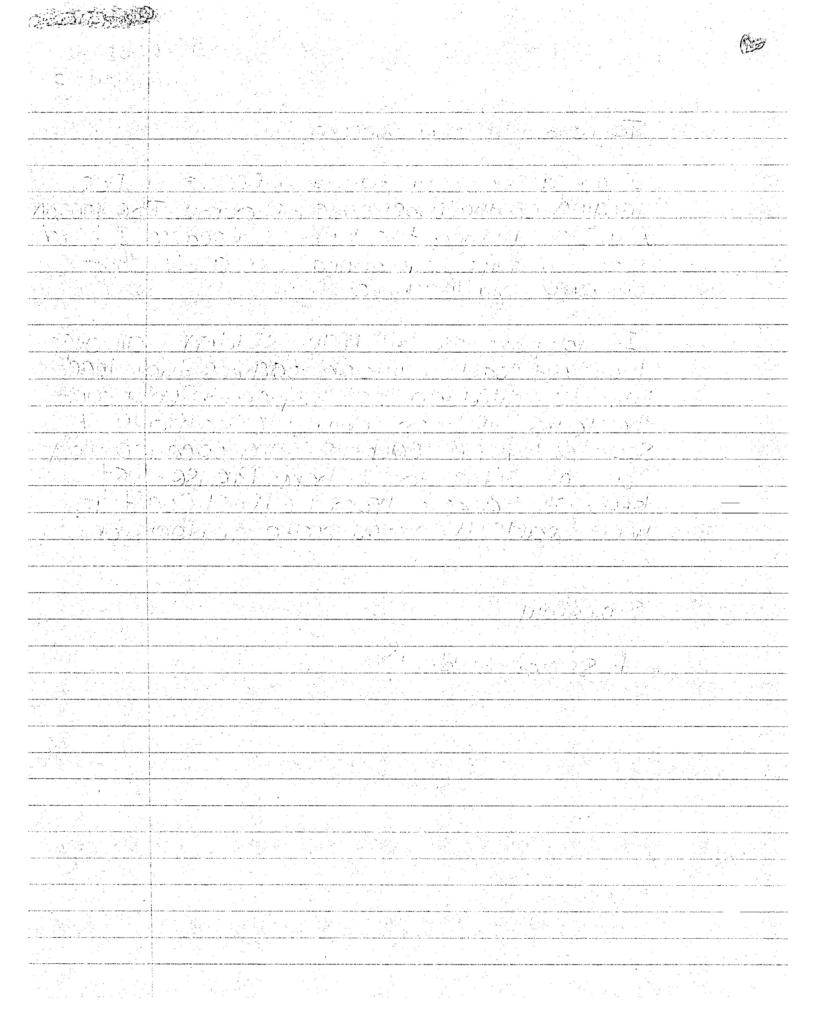


To whom it may concern,

I am a senior at karnaile Academy PCS located on the west side of Jahu. The reason why I am writing this letter is because I heard that you guys were gonna pass a bill that will effect my to achers.

If you pass the bill Many students all over the Wost coast will lose toochers that teach them the Education that they need. Sodiy over the years I've been coming to kamaile I spen a lot of toochers leave because they couldn't afford to live here. Please Just been all the feiti from the west coast in your hearts when you make the decision.

Sincerely, A Senior Student?

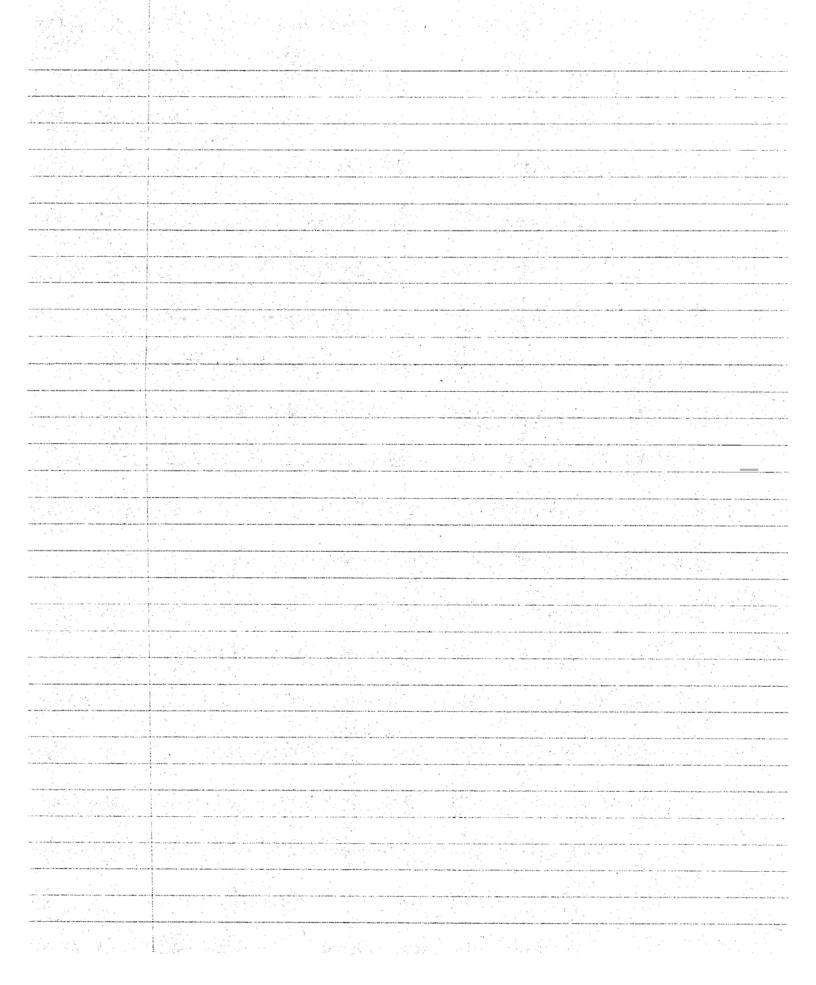


# To whom it may concern,

I am a senior at Kamaile Academy PCS in the west coast, I believe the bill that the State are voting an based on the three thousand slipend should not be happening. Living in Hawaii It is a Challenge for most people because are ything have It is so expensive. Talking the three thousand sdipends away from the teachers and staffs could harm our community. Since their are teachers and staffs who have more than two tids things could be really difficult for both torents and Childrens.

Sincerey

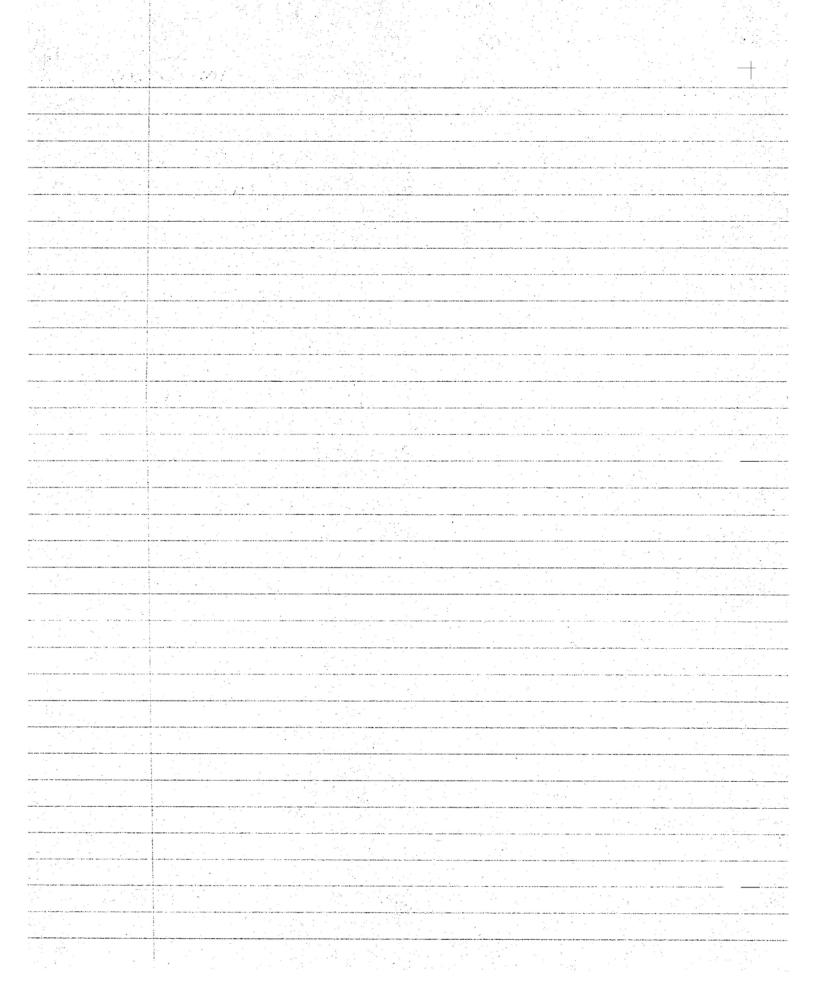
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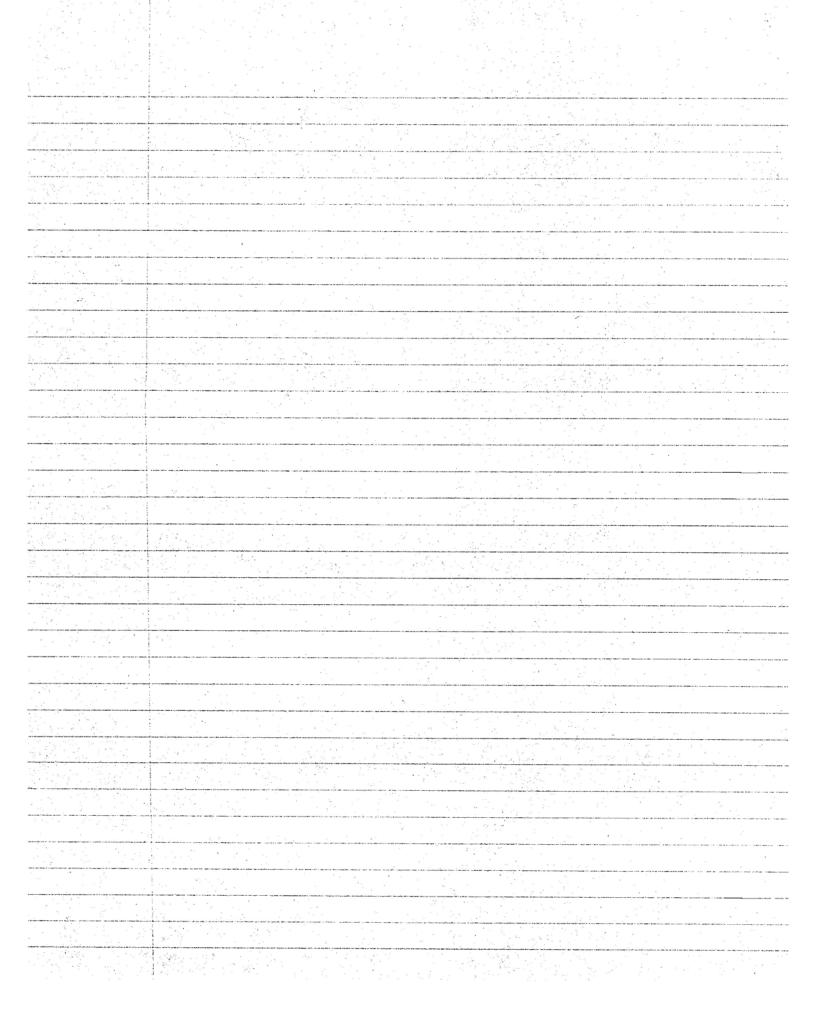
TO Whom it may concorn,

I om a senior of Kamaillo Aradomy PCS
located in Waianae. I om writing to you about
the will regarding the three thousand stipend
that would be taken away from teachers and
staff's taychock Hawaii is expensive as it is
and taking away that amount can affect their
two materly. Those who are not secure in a nouse
can lose their home. They won't be able to afford
to Fay their rent. Possing the bill will also asset
students. In our school we are closer to our teachers
They are like our re and family. If that bill is
Pass we will be loving for more than our teachers,
we will be loving for the who cared and would
go out of their way to make sure we succeed.

student at kamaile



To whom it may concern, I am a serior of ramaile Academy PCS.
Though I have only gone to this school binas the eighth grade, I have made many strong selationships with not only My, peers but also my teachers. Sadly throughout my years here, many of my beloved teachers have left due to the fact they could no bright aford to IF you pass the bill, many students all over the west coast will lose the only thing that makes them empy school, their favorite feachers. When you make this decision, please keep out keiki in your hearts.



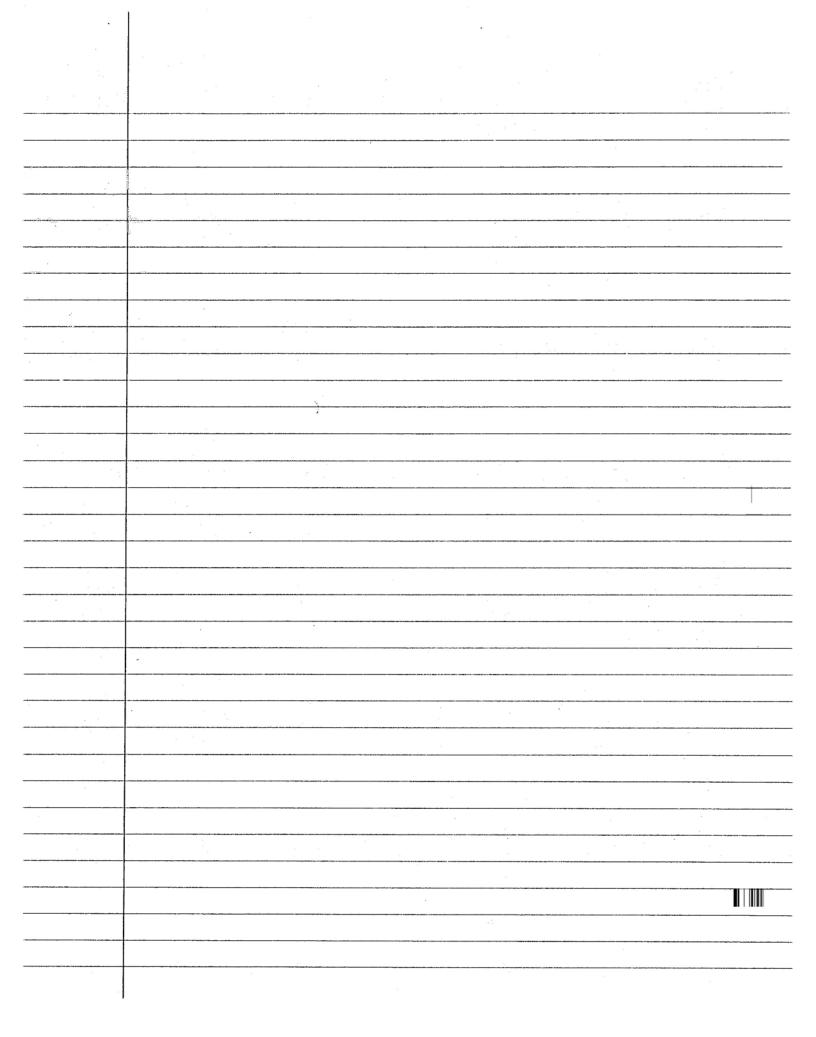
to whom it may concern,

I am a student at Kamaile academy. I have this school & its teacher. Please veep the hard to fill slot bill for our teacher. Hawiii is very expensive to live in and teachers don't get much pay. For some teachers this is the difference between living here or having to leave to find another job.

Sincerely, Kamaik student

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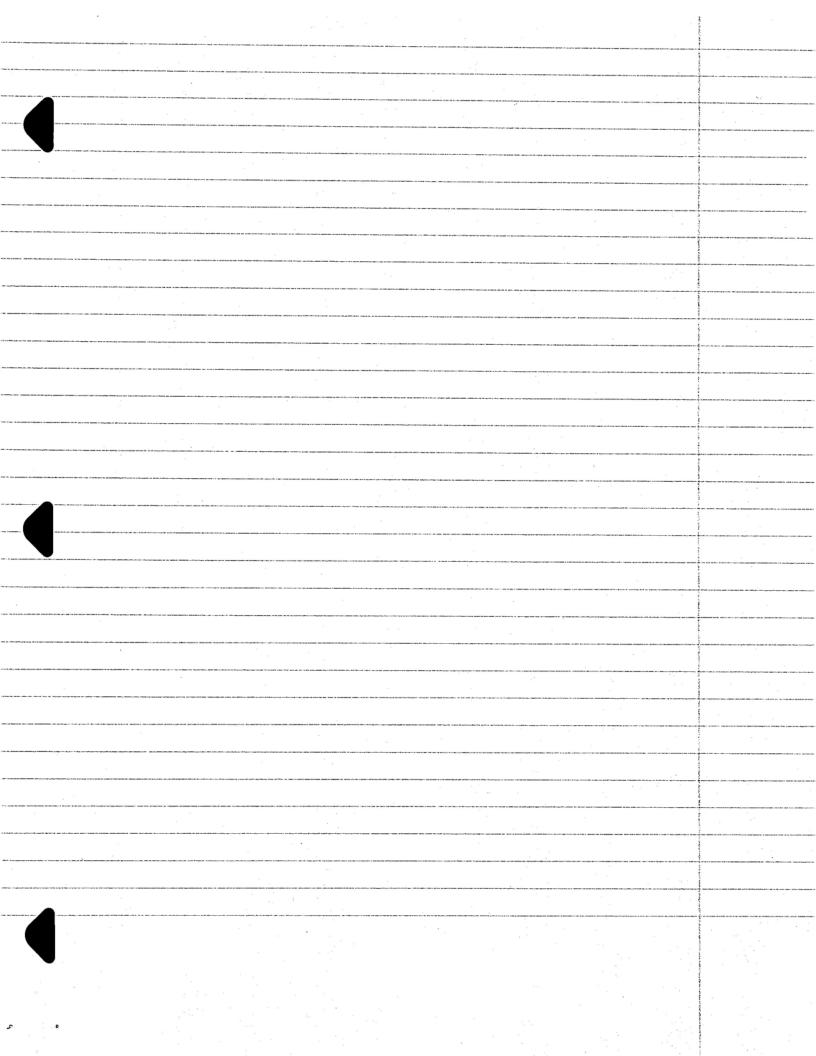


To whom it may concern,

I am a 9th grader at Kamaile Academy and I also have a mom that works here. I strongly believe that the bill for all the teachers at this school should be passed.

The teachers at this school are like my family. They all work very hard to supply the needs for their students. Sometimes the money has to come out their own packets. They have to make sure that their students get the best education possible. And they would try to their best ability that they do.

My mother isn't an actual teacher, but a substitute. Meaning, she only works partly. If this bill doesn't pass, then the teachers will continue to struggle. Giving and allowing them more money will help them in ways only they can imagine. You will be helping them pay their bills, their car payments, buy groceries, and provide for their families.



cont.

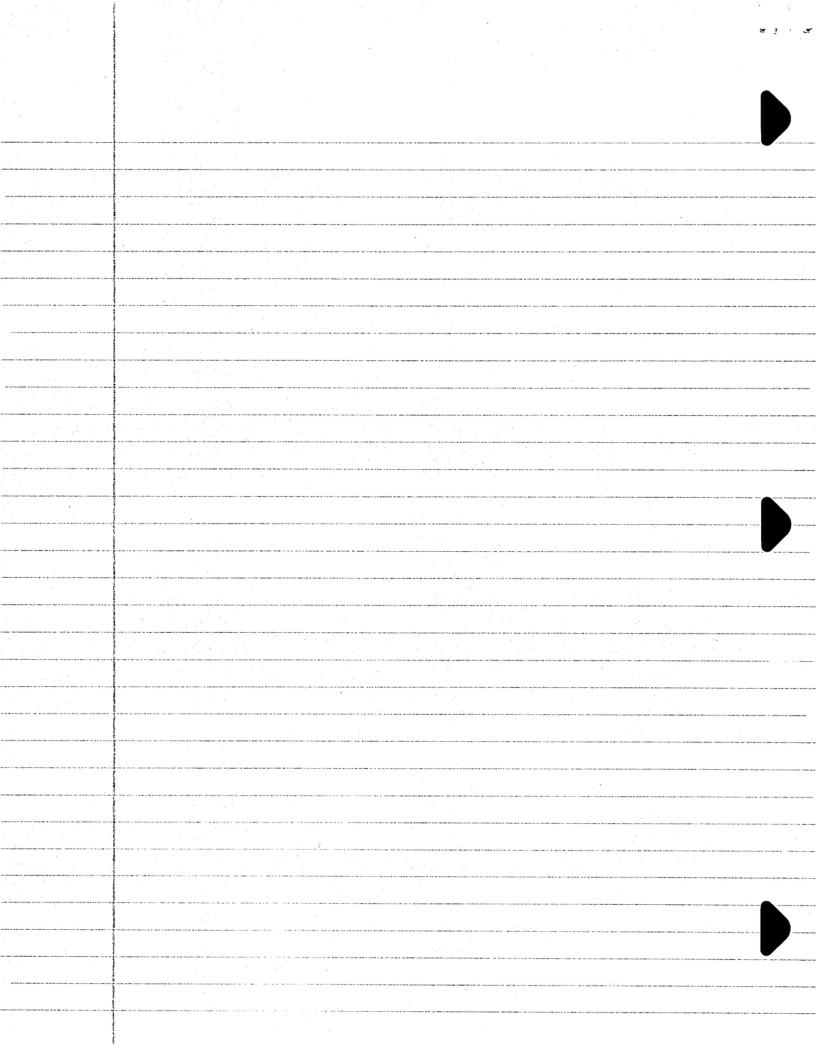
. М. Ж. Passing this bill will help all the teachers grow to their full potential. I've been here at Kamaile since Kindergarten and the staff at this school is the most caring ever. I know this because also many transfers will tell you the same.

Please pass the bill. You can help many teachers and their families. You will be providing a huge amount of money that can help change their lives.

Thankyou for taking time out your day to listen to us tell you how important kamaile is to us and now you will help make a difference.

Sincerely,

Rain Hauho



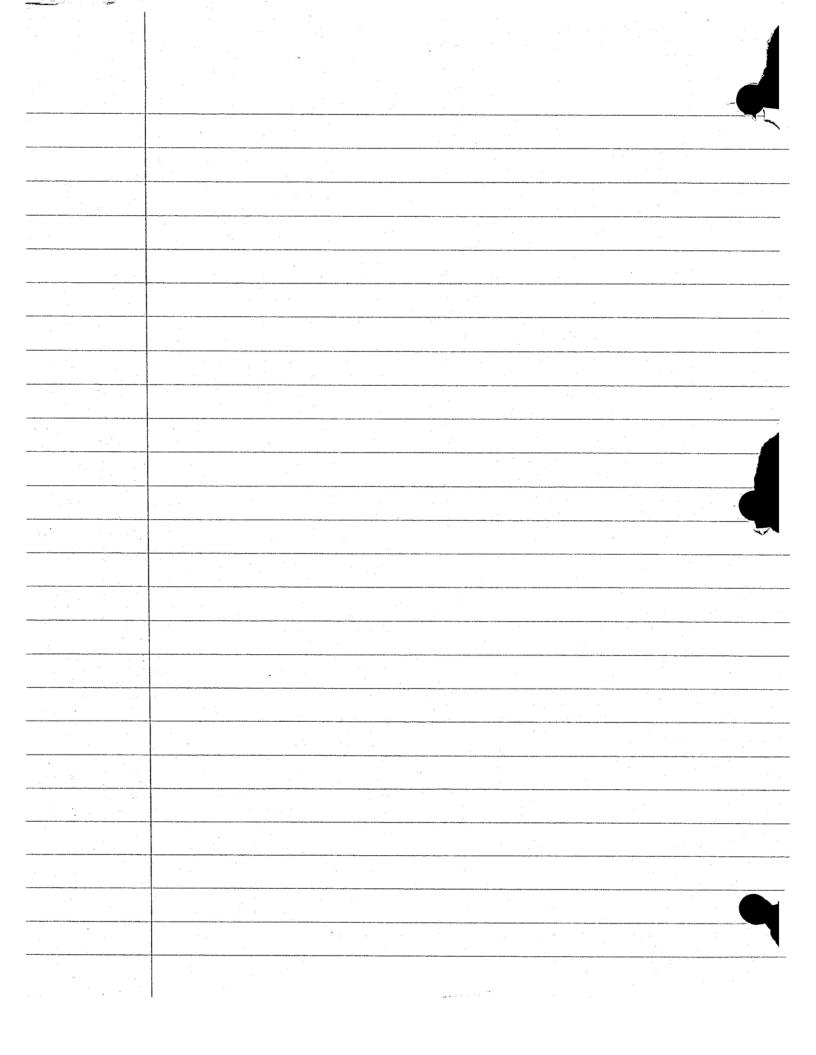
# To whom it may concepts,

The follow I go to is honraile and it is a very amening school. Every teacher that teaches and every student that learns is what makes this school special.

The thing is that our school needs the money we get. My school use all the money they get to cover everything My reeps need and passing this bill and taking the money we need will put as dearly in a struggle, our teachers have families and mouths to reed and outling air money could cause trauble for our schools and our teacher and I love the advantant I get here

FROM;

A fellow Student at Kamaile



To whom it may concern,

I am a 9th grader at ramaile academy and I think that the bill for tecichers should pass. I have a mother who works here. My mother and my mother alone has to support several people and still manages to save money over time to buy her children the things that they've been wanting. So I believe, that this bill should be passed for all teachers. A lot of teachers who work at kamaile have become like my family. Decause were a small school they have more time to get to know us. Many teachers who have worked here have left because they could not afford to live here. If the teachers that I have become close with have to leave Hawai'i, because of the cost of living, then that would have an impact on mine and my peers education.

Many of my older siblings
have had teachers that I looked forward to having, but they left before I got to their class. They left because they couldn't afford their rent or bills anymore. A lot of teachers here care about their students so they buy new supplies

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To whom it may concern,

My name is Jordann Ibanez and I am a senior at Kamaile Academy. Early this morning my class and I recieved an announcement that certain things may happen at the capital today that will effect many of our teachers. Coming from generations of teachers I know the struggle my family has some through to have certain things we have now and the amount of hardwork my mom has some through to provide for us.

Iny mother is a teacher at kamalle Academus. Having this job perconally, I feel it is better than previous jobs she's had. I come from a big family I live in a nouse of seven with five dogs. while my mom has just enough to provide for my bets along with my tamily there is also enough for us as a family to hand out on weekends and do ton things. As when, her previous jobs we couldn't do nothing. Being a teacher she has the opportunity to be a vetter mom who is add to support her family in a state of a high cost of living.

Along with my mother and many other teachers on the west coast, cost of living in the state of hawaii is already as high as it is awa by Passing this bill it will really

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I am a student from Kamaile Academy

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hight see good teacher's do. Go please,

hear about to see your see.

To save my school. \$101.1. Mary Loncern, A. 2018

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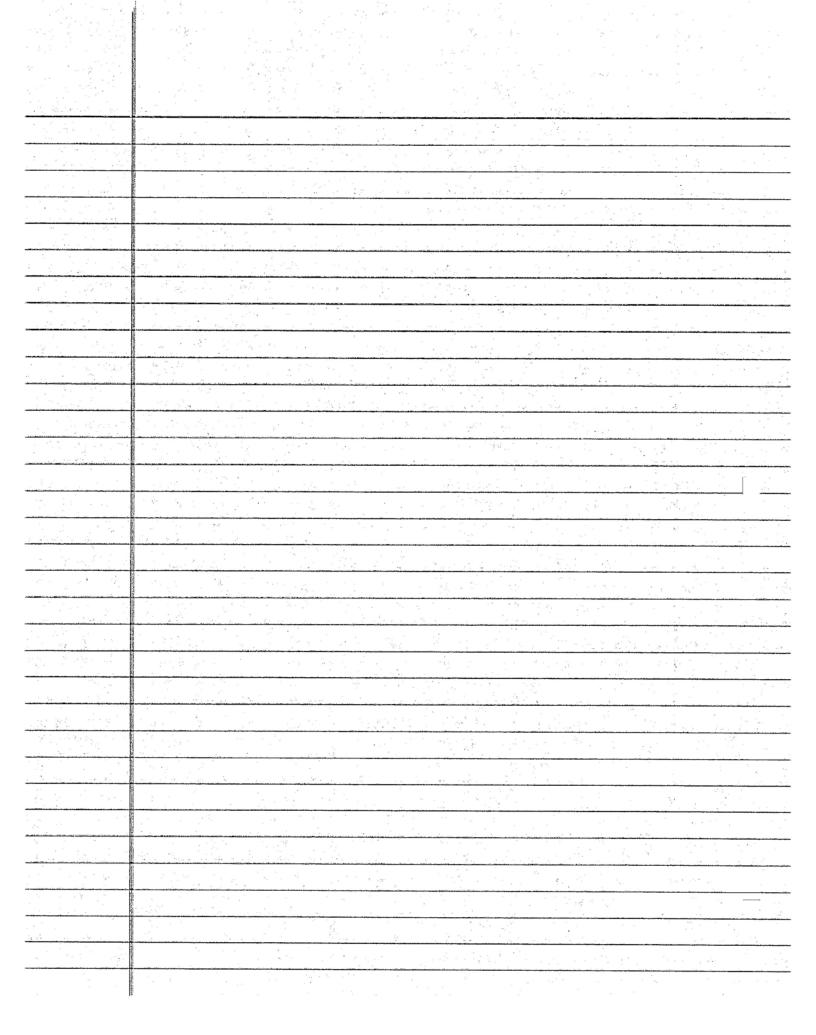
As a student of Kamaille Academy, I speak for the majority of students and staff members Who are outraged by the proposal. Teachers are suffering with the low salary that they have now and to have 3,000 dollars taken but of their salaries is a complete disgrace! My name is Nisha Nimoa'i. I have been coming to Kamaille Academy for 5 years now. All of my best teachers that I love and look up to had to heave because of their regular salaries. Imagine how many teachers and staff members would leave Kamaile Academy-This is criminal! Last year, in the mother of Docember We were struggling trying to keep the Secondary school open. Kamaile Academy's Secondary was going to shut down because we did not have the money kamaile Academy is my home and the students and staff members are my family. If this bill was to be passed the majority of my family would heave. This is the perspective of a freshman who goes to a small school. Please consider the lives of others who are going through struggles and making sacrifices. Have a little heart and soul!

Sincurelyn

Nisha Nimoa'in proud Member of the Kamaile Academy D'hana

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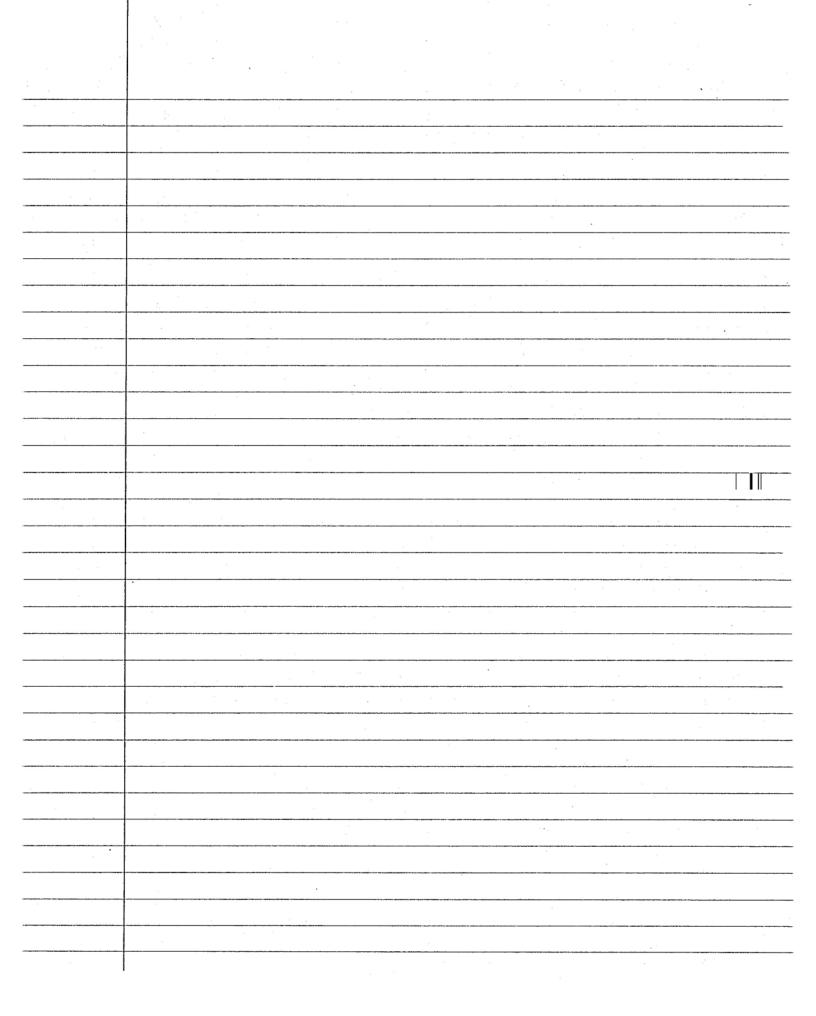


To whom it may concern:

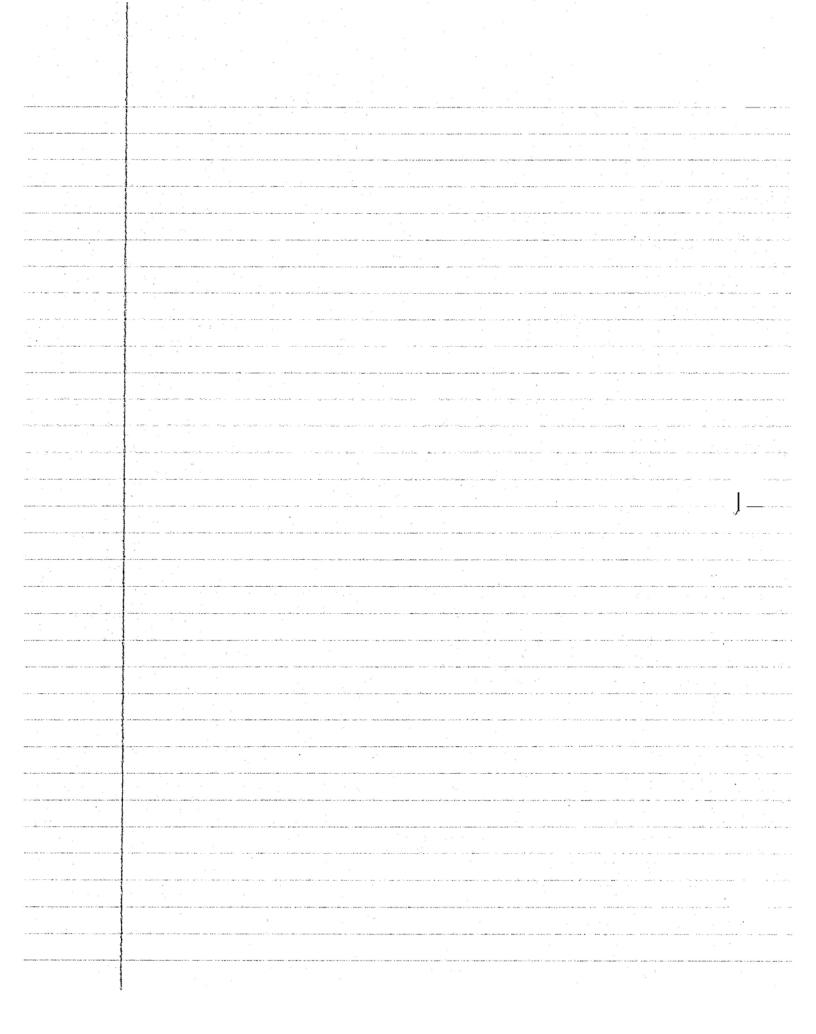
Alona, Kamaile is important to me herafood, because it's not like any other school, it's not like any other school, it's more advanced than any other public school in Waignae. If you go to or different school other than kamaile, the chances of the teachers actually about us students. Honestly, I think about us students, thous to school everyday students, and they work hard, care for us students, and they come to school everyday students, and they come to school everyday students, and they come to school everyday

- Lubrasniz

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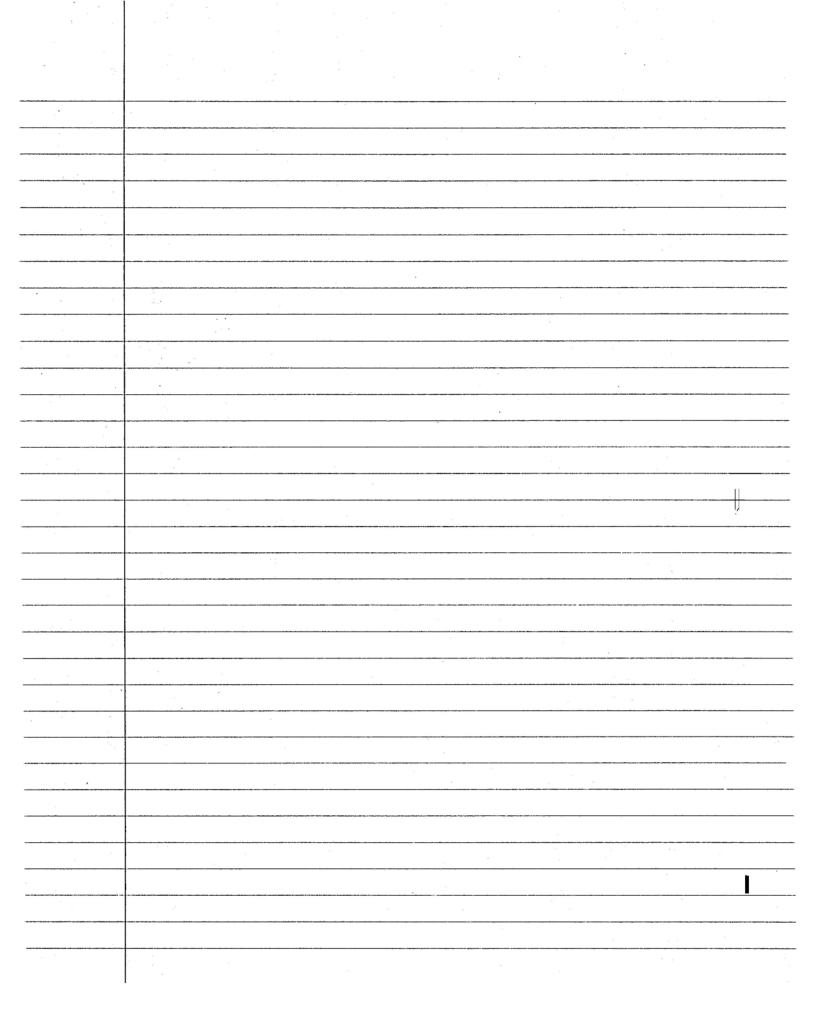
To whom it may roncern, hamaile Academy is a worderful school for teachers and students. If fills with tons of oppurtunities. Without the teachers to teach the students, then It would be very unfortunate. The feachers Here at Hamaile love to teach the Students. Their going through some towigh times. Once they come to school to teach, they push those towah times and think about the positive. If hamaile's highschool was to close down, the teachers would loose their job, but it would also effect them in many ways in their life. I really hope that hamaile doesn't close.



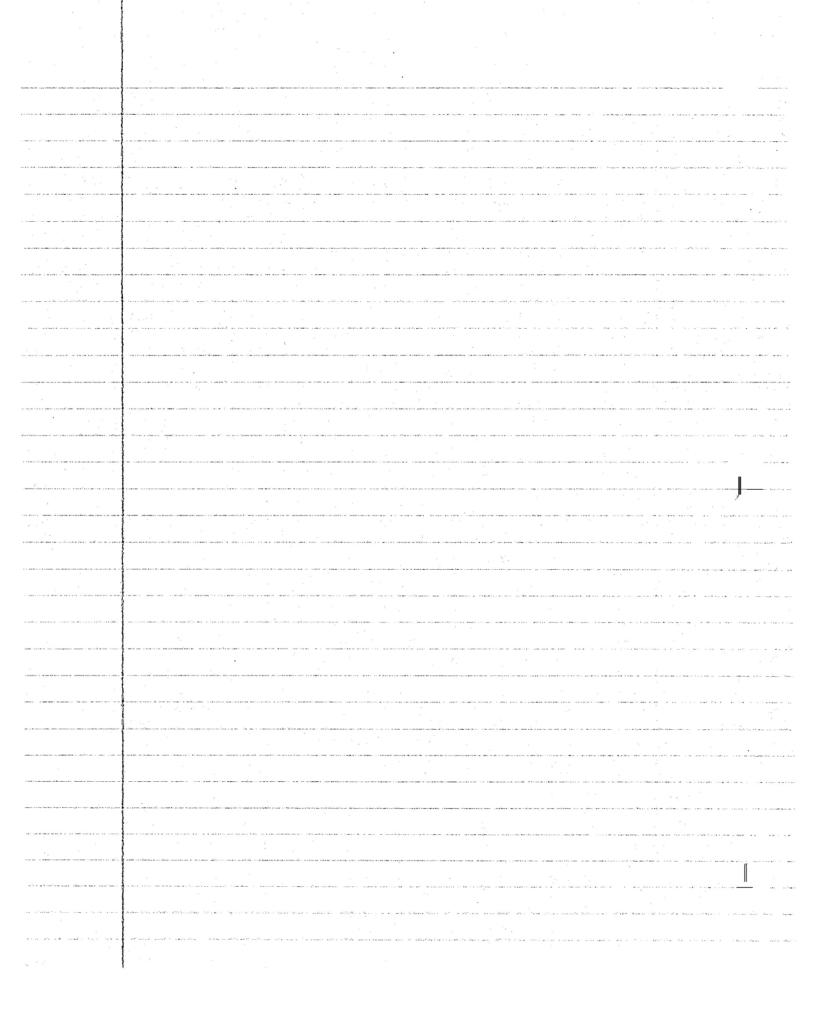
## To whom it may concern,

I am a 9th grader at Lancile Academy and I want you guys to pass. Hhis law, I want you guys to do this because the teachers here are dedicated to teach us even though they're having a hard time living. One of the teachers here at our school actually left because she was having a hard time living here. The cost of living here was just too hard for her so the only thing she could do was leave. Soe, if this bill were not to pass then even more teachers might leave because it could be too much for them. And if this happens we might not even have a school. And what would this do, affect the students future, my future. Now this is why you should pass this law. Do it for the future of us, the students.

Sincerely, Christian Jaidin

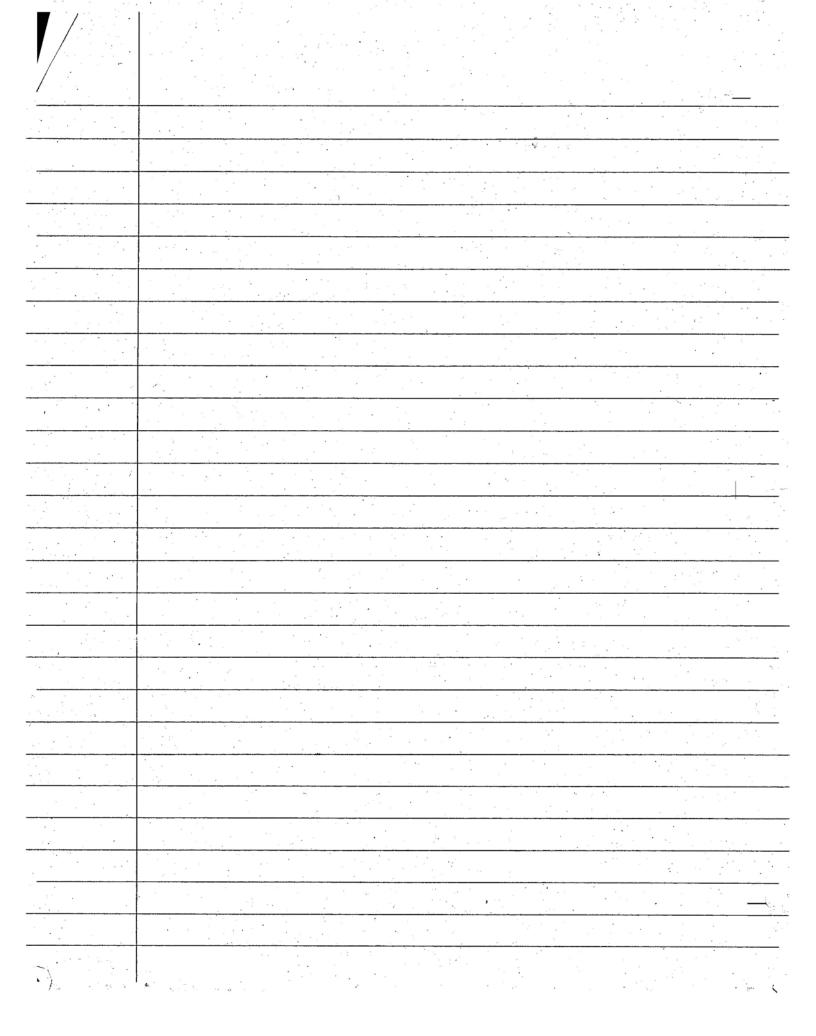


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	Want to keep my school healthy. The biggest part of a school is it's teachers.
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	help teachers, it helps US Students two.
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	Sincerely, Andrew
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	To whom this may concern this
	is a student in 9th grade from Kamaile Academy. This school is a
<u> </u>	
	great learning place. This school
	taught me alot.
	Mahalo
	Kamaile Student
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To: Committee On Education Rep. Justin H. Woodson, Chair Rep. Sam Satoru Kong, Vice Chair

From: Lokahi kamai-Wong/Student Kamaile Academy Public Charter School

Rc: HB 2162-Notice of Hearing
Friday, February 2, 2018
Time: 2:00 PM; Place: Conference Room 309

I am writing to support HB 2162-Relating to teacher incentives.

As a student at learnaile teaderny PCS, I am in strong support of HB 2162, which clarifies that funds for bonuses required by statue or collective bargaining shall not be paid out of a charter schools 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 conversation Charter School, Kamaile keademy 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 perpupil funding imacts our technology, physical education, and the learning enviornment for me, and my peers.

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
the poorest communities.

Thank you so much for helping. Sincerely,

Joldhi Kamai Wong

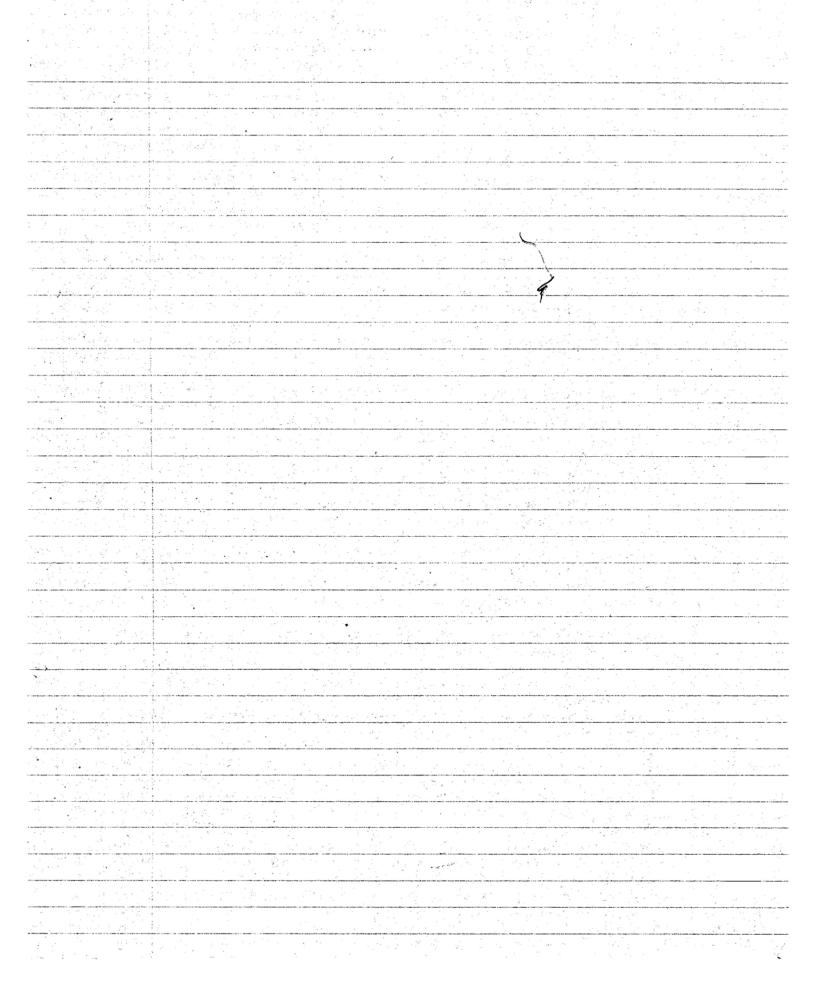
Lokahi Kamai-Wong

	To: Committee On Education
	Rep Justin H. Woodson
**	Rep Justin H. Woodson Chair Rep. Sam Satory Kong, Vice Chair
	From, Michae T Ibanez III/Student Kamaile Public Charter School
	Karnaile Public Charter School
	Re: HB 2162 - NOtice of Hearing
	Erday Ephylogry 2 2018
	Re: HB 2162- NOtice of Hearing Friday, February 2, 2018 Time 2:00 pm Place: Conferen room 300
	Tam writing to SUPPORT HB 2162 Relating to teacher incentives
	to teacher incentives
	As a student at Kamale Academy PCS. I am in a strong support OF HB 2162 Which Clarifles that funds For bonuses required by Stavle or Collective bargaining shall not be Paid Out of a charter school's Facilities
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	FOR LOCALICE COUNTRY STUDE
	CO PERIOR STORING Shall not to soul
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	Funding or perpupil 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
	In the bidget. This appropriates Kinds
	for teacher bonuses for hard to 1911
	Placements Mentive and National Board
	Certified teacher incentive for Charter School teachers
	Charter School + eachers
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	As a conversion Charter school Kamaile Academy PCS Continues
	to be the Nome School Kor the Incol
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	placement location. With at least
	70 teachers at kamaile \$ 270,000
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	Work they take forever because the
	Internet and most of our assignments
	are on computers and colso brygger
	Ovses for Field trips
	Kamaile Academy PCS Strongly SUPPORTS HIB 2162 as it Will
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· .	help our chalter school mest the
	needs of our keiki and payde
	equity funding for access to an
	Education and for our students
	who are in our protest communities.
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Committee on Education Rejo. Justin H. Woodson Chair Rep. Sam Satoru Kong, Vice Chair Hoigail/Student Kamaila Academy Public Charler School HB 2162-Notice of Hearing Friday, Floriary 2, 2018 Time: 2:00pm; Place Conference Room 809 I am writing to Support HB 2162- Relating to tiadhers Incentives As a student at komaile 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 paw out of a charter Schools facilities funding or par-paper Comas. Beginning War fiscal year 2018-2019 bomes with be required as separate line items in the budget. This agrapands tunde for teachers bonuses for hora-tolill placement incentions and National Board Certificated + cacher incenties for Charles school As a conversion Charles School Kanaile Academy PCS continues to be the home School for the local attendance over, and is a hord-to-fill placement location, With at least to teachere at Kamarik, \$210,000 laker out of our per-pupil Survivey imports to feired trips and Showers and lockeurs and more AC one better Sand. Kamaile Academy PCS Strangly supports HB 2167 as it will help aw Charles School must the muse of aw Rekis and

provide chify funding for access to an education and control students who are in our poorest communities. I really hope you control



To committee on education

Rep. Justin H Woodson

Chair. Rep. Sam Satory Kong. Vice Chair

From AB 2162 - Notice of hearing

Friday, February 2, 2018

Time: 2:00 pm; place: conference form

I am Utiling to support HB 2162 - Relating to teacher incentives

As a student a hamain accidency Pcs. I am in Strong support of HB-21c2, which charities that funds for Benises required by Statue or collective Barganing shall not be Paid out of a charter schools facilities funding or por-popil funds. Beginning with fusical year 2018-2019, Bonusses for hard-to-fill placement incentives and nutronal boards certifies teamers incentives and nutronal boards

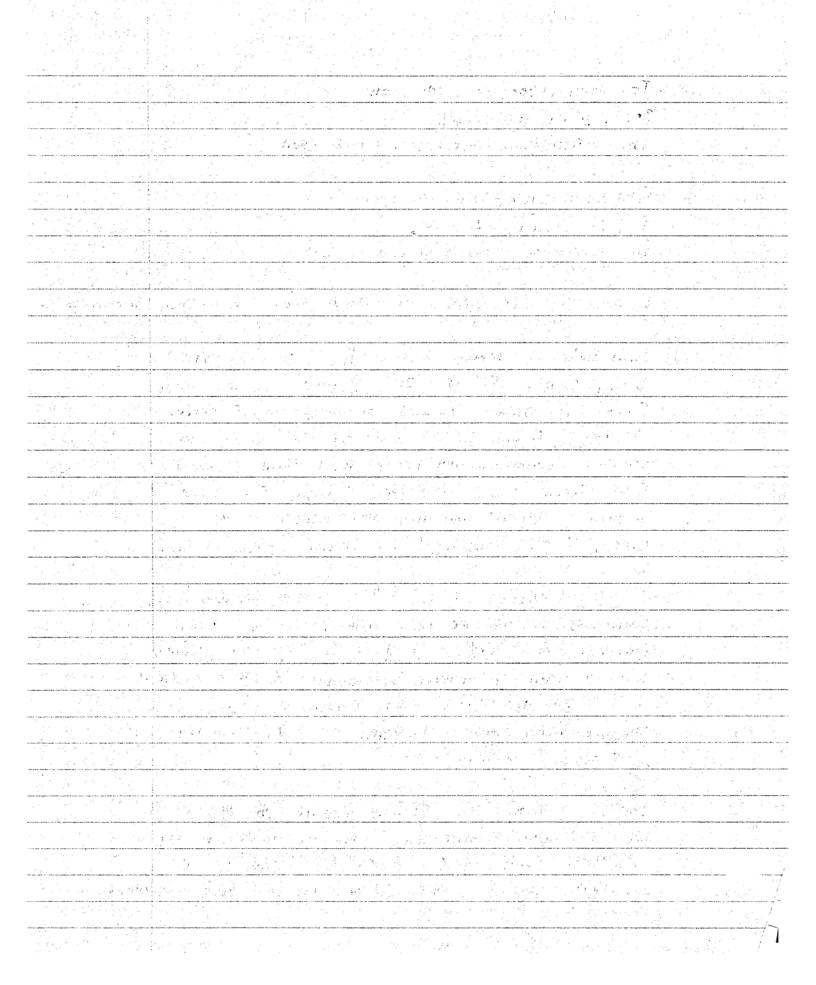
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will here our Charter school meet the needs of our

recei and Provide equited funding for accesses to an

education for our Students. What are in provot Communities



	To: committee on Education
	Rep. Justin H. Woodson,
	Chair Rep. Sam Satonu Kong, Vice chair
	From: Kava Brash/Student
	Kamaile academy Public Charter School
	Re: HB 2162 - Notice of Hearing
	Friday, February 2,2018
	Time: 2:00 Pm; Place: conference Room 309
	I am writing to Support HB 2162-Relation to teachers Incentive
	As a Student at Kamaile Academy PCS, I am in Strong of
	HB 2162, which clansies that Sunds for bounuses required
	by Statute or collective bargaining shall not be paid out of
	by Statute or collective bargaining shall not be paid out of a charter school's facilities funding or Per-Pupil Sunds.
	Beginning with fiscal year 2018-2019, bonuses willbe
	Required as separate line items in the budged. This approvate
:	funds for teacher bonuses for hard-to-8:11 Placement
1	incentiveties and national Board certified teacher
2	incendiveties for charger Schools teachers.
	As a conversion charter Schools, Kamaile academy Pas
<del> </del>	area, and is a hard-tu-fill Placment location with
	area, and is a hard-to-till placment location with
	at least 70 teacher at kamaile, \$ 2 100,000 taken out
	Of our Per-Pupli Sunding impact to get better things
	like bigger bus because only like 20 People can lit in
	The busses we have now. Also we have alot of assiments
	that require computers and the computers we have how are
	Junk and old and broken, we also could have at in our bussess cause it is always had.
	busses lause it is always had.

,	Kamaile Academy Pes Strongly Supports HB
	2162 as it will help our chater school meeds the need
,	of our weik' and provid equity funding for access to
	an education and for our Students who are in our
	Protest communications. In this way is will help our
	Student in a good way
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	To: Committee On Education
	Rep. Justin H. Woodson,
	Chair rep. Sam Satoru Hong, Vice chair
-	From: Shaynie. H student
	Kamaile Academy Public Charter School
	Re: HB 2162 - Notice of Hearing
	Frickry, Feburary 2, 2018
	Time: 2:00 p.m; place: Confrence Room 309
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	I am writing to support HB 2162-
	Relating to teacher Macentives.
	As a Student at Kamaile Academy PCS, 1
	am in strong support of HB 2162, Which clarifies
	that funds for bonuses required by statue or collective
	bargaining shall not be paid out of a charter
	School's Facilities Funding or per-pupil Funds.
	Beginning with Ascar year 2018 - 2019, bonuses
	will be required as seperate line items in the
The province of the second	budget. This Appropriates funds for tracher bonuses
	for hard-to-All placement incentions and Notional
-	Board Certified toocher incentives for charter school
	teachers.
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	PCS continues to be the home school for the local
	attendance area, and is = hard-to sill placement
	location. With at least 70 teachers at kamaile,
	\$210,000 taken out of our per-pupil Funding
	impacts are educational equipment such as computers,
	chairs, tables, Ac's agardening tools can even make
* · ·	a big impact on our school.
	Kamaile Academy pes Strongly supports HB
	2162 as it will herp our character school
	Meet the needs of our kriki and provide equily
	funding for access to an education and for our
	students who are in our poorest communities.
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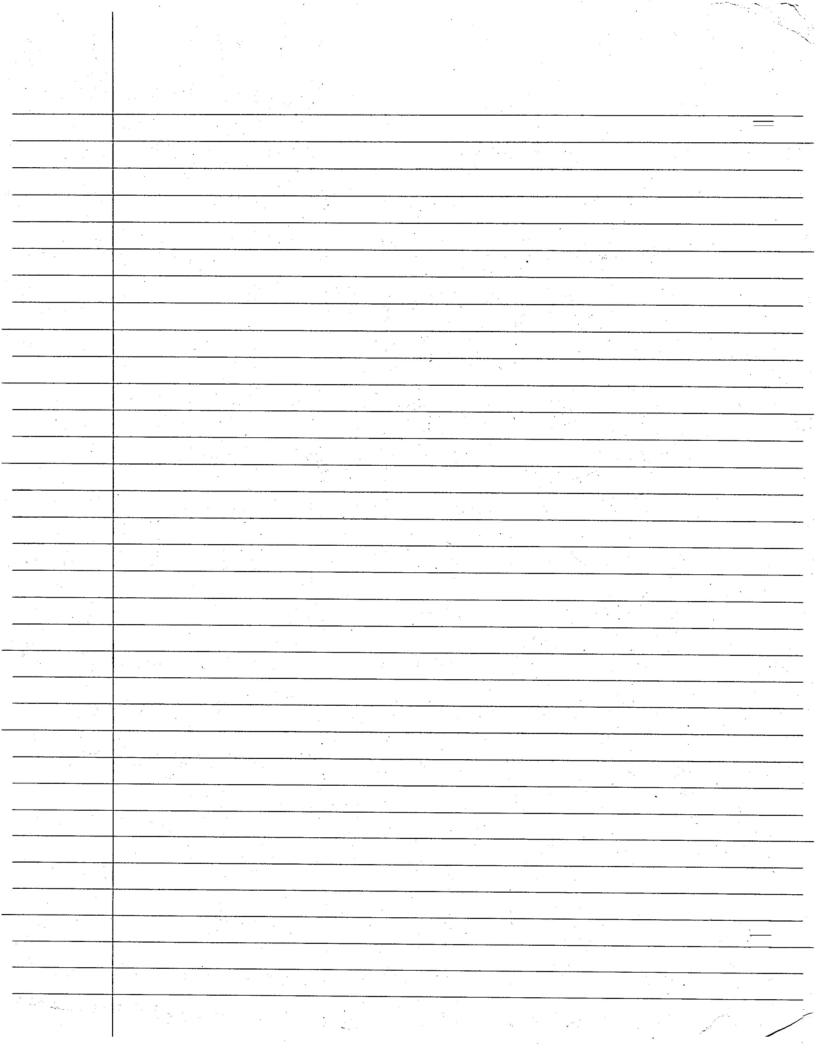
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	Committee On Education
	Rep. Justin H. Woodson,
	Chair Rep. Sam Satora Kong, Vice Chair
trom	Mia V. Junes / Student
-	Mia V. Junes / Student Kamada Academy Public Charter School
· .	
Rc:	HB 2162 - Notice of Hearing
	Time: 2:00 pm; PLACE: Conference Room 309
	Time: 2:00 pm; PLACE: Conference Room 309
-	
	I am writing to SUPPORT HBZ161-Relating to Teacher Incentives.
	Incentives.
	As a student at Kamale Academy PCS, I am in
	strong support of HB ZIGI, which clarifies that funds
	for bonuses required by statute or collective bargaining
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	ZUIS-ZOIA, bonuses will be required as separate line
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	area, and is a hard-to-fill placement location. With at
	least 70 teachers at Kameile, \$2:10,000 taken out of
	our per-pupil funding impacts to get better computers.
- w	after school programs, and to be in more activities
	in school. I mostly say to do these to learn more

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<del> </del>	out of the school.
	Kamaile Academy PCS strengly supports HB 2162 cs it
	will help our charter school meet the needs of our kerking
	and previde equity funding for access to an education
	and for our students who are in our poorist communities.
	It would help and mean a lot for most students that
	need this appertunity.

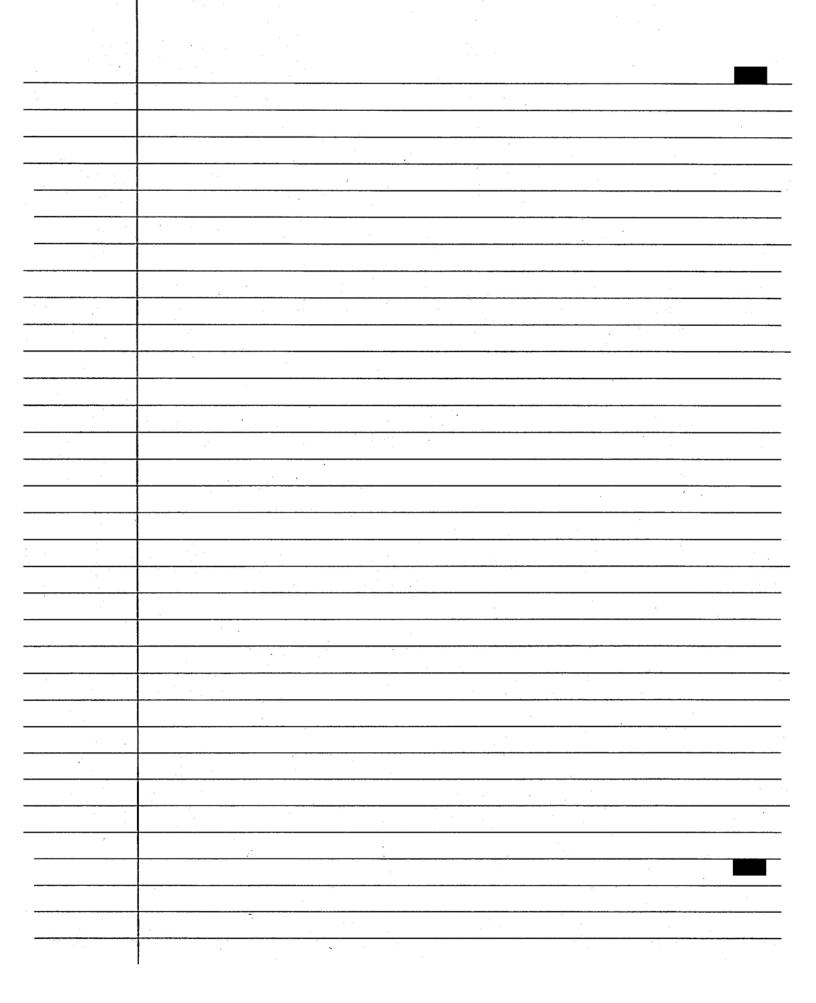
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ICS, I am a strong support of
HB2162, which clarifies that funds
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be required as separate line Items
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funds for teachers bouneses for hardto-fill placement incentives and
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incentives for charter school
teachers.

AGG COnversion charter school;
Kamaile academy PES continues
to be the home School for the
local attendance great and is a
hard-to-fill place ment location.
With at least 70 teachers at kamaile,
\$270,000 taken out of our per-papil
funding impacts our recess.

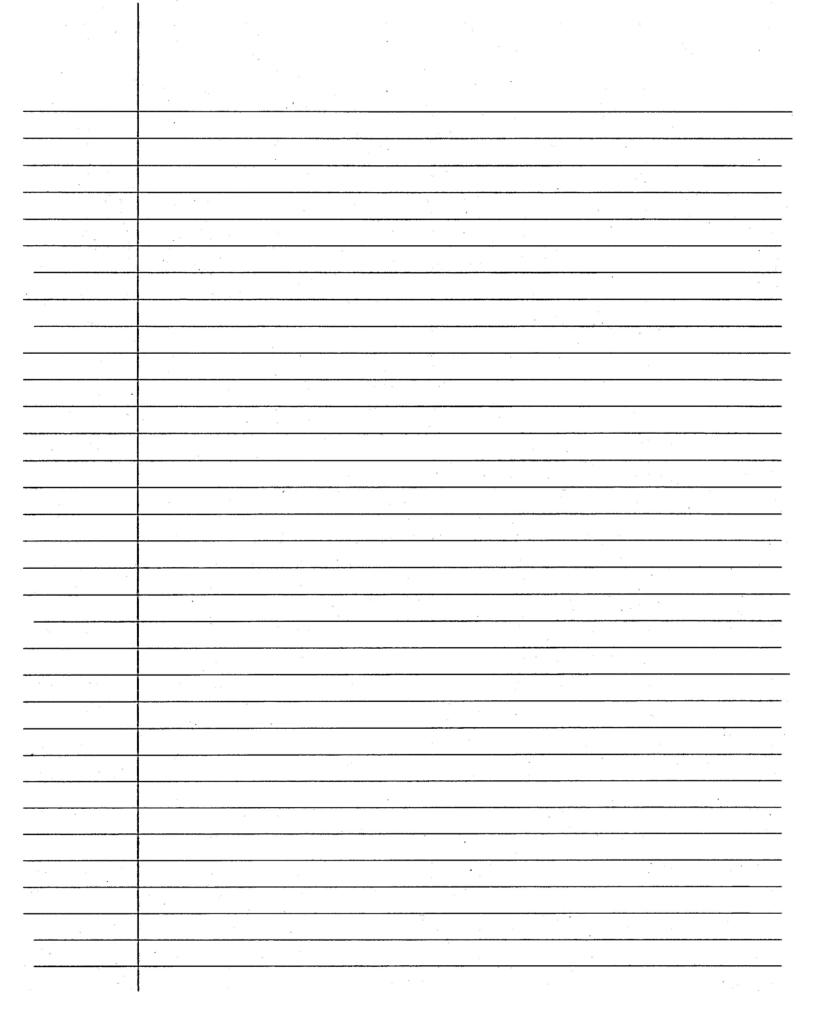
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Supports HB 2162as it will help
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needs of our keik; and provide
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	Writing in Strong Support or HB 2162, Which Clerities
	that Funds for bonuses required by Statute or Collocative
	bergining Shall not be paid out of a Charter Schools
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	items in the budget. The appropriate funds for teachers
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	School Tearhers.
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	out or our per-publi funding impacts. The money
	We get can be used as Supplies he need
	For School 3 the Food So we can feed the
,	little ones. We can use it for better computers,
	Umore ant Supplies, Sounds, bindere, etc.
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	Memaile Headeny PCS Strongly Supports 1-1B
	2162 og it will help our Charter School meet
	the needs of our Keiki and provide equality funding
	Who are in our poorest Communities.
	Who are to our poorest communities.



III	Feb 2,7018
To:	COMMITTEE OU EDUCATION
	Pep. Justin H. Coloud Son.
	Chair Prep. Sam Schone Kong, Vice Chair
	Chair Mer. Sam Sitory Mong, vice Chair
Lhomo	Sausaulere Filisi, Student
	Mamaile Deadens Public Charter School
) <del></del> 0	
JE:	4B 2162 - MOTICE OF HEARING
	Frieley, February 2,2018
	TIME: 2:00 pm. PLACE: Conference Room 309
	I am writing to SUPPORT HB 2162-RELATING TO
	TEACHER INCETIVES
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lavrence UTIMOri 2-2-18 to comittee on education Chair rep. Sam satory Kong, Vicechair trom: Lawrence 4 Jimori / Student Kamaile Academy Public charter School Re HB2162-potice of hearing Friday, february 2, 2018 time: 2:00 Pm; Place: conference room Mam writing to support HB2162-Telatin to teacher incentives AS a Student at Kamaile Academ TPes. am in Strong support of HB 2162, Which clarifies that Funds bonuses required by statue or collective bargaining shall not be Paid out or a charter schools facilities funding or Pen Pupil Funds Beginning with Fiscal Tear 2018-2019 bonuses will be required as seperate inc 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.
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	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 Incation, withat
	least 70 teachers at Kamaile \$210,000
, ·	taken out of our Per-Pulil funding im Pacts
**	computers, school supplies, and
	buses
	HB 2162 Will help our Charter
	HB 2162 Will help our Charten
, t	School meet the needs of our
	Keiki and Provide equal Funding
	for education for our Students in
	our poorest communities
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To	Committee on Education
	Rep. Justin W. Woodson Chair Rep. Sam Satoru Kong Vice Chair
	Chair Rep. Sam Satoru Kong Vice Chair
- From	Randall Ramoine Koppins Jr/Student
	Kamaile Academy Public charter School
P.C.	118 2162-Motice of hearing
	Friday, Feb 2,2018
	Time 2:00 PM! Place Confronce room 309
-	
	I AM WRITING TO SUPPORT HB 2162.
-	relating to teacher Incentives
	As a Stutent of Komaile PCS I am writing in Strong
	Supposed of 118 2162, which clarifys that funds for bonuses
	required by statute or collective tragging shall not be
	paid out of charter schools facilities funding or
- 1	per-pupil funds. Beginning with fiscal year 2018-2017 bonus will be required as soporate line Hems in the budget. This
,	Appropriates funds for teachers burises for haid-to-fill
	placement incentives and National board Certified
	-1 cacher incentive for Charter School teachers
	As a Conversion charter school, Kamaile Academy PCS
	continues to be the home School for the boal
	otherdaince area and is a hard-to-sill plagment
	location, with at least 70 tarkers at Kangile.
	# 210,000 taken out of our per-pupil impacts
	It hould be good to go on Good Computers

## HB 2162

	TO: COMMITTEE ON EDUCATION
	Rep. Justin H. Wockson,
-	chair rep. Sam Satoru Kony, vice chair
	From: Gad Abraham/student
	Be: HB 2162-Notice of Hearing
	Friday, February 2, 2018
	Time: 2:00 pm; Place: Conference Room 30d
	Ic am Writing to support HB 2162-Belating to
	teacher Incentives
	As a Student at Kamaile Academy Pcs, I am
	in strong support of 118 2162, which darafics
	that funds for bonuses required by statute or
	Collective baragining shall not be paid out of a
	Charter schools facilities funding or per-pipil funds.
	Begginlag with fiscal year 2018-2019, bourses will be
	required as separate line items in the budget. This
	appropriates funds for tracker bonuses for Hard-10-fill
	Placement Incentious and national boards certified teacher
	incentives for scharter school teachers
	As a conversion Charter school, Kamaile Academy PLS
	continues to be the home school for the local attendance
	arca, and is hard-to-fill Placement Location. with at least
	70 tenches at kamaile #220,000 taken out of our per-pupil
	funding it impacts our computer assignments/buguse our
	horrible computers.

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	Kamaile Academy Pcs Strongly Supports 4B 2162
	as it will help our charter school meet the needs
The same commence of the same	OF our tiki and provide equity funding for access to
	an education and our students who are in our
	Poorest communities,
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	TO: COMMITTEE ON EDUCATION
	REP. Justin H. Woodson,
	Chair rep. Sam schours kong, vice chair
	From: Justin Carr, Student
	Kamaile Academy Public Charter School
	RE: HB 2162-NOTICE OF HEARING
	Friday, February 2, 2018
.:	Time: 2:100 PM; PLACE: Conference Room 309
	I am writing to support HB 2162-INCENTIVES
	As a student at Kamaile Academy PCS, I
	am in Strong support of AB 2162, which dairties
	that funds for bonuses required by statute or
	collective balgaining shall not be paid out of
	a charter echool's facilities funding or per-pupil
	Lunds. Beginning with Eiscal year 2018-2019,
	bonuses will be required as spontate line items
	in the budget. This appropriates funds for teachers
	bonuses for hard-to-fill placement incentives
	and National Board certified teacher incentives
	for charter school teachers.
	As a conversion charles 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
	To teachers at Komaile, \$20,000 taken out
	of our per-pupil funding impacts our educational
	equitment and our field trip funding in the
	8th grade.
	Kamajle Academy PCS Strongly Supports HB
	2/62 as it shall help our charter school
	meet the needs of our keiki and provide equilty
	funding for access to an education and for our
	students who are in our pocrest communities.
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To: Committee as common craw see som solar kora, From Jame Lee mont Subunt Land Academy Quesc conser cons Re. 48 2162. Notice of themes 8105, I promoved & robust The 2:00 on 1 place: confusion 1000 2000 Looper of jording me I 40 2162 resource to tracer سروسيوس And a shadent at knowle Academy RCD, Jam m Shows andory or 1/18 51/2, 12/10 change and comp for bones reasons of sound or Low Marker Christian Supported so saw on a contex Sometime Continues or Que - Quell Funder Beauting 14 Cross year 2018 2019. co sound a me comed as successe we were we we estangenges and teated fundo for hadrens bornes con hus local parement

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	TO: COMMITTEE ON EDUCATION
	Rep Justin H. Woodson
	Chair rep. Coam Coaton Kong, vice chair
	from: Nia Sevagetasi (Student)
	Kamaile Academy Public Charter (Achool
}	
	Re: HB 2162-NOTICE OF HEARING
<u> </u>	Friday, February 2,2018
	Time: 2:00 PM; PLACE: Confrence Room 309
	I am writing to support HB 2162-RELATING TO
5	TEACHER INCENTIVES.
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5	As a student at KAMAILE ACADEMY PCS, I
3	ann in strong support of HB 21102,
	Which clarifier that funds for bonuous
<b>↑</b>	required by statute or collective bargaining
	Shall not be paid out of a charter
	school facalty funding or per-pupil
	funds. Beginning with fiscal year 2018-2019,
	bonusus will be required as apperate
	line items in the budget. This appropriates
	tunds for teacher bonuses for hard-to-
5	fill placement incentives and National Board
	certified teachers incentives for charter
	School teachers.

As a conversion Charter School, Kamaik Academy PCS, Continues to be the home school for the local attendance area, and is hard-to-fill placement location. With atteast 70 teachers at Kamaile #210,000 taken out of our per-popil funding impact school, Students material, computers so we can do air work, and just to help earcol and students. Kamaile Academy PCS strongly support HB 2162 as it will help our charter School meet the needs of our keili and provide equaly funding for our acess to an education and for our students who are in our Poorest comunities. This school should have teachers that will actully come everyday to School and teach the students not, come then leave the school. The sped kids are smart so saying that there should be no reason Why them good kids are seperate from

us God didny make us to be perfect. He made us to be who we are Kamaile Academy PCS, Should have better Counselers and teachers. There is teachers at this school who don't Even wanna work here. If we are gonna write this letter for the school and the teachers then teachers or the principal should call a meeting with the students and talk to us about it. Don't just say students has to write this letter and we the students are wondering What this is about teachers can't just tell us write something that we don't know or understand. You guys need to explain it to us What If we had to write a letter that was talking about something else something We are gonna regret doing cuz, the teachers didn't explain anything to us. Students at this acroal will be them Selves they am't perfect. But, if you ans gus don't like us say it Also if you guys say principals and counselors are there to help prouve it. Don't go SHIM IN your offices. If you awas are

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	To: Committee on education
	Rep. Justin H. Woodson,
	Chair Rep. Sam Sator Kong, Vice Chair
	J
	From: Cadamia Rabellizsa Percira
	Kamaile Academy Public Charter School.
	Re: HB 2162 - Notice of Hearing
	Friday, February 2,2018 Time: 200; Place: Conference Room 309
<b>1</b>	I am writing to Support HB 2162-Relating
	to teacher incentives
	As a student at Kamaik Frademy PCS, I am
	in Strong Support of HB 2612, Which clarifies
	that funds for bonuses required by Statute or
	collective bargaining shall not be paid out of
	a charter Schools facilities finding or per-pupil
	funds. Beggining with fiscal year 2018-2019,
	bonuses will be required as seperate line items
	in the budget. This appropriates funds for
	teacher bonuses for hard to fill placement
<b>}</b>	incentives and National Board certified
	teacher incentives for charter School teachers.

	Ac a Conversion Charter School, Kamaik
	Academy PCS confinues to be the home
	School for the local attendance area, and
	is a hard to fill placement location. With
	at least To teachers at Kamaite, \$2 ko,000
	taken out of our per-pupil. Aunding impacts
	School, Students, material, computers
	So we can do our work, and just to help
	School and Students.
	Kamaile Reademy PCS Strongly Support
	HB 2102 as it will help our charter
	School meet the needs of our kerki and
	provide equally funding for our access to
en francisco de la companya de galancedore de la capación, en defendo al describros de la companya de galancedore de la capación, en defendo de la capación	an educational and for our students
	Who are in our poorest communities.

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Shall not be paid out of a charter school's facilities	
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SUPPORT HB 2102, Which clarifies that funds for	
As a student at hamaile Academy PCS, I am in strong	
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I am writing to support HB 2162-BELATING TO TEACHER	
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Friday, February 2, 2018 TIME: 2:00PM: PLACE: CONSECRNCE ROOM 209	
PA: HB 2102-NOTICE OF HEARING	
PA: HB 2102-NOTICE OF HEARING	
100013C 131 10013 200001 600300001 61000001	
handile Academy Public Charter School	
From: Eden Zandbergen Studentat	
110110 2210 16101 10100 11100 1010	
Chair Prep. Sam Satory Kong, Vice Chair	
Rep. Justin H. Moodson,	
TO: COMMITTEE ON EDUCATION	

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	Karrila Acala NCC alm de acta 112 016
	namante hademy PCS 5 trongly 5 apports HO 2102
	as it will hop our evarter school meet the reed
	hamaile Academy PCS strongly supports HB2162 as it will help our charter school meet the needs of our keiki and provide equaty funding for access to an education and for our students who are in
	or parest communties.
	OV POVEST COMMINUTES.
	Sincerdy, Eden Zauchberge
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September 1991	

TO: COMMITTEE ON EDUCATION

REP. Justin H. Woodson.

Chair rep . Sam Satory kong , vice cheir

From: Jaeslyn Punn (student of kamaile Academy)

Kamaile Academy Public charter School

Re: HB 2162 - NOTICE OF HEARING
Friday, February 2, 2018

TIME: 2:00 pm; place: confrence room 309

I AM WIZITING TO SUPPORT HB 2162 - RELATING TO TEACHER INCENTIVES.

As a student at hamaile Academy PCS, I am in Strong Support of HB 2102, which clarifies that funds for bonuses required by statue or collective banging bangaining Shall not be paid out of a charters school's facilities funding or pre-pupil funds. Beginning will 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.

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attendance area, and is a hond-to-fill placement

location. With at least 70 hackers a kamaile,

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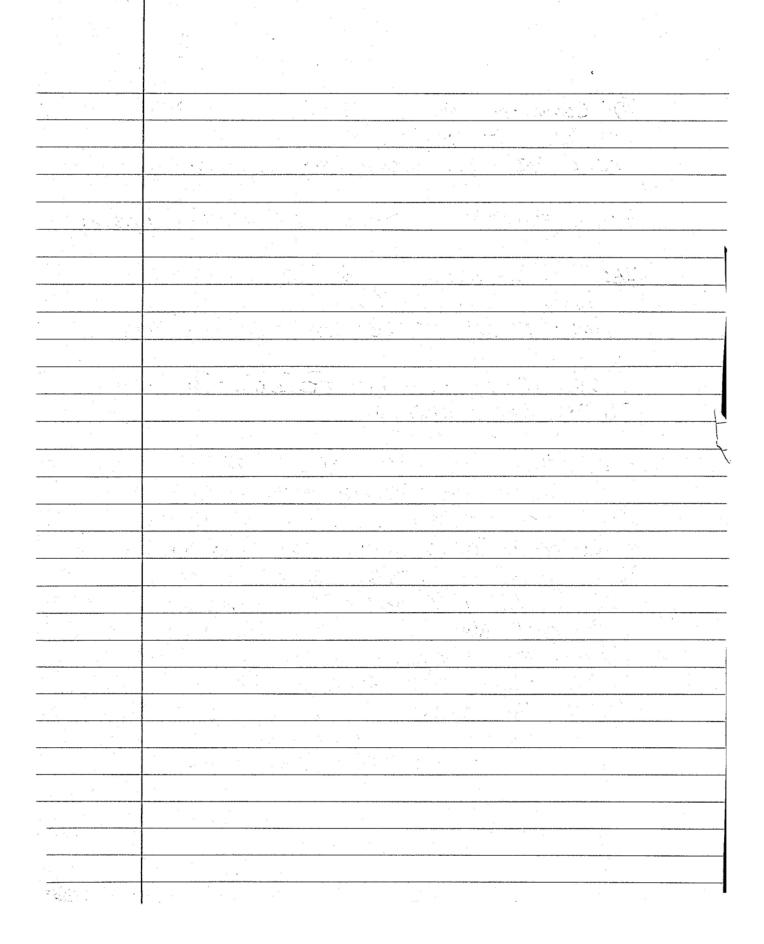
also to get from sports in our school ect.

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	met the needs of our kepki and provide
	equility funding for access to an education
	and for our students who are in our poorest
	communities.
	love, Jalyn Rhe
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	10: Committee on Education
	REP. JUSTIN H. WOODSON,
	Chair Per. Sam satoru Kong, vince Chair
	From: Keola Titcomb Student at Kamaile Academy
	Re: HB 2162 - Notice of Hearing
	Friday, February 2, 2018  Time: 200 Pm; Place: Conference From 309
*	Time: 200 PM! Place: Conference Poom 309
	i am writing to support HB 2162 - Relating To Teaching incentives
	TO TENCHINA incentives
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	Strong Support HB 2162, with which clarifies
	that Funds For Bonuses required by Statuate
	or collective Bargaining small not be
	Paid out OR a dominated charter schools
	Facilities Funding or Party Perpopil Funds.
	Beginning with Fiscal Year 2018-2019,
	Bonuses will be required as sererate line items
	in the Budget. this officers appropriates
	Funds For teacher Bonuses Por Hard-to-File
	Placement incentives and notional Board Cerified
	Teacher in centives For Charter School
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	school, Kamaile academy PCS confinces
	to be the Home school For the cooling
	attendence area, and is a Hard-to-FHI
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	at kamale \$270,000 Taken
	out of our Per-Pusil Funding impacts
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	Komunite Headenny Pis Strongly
<del></del>	Supports HB 2162 are it will help our energy school west one
	needs a sor backs and provide
	equity found in far access to an
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## B.O-Leen Robert 12/2/18

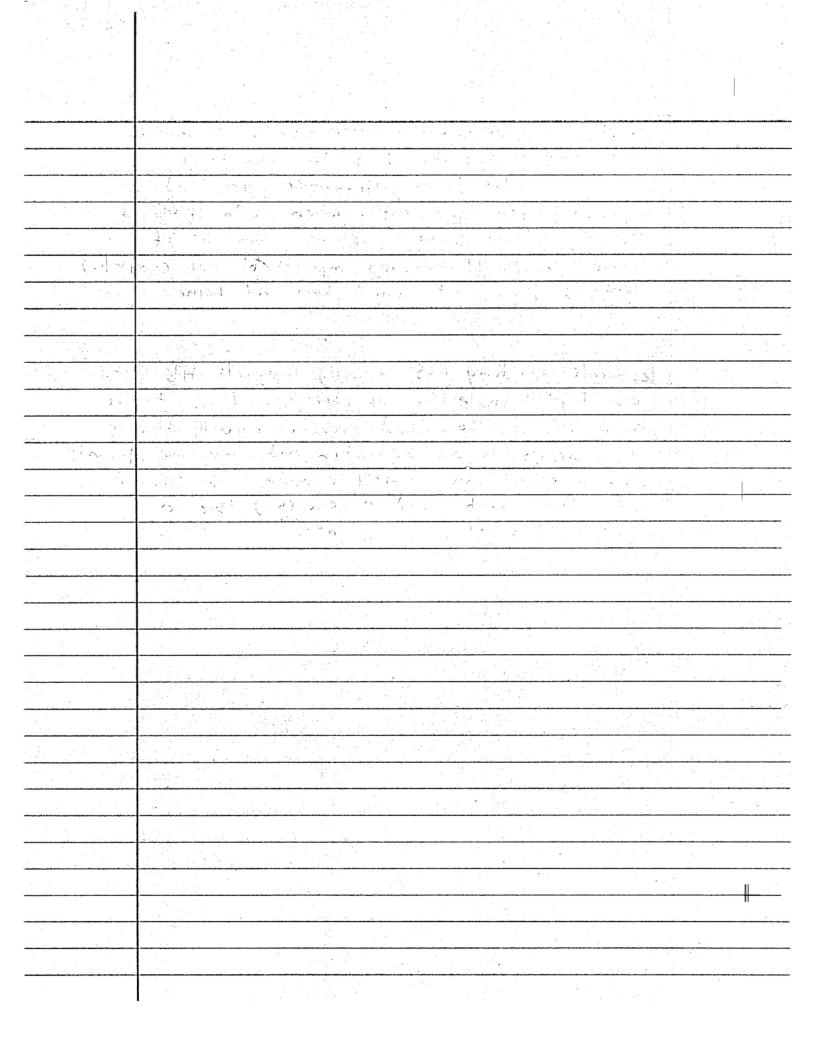
	Period
To	COMMITTE ON EDUCTION
	Rep. Justin HiWoodson,
	Chair Rep. Sam Satoru Kong, vice Chair
From	B.O-Leen Robert
	Kamaile Academy- Public Charter School
Ke	HB 2162 - NOTICE OF HEARING
	Friday February 2, 2018 / Tim: 2:00pm; Place: Con Ference
	Room 309.
	Tone limiting to Superil 112 also 2 Delating To Teach
	I am writing to Support HIS 2162- Relating To Teacher
	As a Student at Kamaile Academy PCS, I am
	in Strong Support of HB 2162, Which Charifies that Founds
	for bonuses required by statute of collective bargaining
	Shall not be paid out of a Charter School facilities in
	Aundingraar per - pupil funds. Beauning with fiscal year
	2018-2019, bonuses will be required as separate line items
	Inthe budget. This appropriates funds for teacher bonuses
	for hard-to-fill placement incentives and National Board
· 4. · · · · · · · · · · · · · · · · · ·	certified teacher incantive for Charter school teachers
	AS a Conversion charter School, Kamaile Acadomy
<u> </u>	PCS continues to be the honce school for the local
	attendance area , and is a hard - to fill placement
	location. With at least 10 teachers at Kamaile, 1010
	\$1210,000 taken out of our per-pupil funding
	impact Computer, we need better computer so that
	we can actually do our work (better wifi) And also
	we will love to use this money to provide us
	better bathrooms, but it can't provide that then we
	need better compations that what I think is more
	Important to our school,

요한 등 가입니다. 그는 사람이 한 문에 가입니다. 이 전에 가입니다. 생활이 가입니다. 생활이 되었다면 보는 사람들은 사람들이 되었다. 사람들은 사람들이 되었다. 그런 그런 그런 그런 그런 그런 	
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Kamaile Acadomy PCS SHONALLIS WOOD + SHE ALL	
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En teacher bone Es for hard to fill placement	
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As a Dancile Academy student	
Butitussing to teacher incentives	
I on miting to support HB 2162.	
Time: Zov PM; place - conturence room 309	
Friday February 2, 2018	
120: HB 2162 - Nobice of herring	
Koureile Academy public charter school	
From: Wilson Hilei	
chair Rep sam sutine Rong vice their	
Rep Justin H. woodson	
10; committee en education	

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Academy PCS continues to be the home
school for the local affendance area, and is
a hard to fill placement location. With at least
To teachers at kamale 200,000 taken out of
our per-pupil funding impacts of our computers  that is our of but In theme at Lome.
that is our s but In the at home.
Kamaile Academy PCS strongly supports HB 2162
as it will help our charter selved meet the
need of our keiki and provide equity funding
For access to an education and for our students
who are in our pourest communities should
have free bunch, and a something like o
Core value Store
시 하시고 있는 것 같아. 그런 이 없는 그는 그러워 그리고 있습니다. 그는 이 사고로 있는 10 전에 보는 이 사용하는 중에 가는 것 같은 그렇게 되었다. 그 것은 15 전에 



TO: Committee on Education Rep. Justin H Woodson, Chair Rep. San Satona Kong, Vice Chair From: Jesse Martinez, Student Karalle Academy Public Charter school Re: HB 2162-Notice of Heaving Fridax, February 2, 2018 Tine: 2:00pn; Place; Conference Room 309 Fan Willing to Support HB 2162-Relating
to teacher Inferences As a student at Kandille Acatemy for which classifies that fants for bonus reduced by statue or collective harter schools facilities Lunding or Pre-mail FUNIS. Peginning +his FIRM Xear 2018-2019, bandles will be reduited as secret line the budget, This appropriates National Board Critical tracher und horatives conditional board Critical tracher school teachers.

Conversition Kanallo AC 10on taken our funding impacts our epillation. hat monex rould be used to improve OUN education FOR students. who are in our Corest connainties.

To: Comittee on Education Rep. Justin H. Woodson, Chair Rep. Sam Satoru Kong, Vice chair

From: Tautitina Filisi Student (Kamaile Academy Public Charter School

Re: HB 2162 - Notice of Hearing Friday, Feburuary 2, 2018 Time: 2:00 PM; Place: Confience Room 300

I am writing to support HB 3163-Relating to reacher incentives

As a student at Kamaile Academy PCS, I am in strong support of HB 2462, 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 seperate line litems 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 mard-to-fill placement location. With at least 70 teachers at Kamaile, \$370,000 taken out of per-pupil funding impacts for more supplies and computers to do my work.

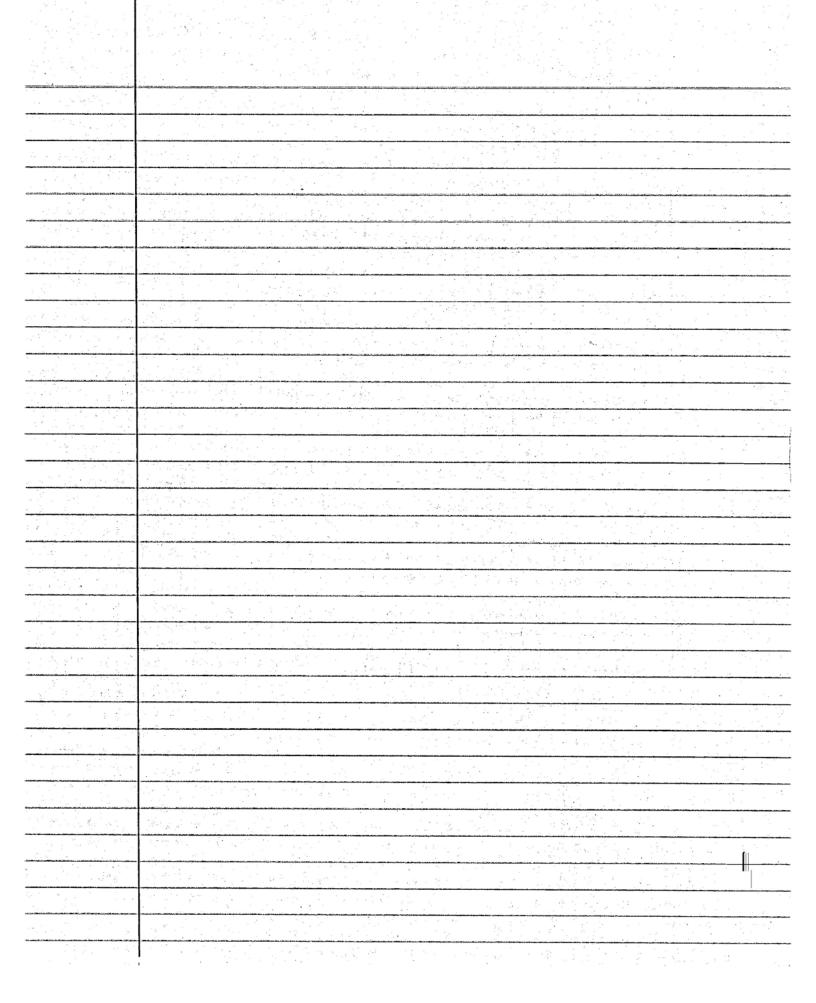
Kamaile Academy PCS strongly supports HB supports of the as it will help our charter school meet the needs of our keiki and provide equity fording for access to an education and for our students who are in our poorest communities.

Sincerely, Toutitina Filisi

Lautetina tiles

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TO: COMMITTE ON EDUCATION Rep. Justin H. Woodson Chair Rep. Sam Satoru Kong, vice Chair From: Chriselle Boucher / Student at Kamaile Academy Kamile Academy, Public Charter School Re: HB 2162 - Notice Hearing Friday, February 2, 2018 Time: 2:00 P.M.; Place: Conference Room 309 I am Writing to Support HB 2162-Relating TO Teacher INCENTIVES. As a Student 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 Schools taulities 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. teacher bonuses for hard-to-fill placement incentives and National Board Certified teacher incentives for Charter School teachers. As a Conversion Charter School, Kamaile Heademy PG confinues to be the home School for the local attendance area, and is a hard-to-fill pl location. With cat least 70 teachers at Kamaile, hard - to - Fill Placemer' \$ 210,000 taken out of our per-pupil funding impacts like new computers.



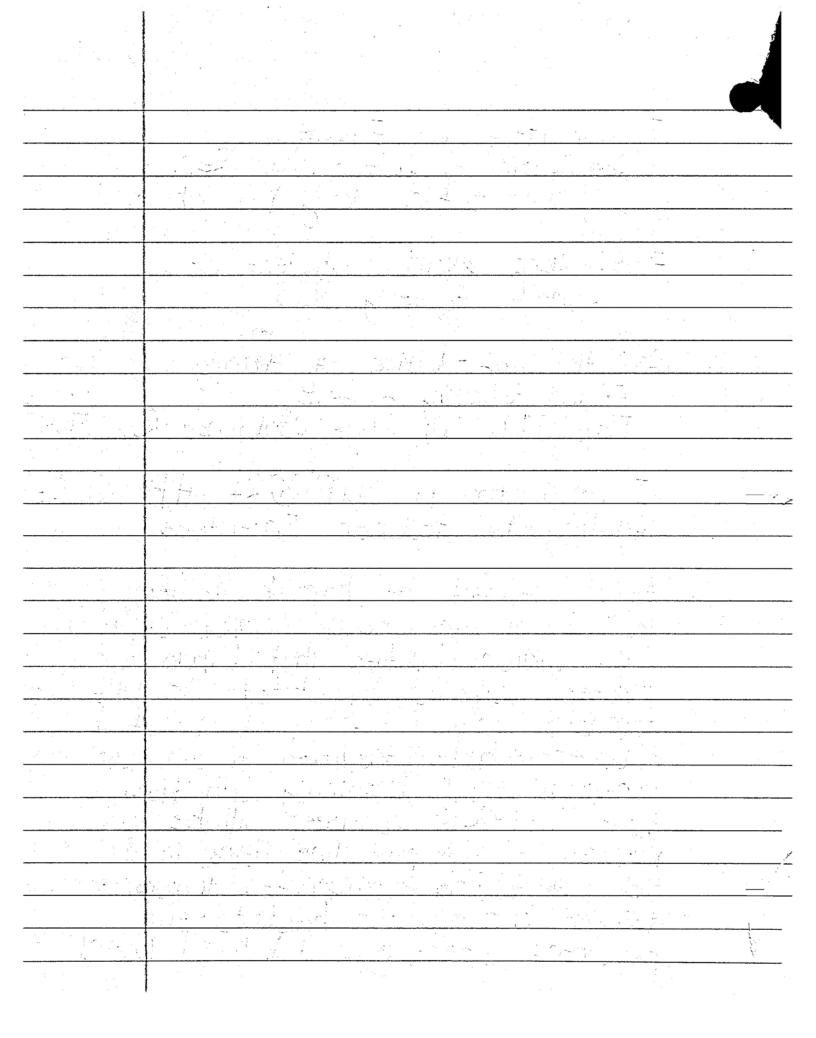
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Kamaile Academy PCS Strongly Supports HB 2162
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the needs of our kelk; and provide equity
funding for access to an education and for
our Students who are in our poorest communities

Computers

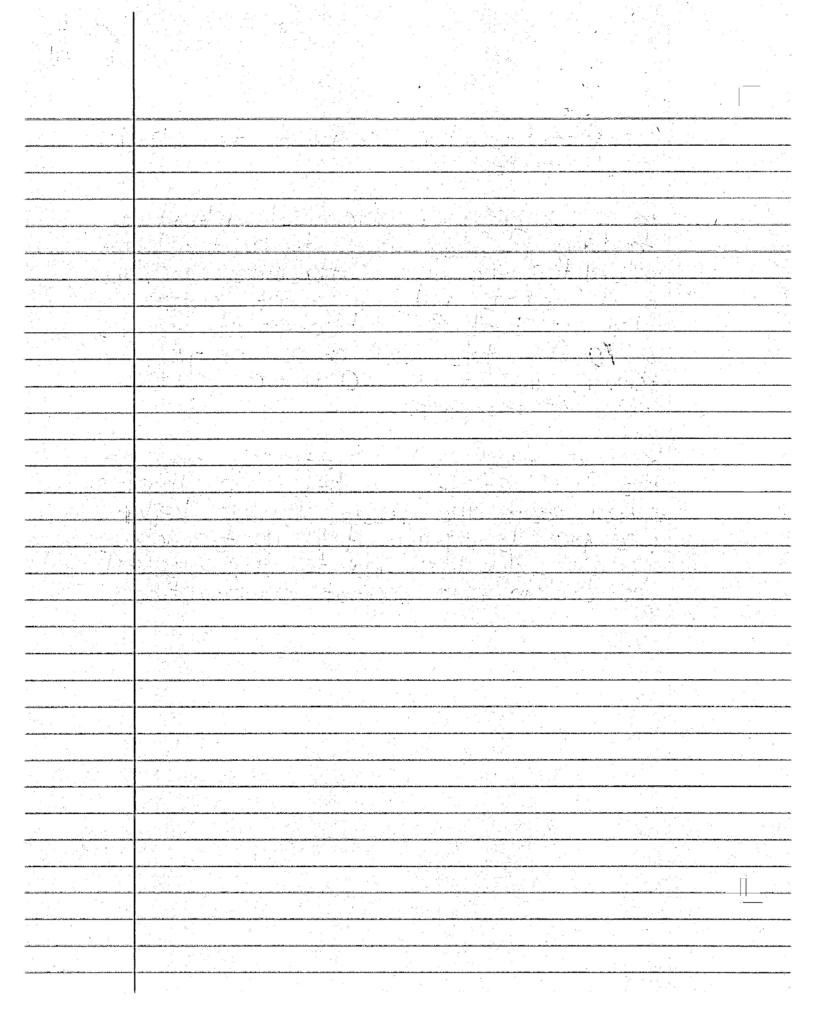
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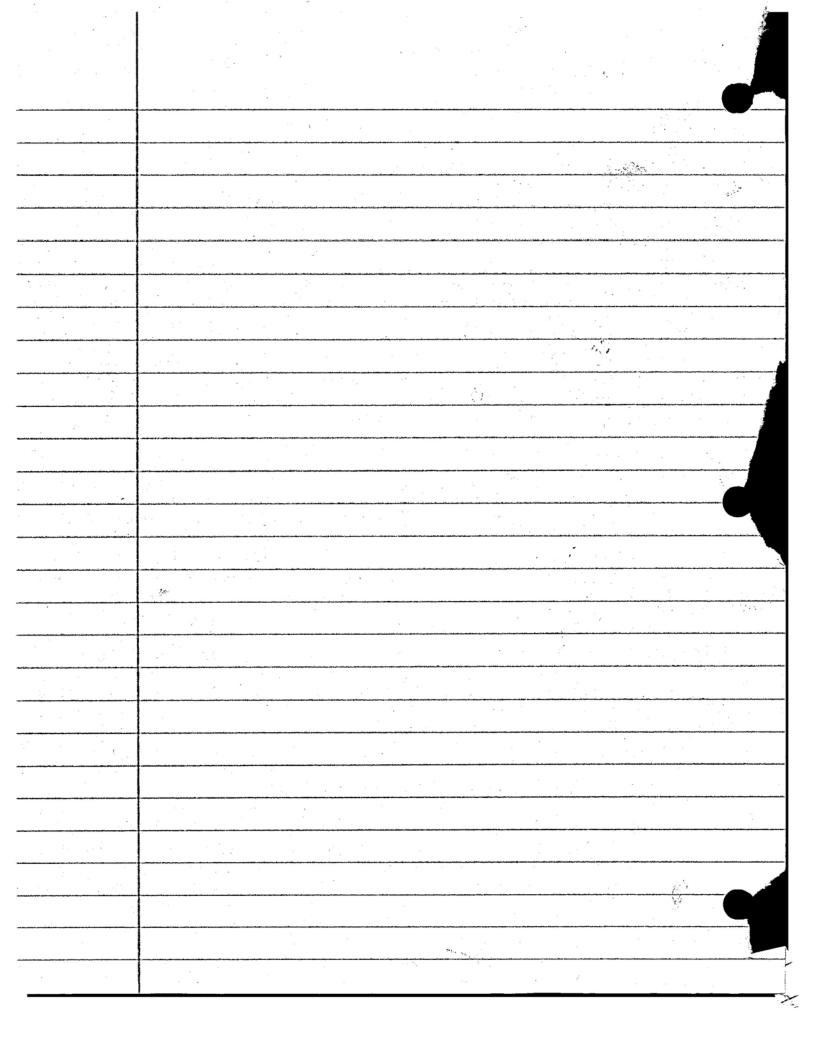
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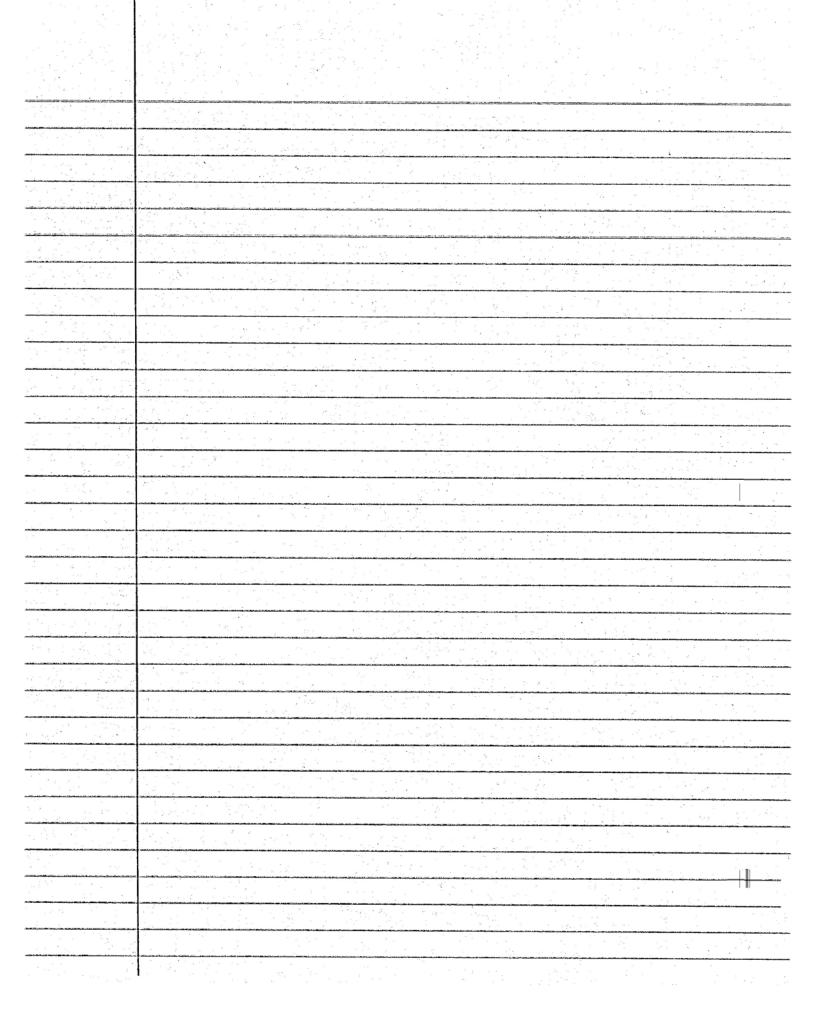
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	and provide equity funding for access to an education and for our students
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Rep, Justin H woodson		
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	and is a hard-to-fill placement location
	with at least 70 teacher at Kamaile \$2.10 oa
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I low the culture the believes they have. Esepacually that dance, it will be pround of the bances.
I low the culture the best thing I like about Hawaiian 8, the Dances
I like it because when you are bancing you are delling a story
I like it because when you are bancing you are delling a story

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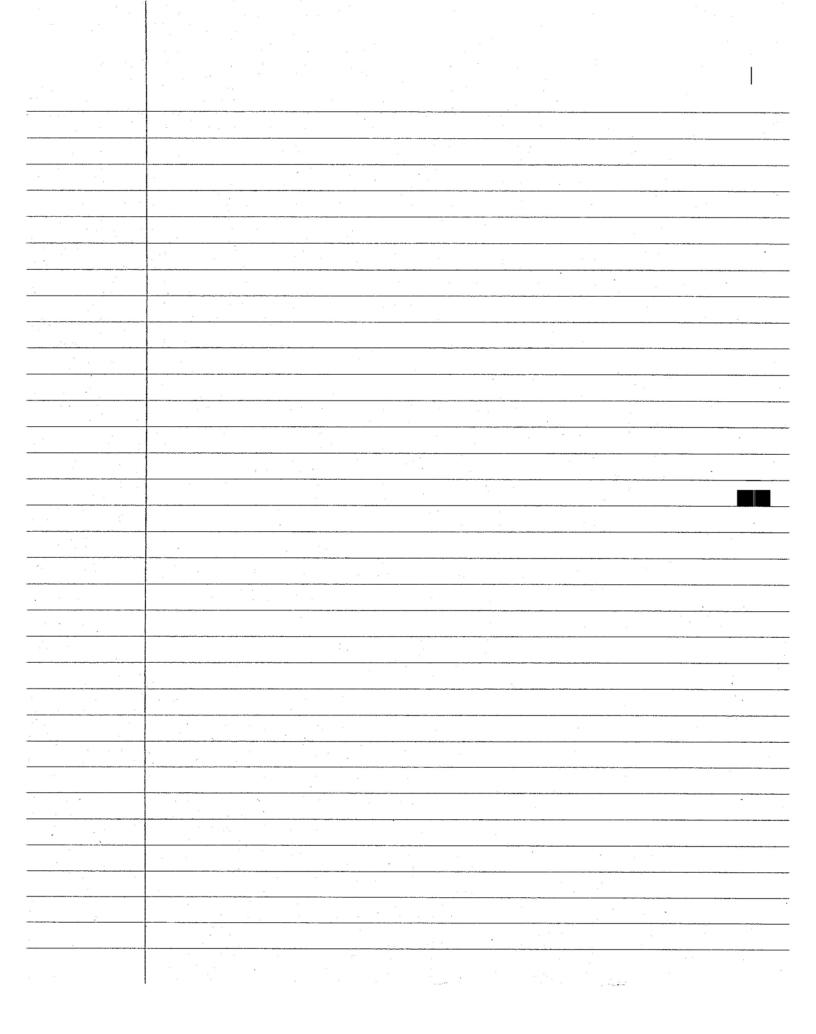
## To Whom It May Concern,

Hi my name is Alexx Navarro. I am a student at Kamaile Academy in 7th grade. I am writing to you about the money you are giving to our school and what I would use it for. I would use the money more than one things. One thing is that we need lockers and showers. Everyime we are done with PE, most the time the boys stink. Some of the girls too because they're competitive. ne lockers are for our stuff. For example, our extra clothes. We have somewhere to put our school stuff. It's either that or our stuff might get stolen from class. What if our teacher forgets to lock the class door? Someone might steal our personal stuff. So I want lockers th locks on them. I don't know how much money you're giving us, but that's all I want to use it For

Mahalo, Alexx Novarro

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	10, 2, 2018
	to whom it may concern
	Aloha, my name Blayze
	will you please give us money
	for compulers, new equitment,
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	could use computers to bet
	better internet, we rised more
	equitment for P.E because an we have is booketballs with
	the trave is sold every sw
	bumps and most is small thank
	you for taking your time in
	réading this.
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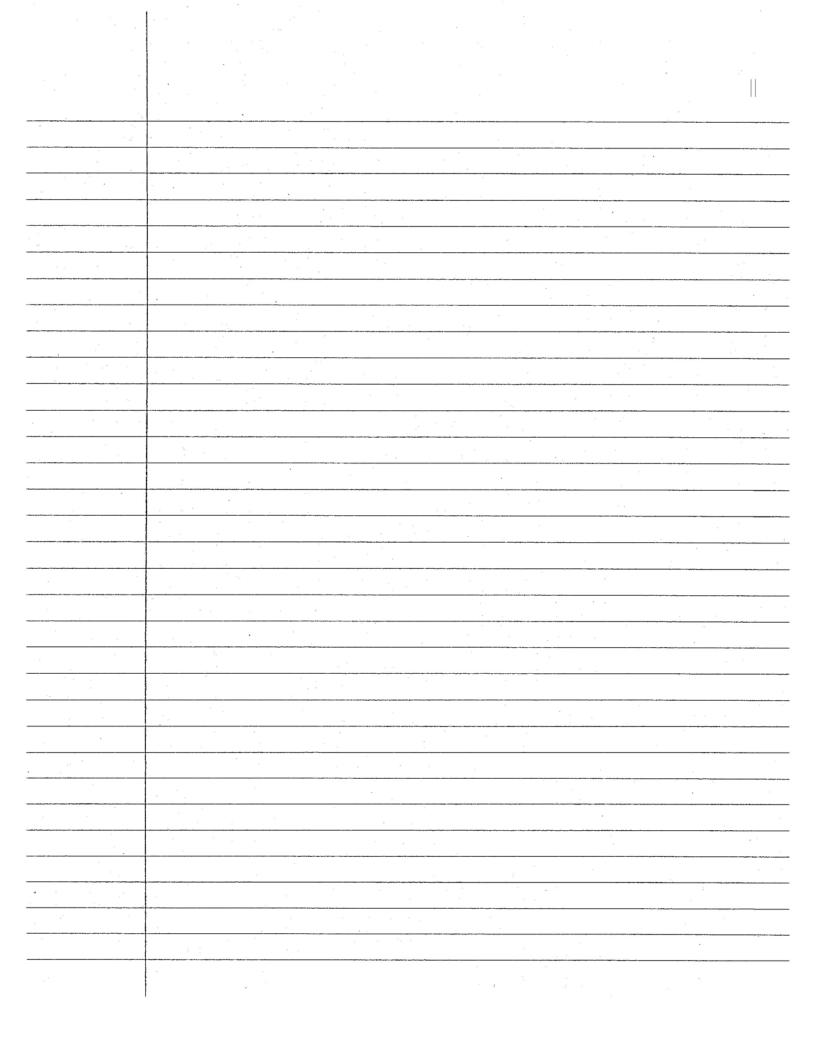


## To Whom It May Concern,

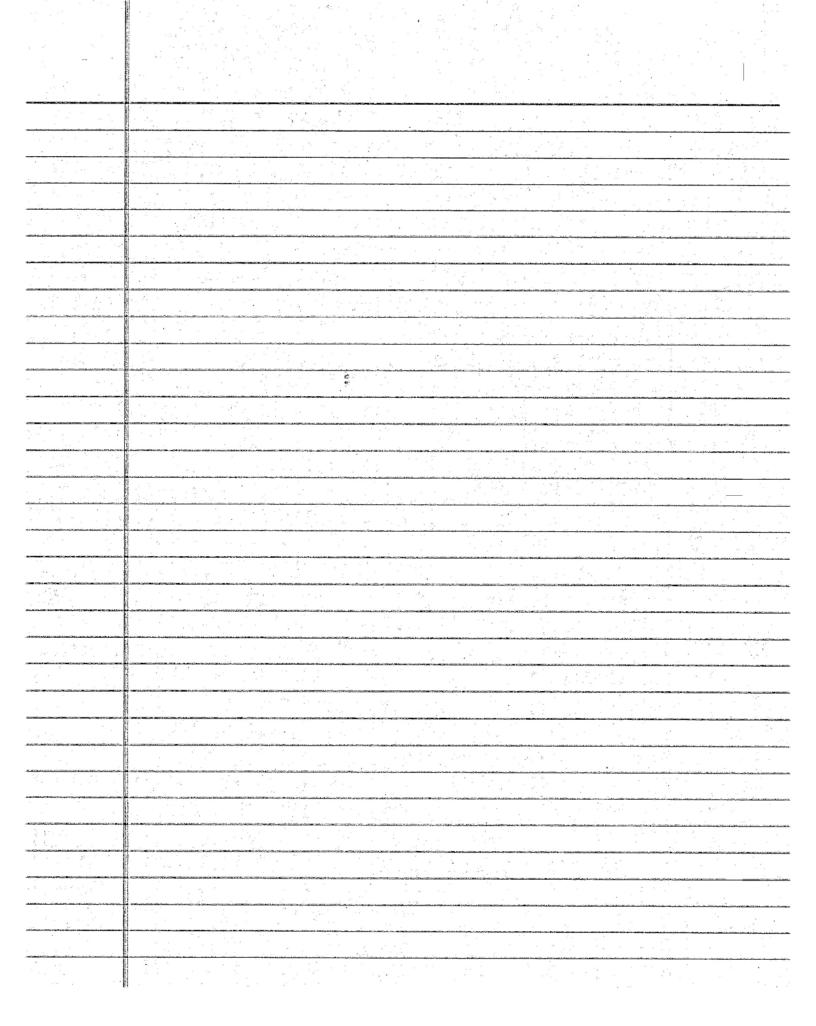
Alaha, my name is Kristel Jaictin.

I am a 7th grader at Kamaila Academy
Public Charter School. I am sending this
letter to you to speak about the money
you are going to give this school. The
things we might use with the money
are showers and lockers for the things
we don't want to carry and showers
for after PE. Another thing we could
get are more sports balls because
most of our balls are going lost.
Those are the things that I would
like to buy with the maney you
give us.

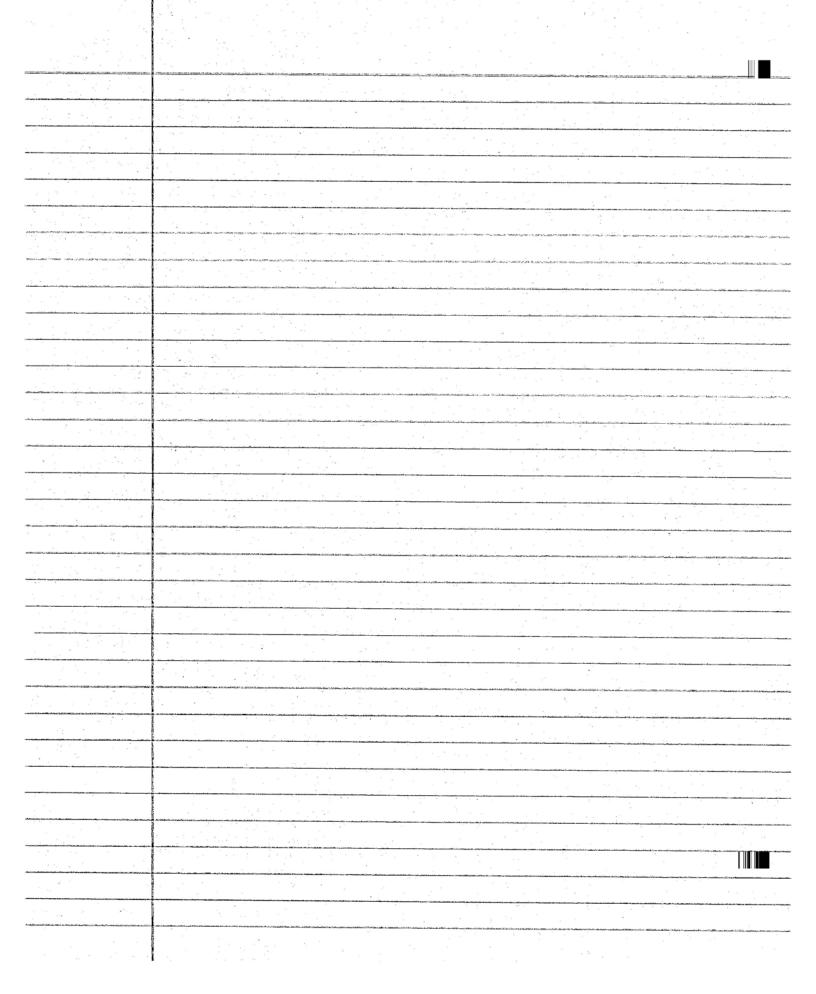
Mahalo, Kristel Jaictin

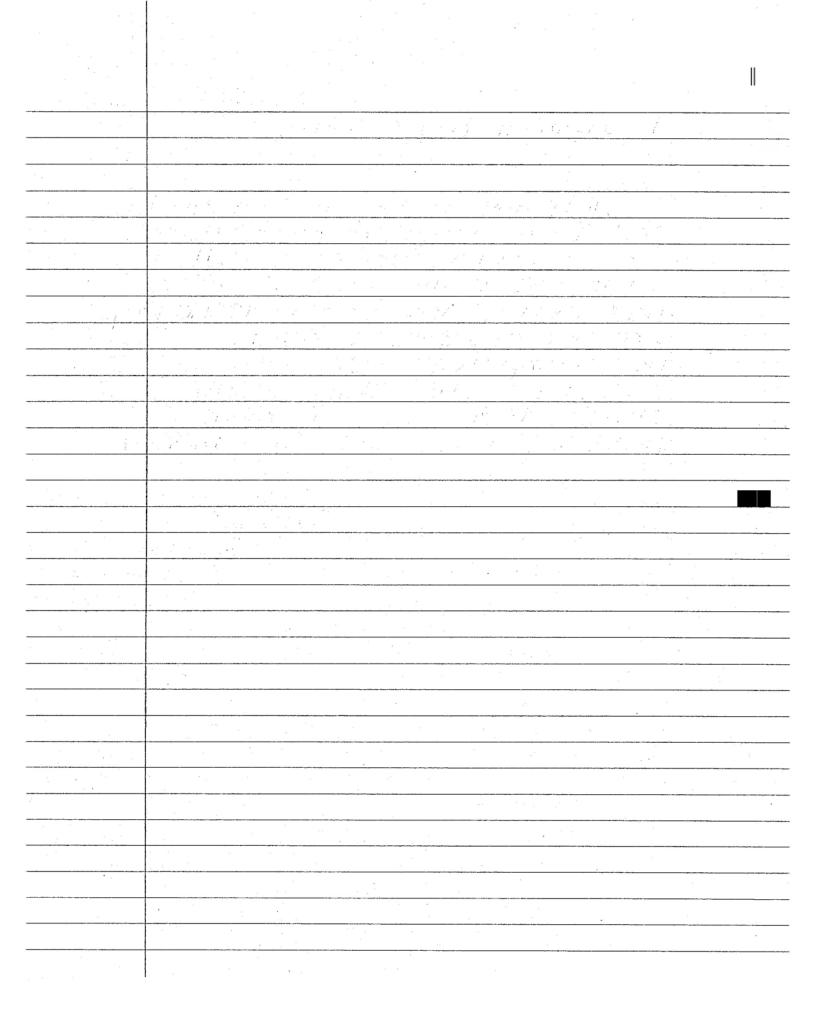


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	TO Who M it concern
	My name is Julius Moja Gali Halloli
	and I would use the Money to
	hire couches for foot pall and other sports so be would have a kamaile
	Godford Lake all a trail
	Foutball team. also I would use
	family out flow.
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	Manavo
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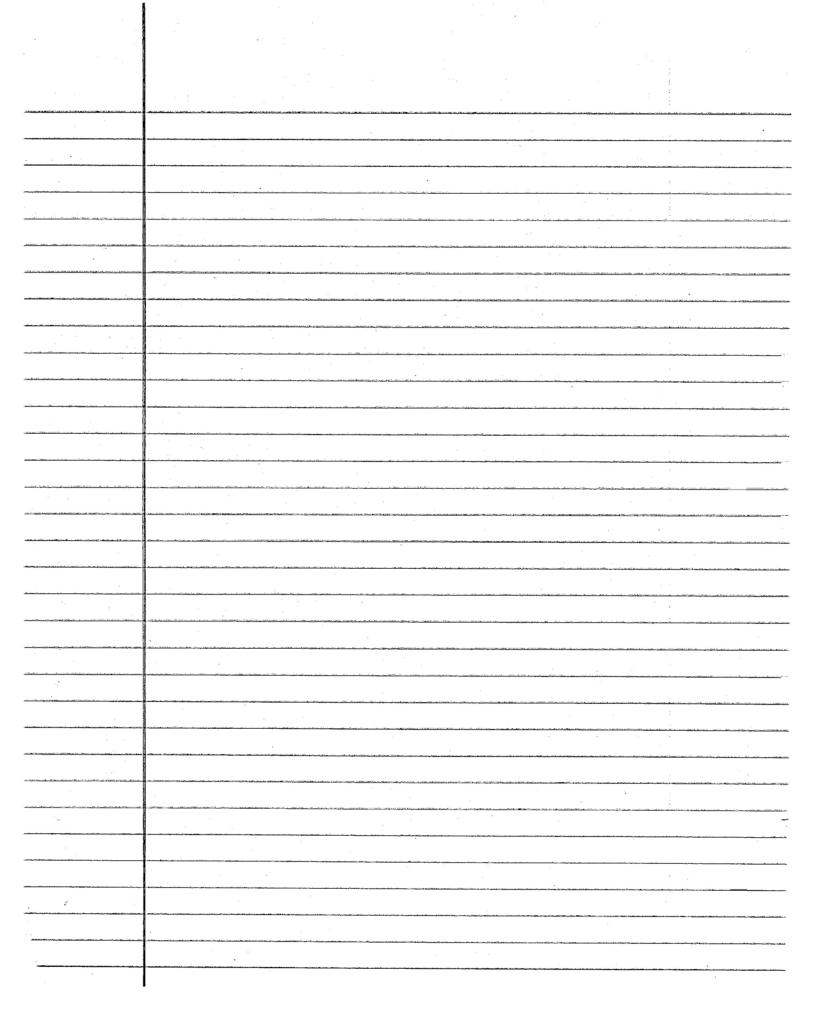




	To whom it may concern,
	Hi. How are you? My name
	is summer Im in 7th grade. Im 13
,	years old. I go to kamaile acdemy.
	I'm only writing this letter because
	Hi. How are you? My name is summer Im in 1th grade. Im 13 years old. I go to kamaile acdemy. Im only Writing this letter because I want you to know what we can improve in this School.
	can improve in this school,
	If you send us the money we
	can byy new P: E equipment. We
	could get lockers so we don't
	If you send us the money we can by new P:E equipment. We could get lockers so we don't need to carry neavy books. We could upgrade the little ones bathrooms. We could get bigger classrooms and more school supplies. We could get new computers too. I would really a appreciate it.
	upgrade the little ones bathrooms.
***************************************	We could get bigger classrooms and
	more school supplies. We could get
	new computers too. I would
	really as appreciate it.
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•	To whom it may concern,
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	is sunivier I'm in 7th grade. I'm 13
	years old. I as to Lamaile acdemy
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	L Want You to know wight we
	Hi How are you? My name is summiner I'm in 1th and E. I'm 13 years old. I go to Lamaile acdemy I'm only Writing this letter because I want you to know what we can improve in this school.
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	can by new P:E equipment Ne
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. 2.	need to carry neavy books. We coull upgrade the little ones bathroom
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<u></u>	nore school supplies. We could a
	New Completers too I would "
	really as appreciate it
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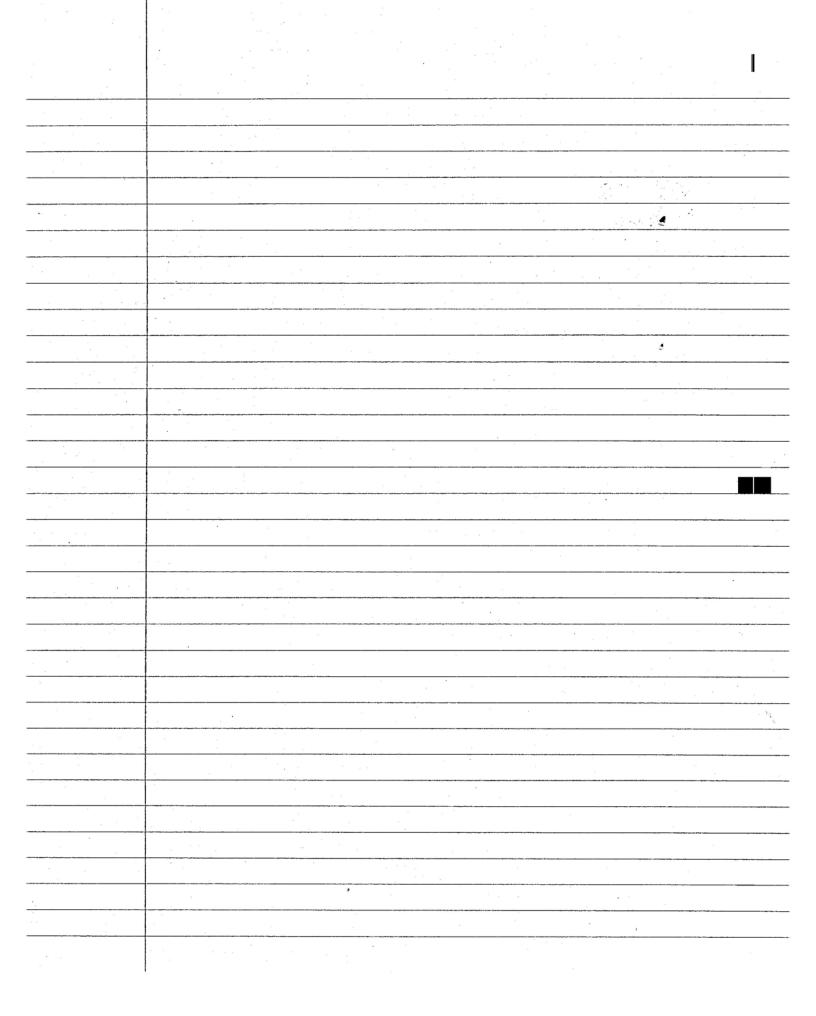
	To whom It may concern,
	To see the see that the see tha
	· .
	I'll use the money to buy the school a school team. A
	b-ball team, V-ball team, f-ball team, and succer, It'll be
	amazing. We'll be amazing. We'll cosh the other teams for we
	know the way to win get it came were manigators. And the
	rest of the money is for the high school.
	tanas,
	Andrew
* *************************************	



Letter

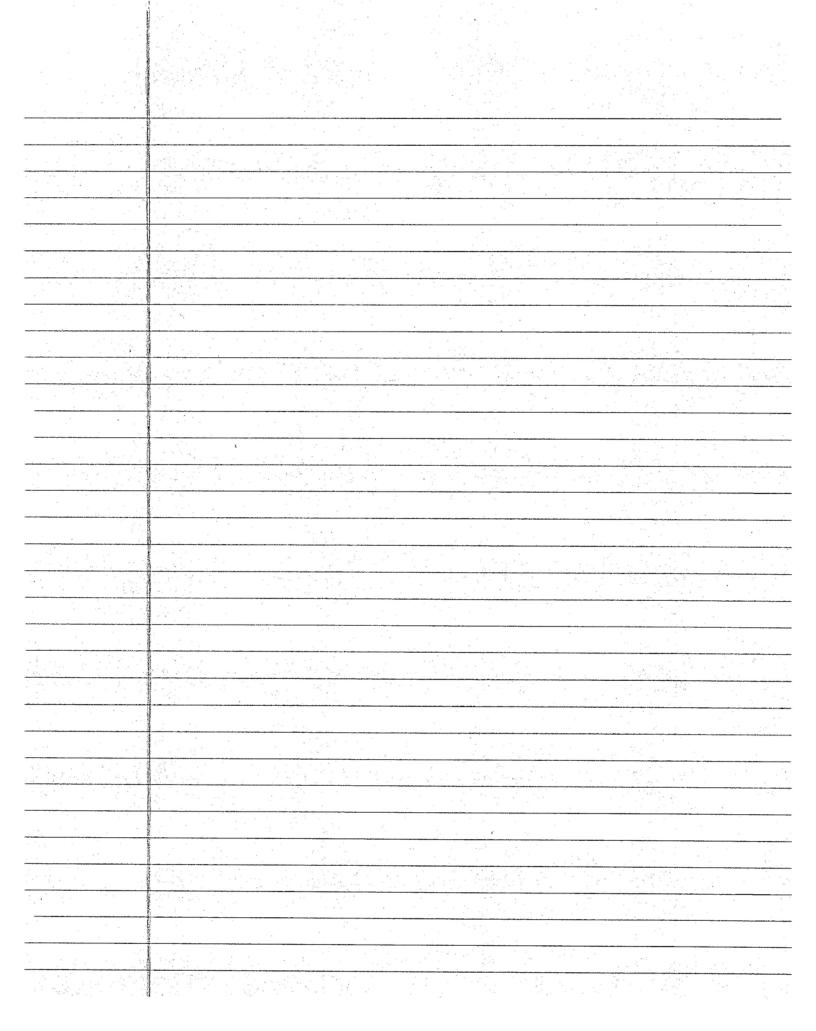
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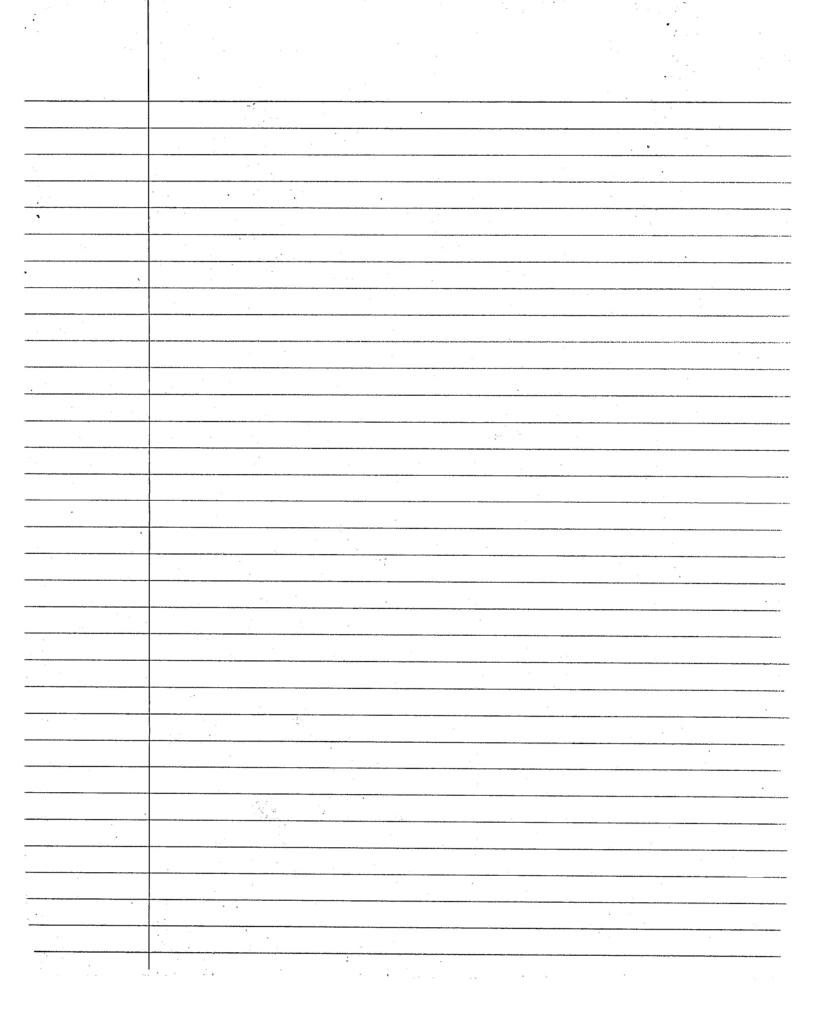
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	and elementry classes. I would also live to have bester computers. We could also byy lockers and more equipment for P.E. I we could also byy lockers and more equipment for P.E. I we could also byy lockers and more equipment for P.E. I we the money to get better bathroomes. Thank you for reading this.
	has bestor convittors his could also how
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	We could also use the money to get
	better bathroones. Thank you for
	reading this.
	J
	Mahalo,
	Dezmond
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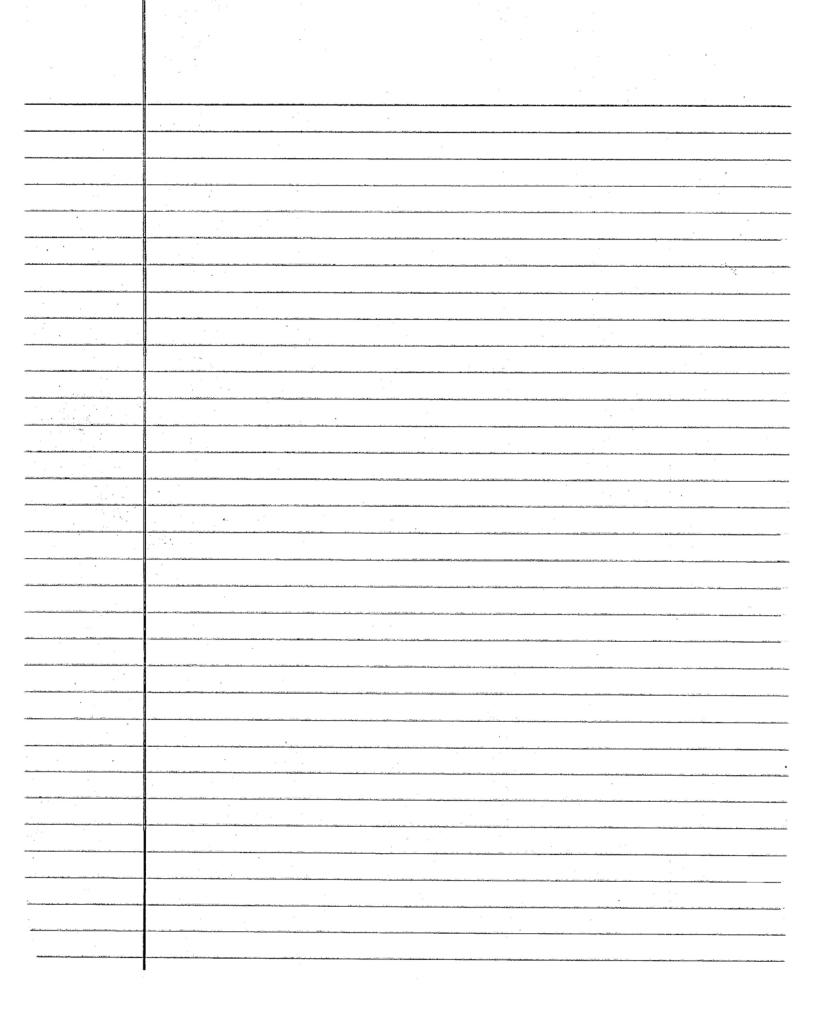
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	To Whom It May Concern
	Aloha, my name is Rianna, and
	this money could be helpful because
	we need new sports equipment and maybe
	lockers and showers. New Sports equipment
	could be nelptul so we could learn
	new sports. Lockers and showers could be
	helpful so we don't stink after Lackers are helpful
	so we don't have to carry our bags an over.
	Mahalo
	Rianna Collins
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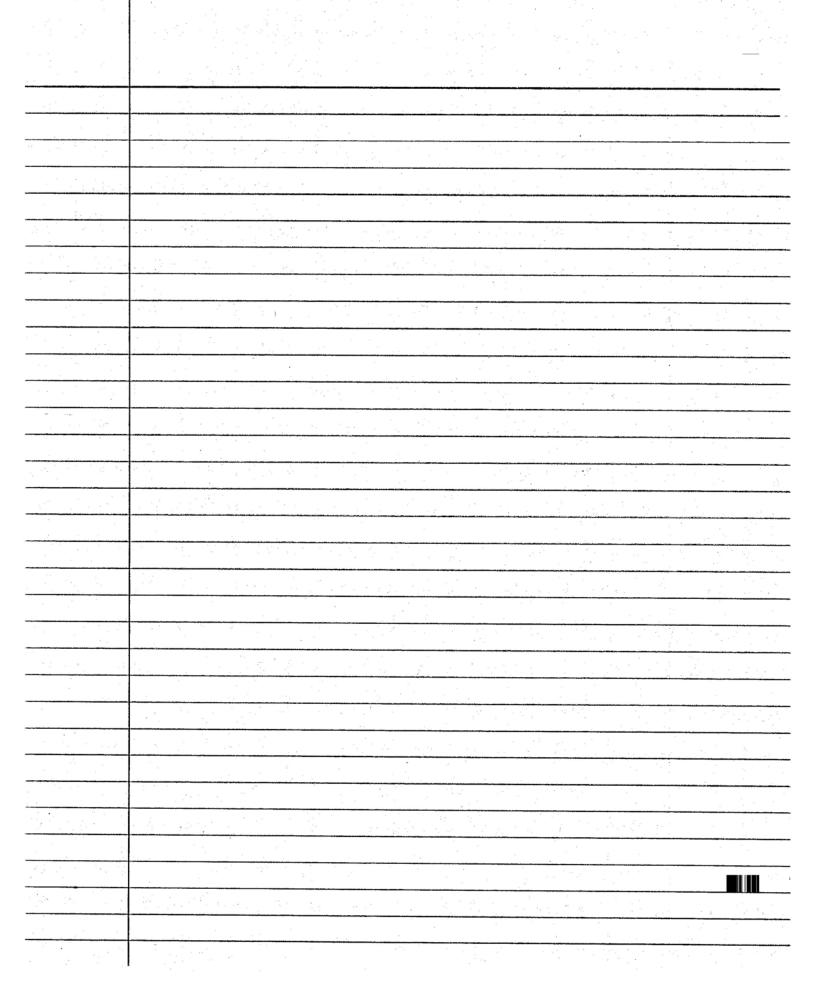




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	0210,000 is buy more computers. Another
Management in construction and an arrangement	thing we could do with that money
West and a very second	Sour de Monte con de Marie de mari
1	for more P.E. Equiptment. We also
*	What I want with the 1210,000 is buy more compoters. Another, thing we could do with that money is to upgrace our garden. So, we can saw the earth. Also, he could use the money for more P.E. Equiptment. We also need to get more books.
	Mahalo, Matthew Tabag
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	TO WHON IT MAY CONCERN
	MY name is raised i want Money Pleas
	to give other people, but 300 chess burgers
	100 ice crean and give us a football field
	WWC rings, and 18 Play ground in to one, build
	a tree house or if you don't i will sue you
	OK. AND think all about honeless ok.
	Mahalo
	Raiden
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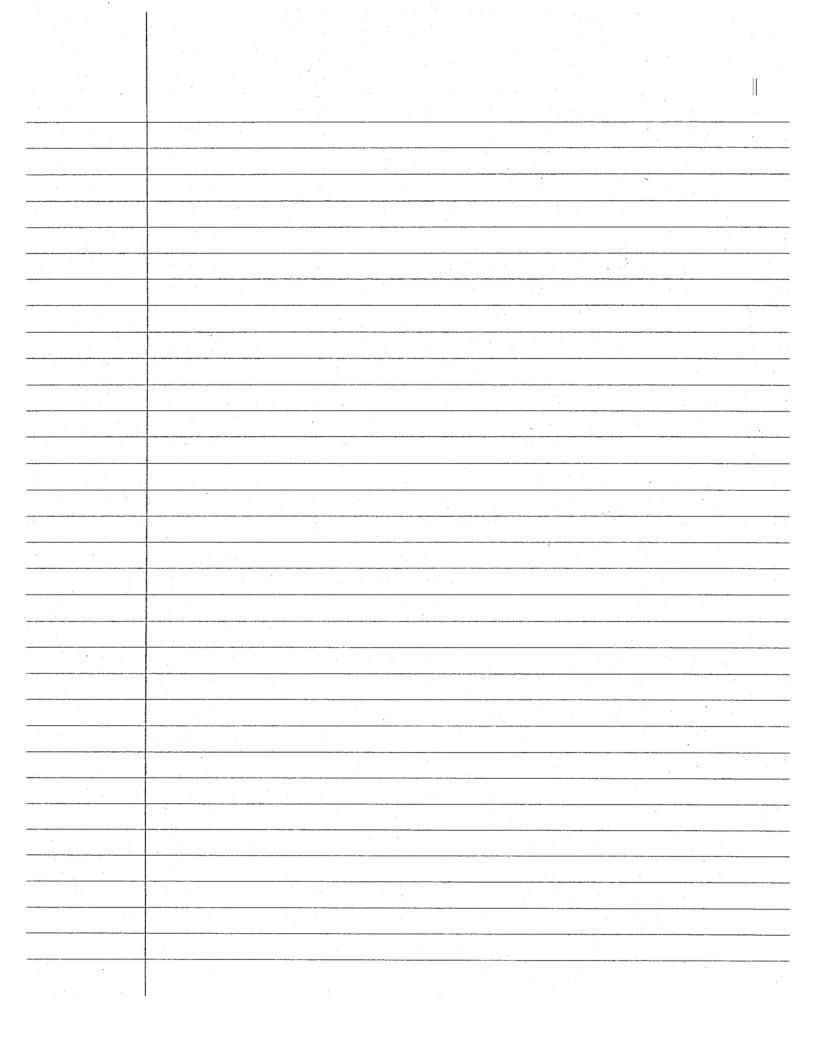


To	Whon	H	May	Concern,
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Alcha, this is Jarryd from Kamaile
Acedemy PCS. Thank you for the
extra money and thank you for the
consideration. Some ways we may use
the money is number I, we can use the
money for new and improved P.E.
equitment and number 2, we may use
the money for better computers. Thank
you.

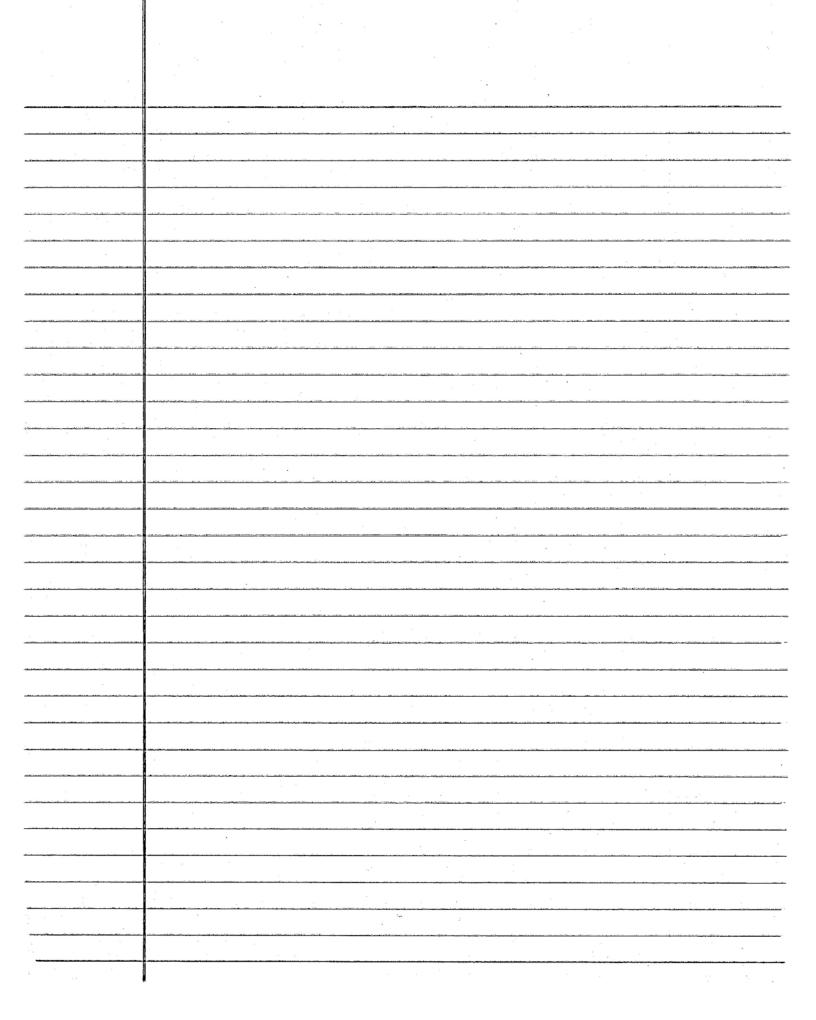
Mahalo,

Jarryd

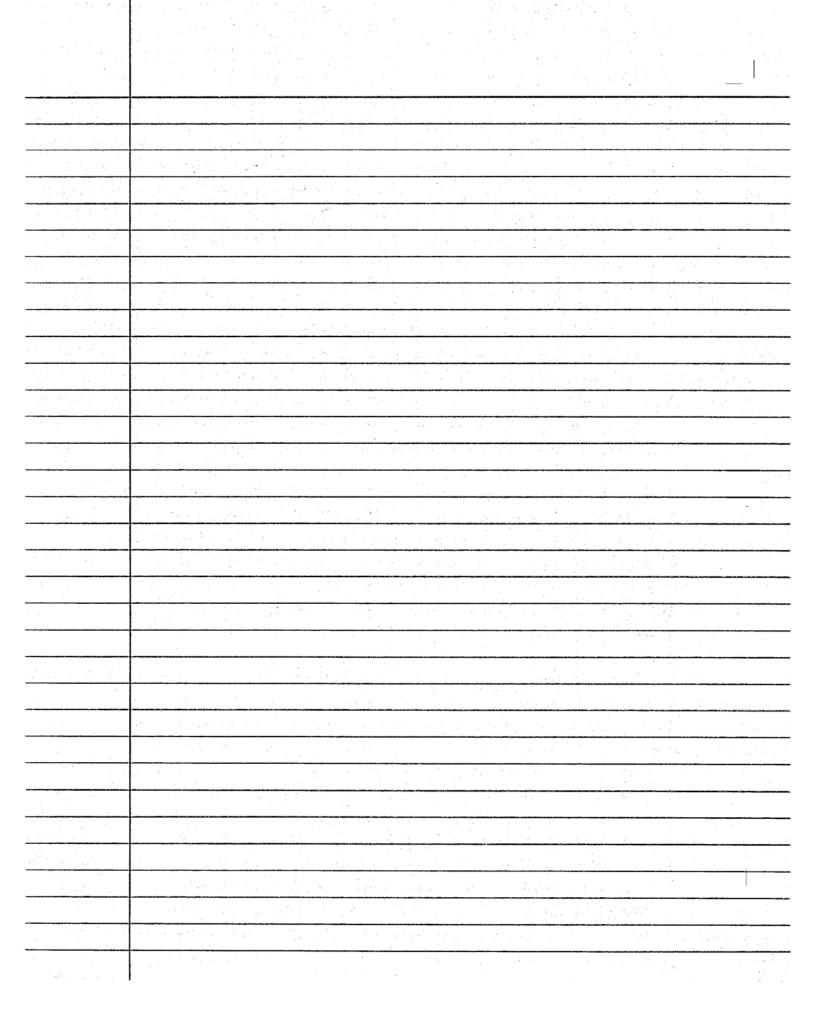


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What we could do to the 210,000  Is many things, But the thing that  I would rather do With it is to  repair all the broken things that  know this may not seem much  but just think about. We have so  much broken things here at our  school. It you use the money for  those things that gre broken thun  aschool. Broken things here at our  school broken things that are broken thing  not how use the money for  those things that gre broken thin  now things that are broken thin  new things we hat on buying  new things we have money on buying  that will be mun.		
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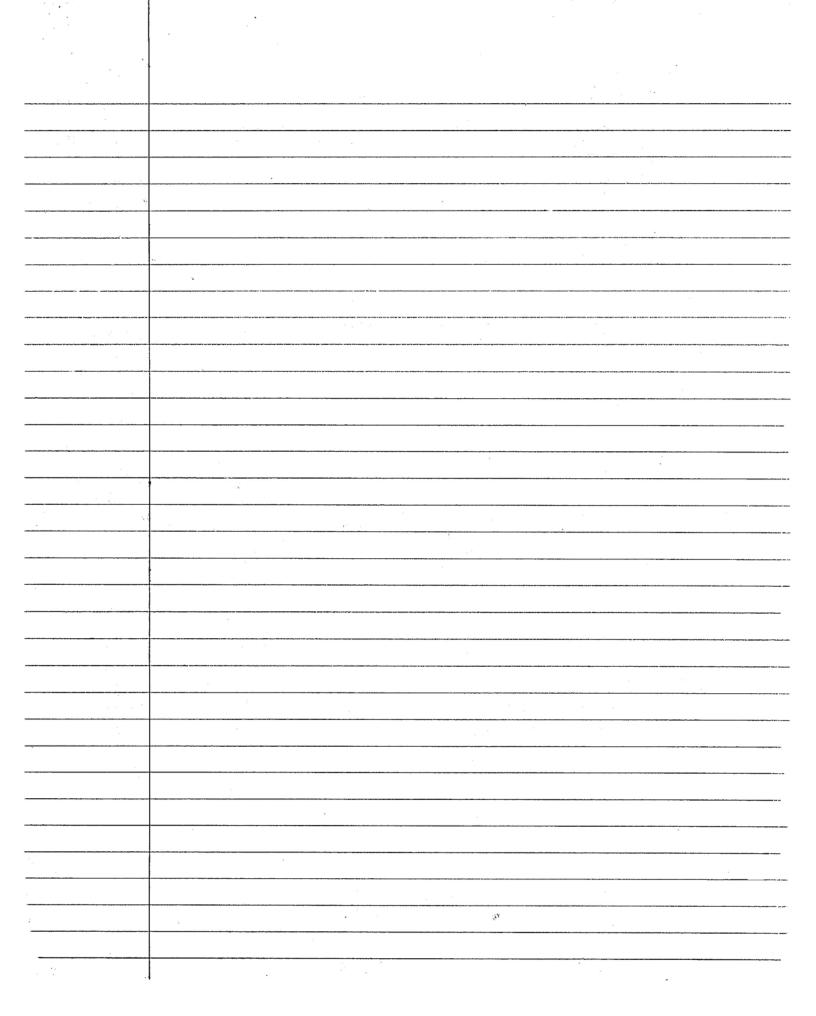
February 2, 2018



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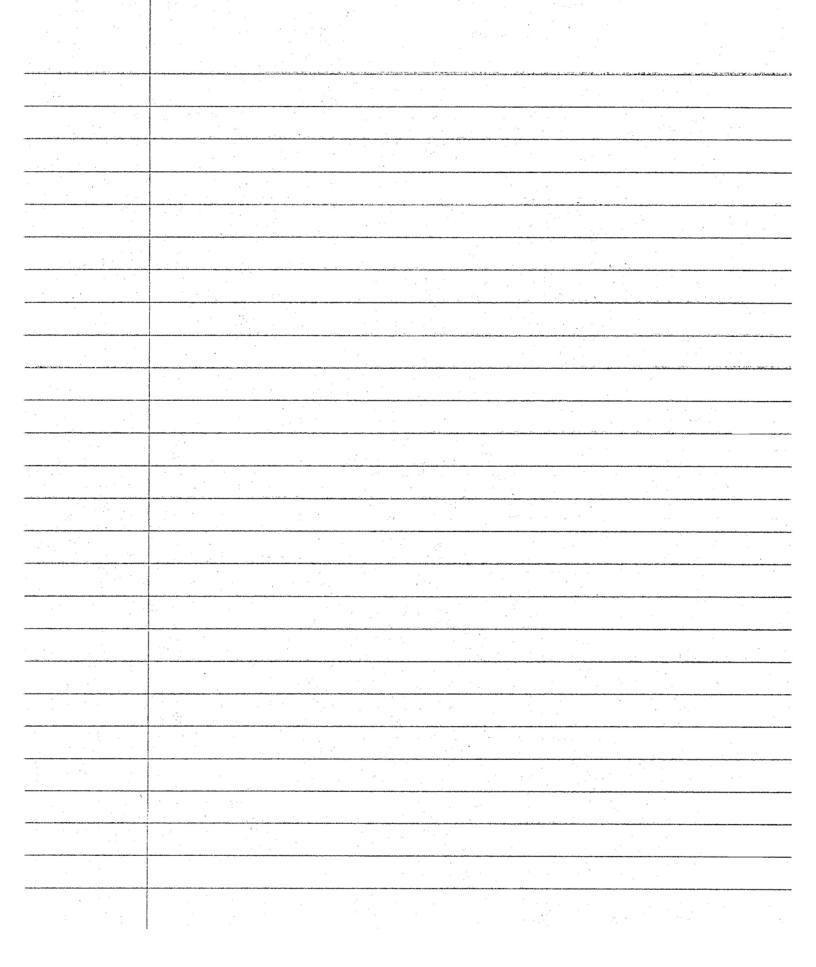


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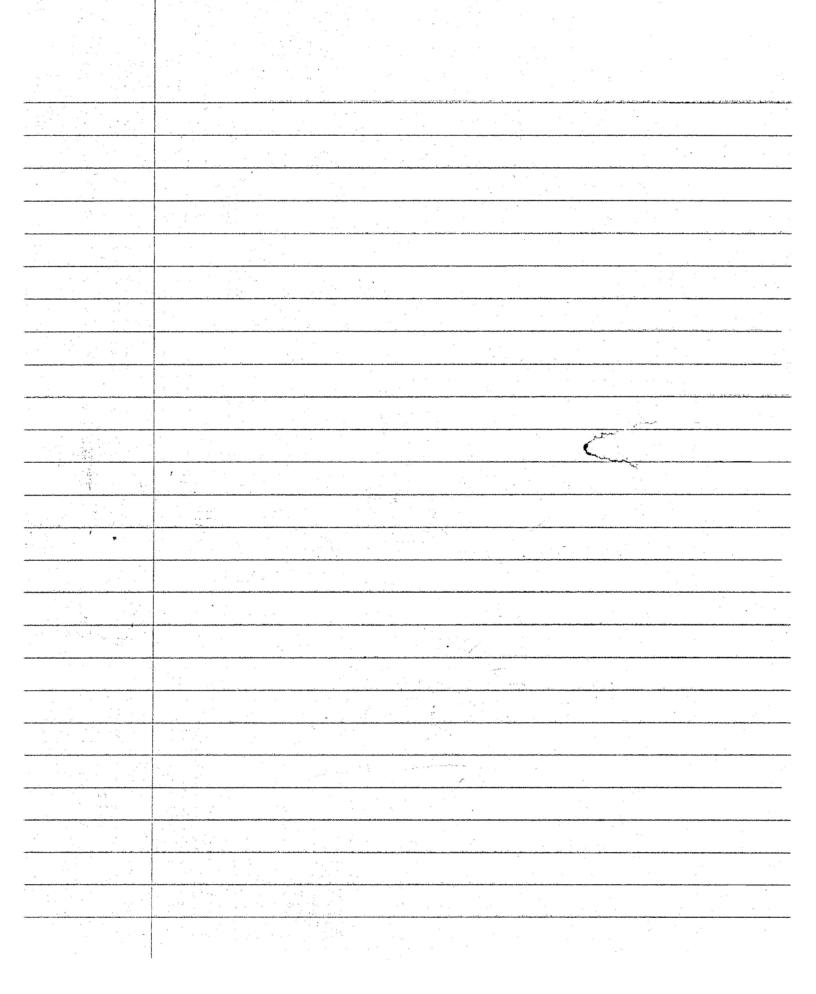
To: committee on Ecucation Rep. Justin H. Woodson, Chair Rep. Sam Satoru Kong, vice chair

From: Kamaile Navigators of Room G202 Second Grade Students Kamaile Academy Public Charter School My name is Mele, I am writing to help my teacher Support bill #HB2162, in which Kamaile Academy Public charter school, teachers and students will be directly impacted by not having enough funds for kamaile to hire Educational Assitance to help us learn. and Please don't take kamaile academy school money. because me and my friends needs help and my teacher can't do it by herself. She needs a helper. Academy B H H) H H



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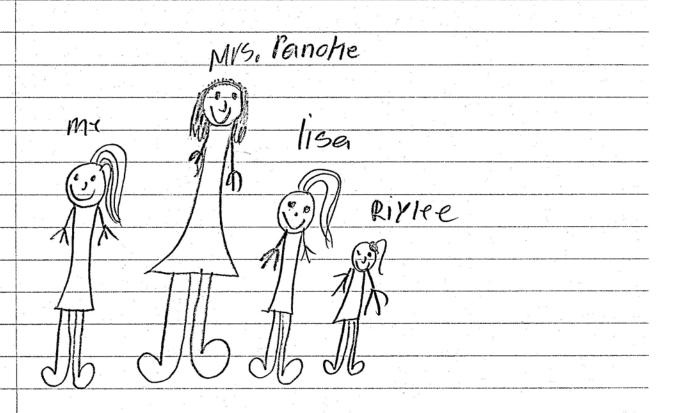
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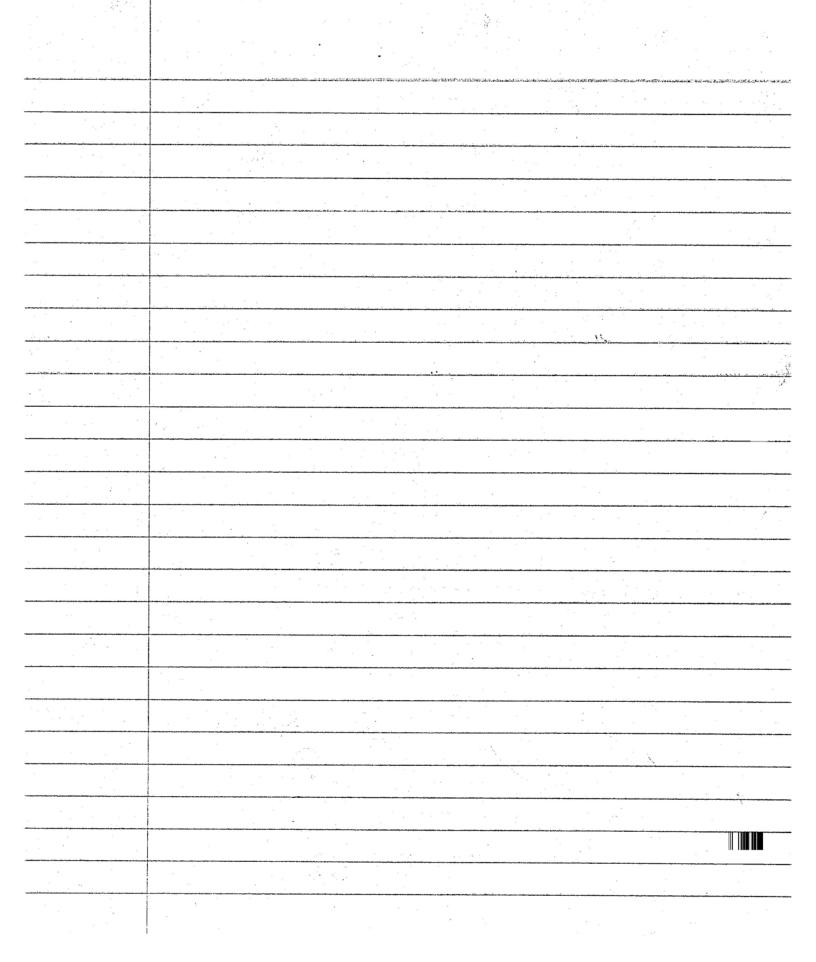


To: Committee on Education
Rep. Justin H. woodson,
Chair Rep. Sam Satora Kong, Vice Chair

From: Kamaile Navigators of RoomG20215 com/grade 2 Students Kamaile Academy Public Charter School

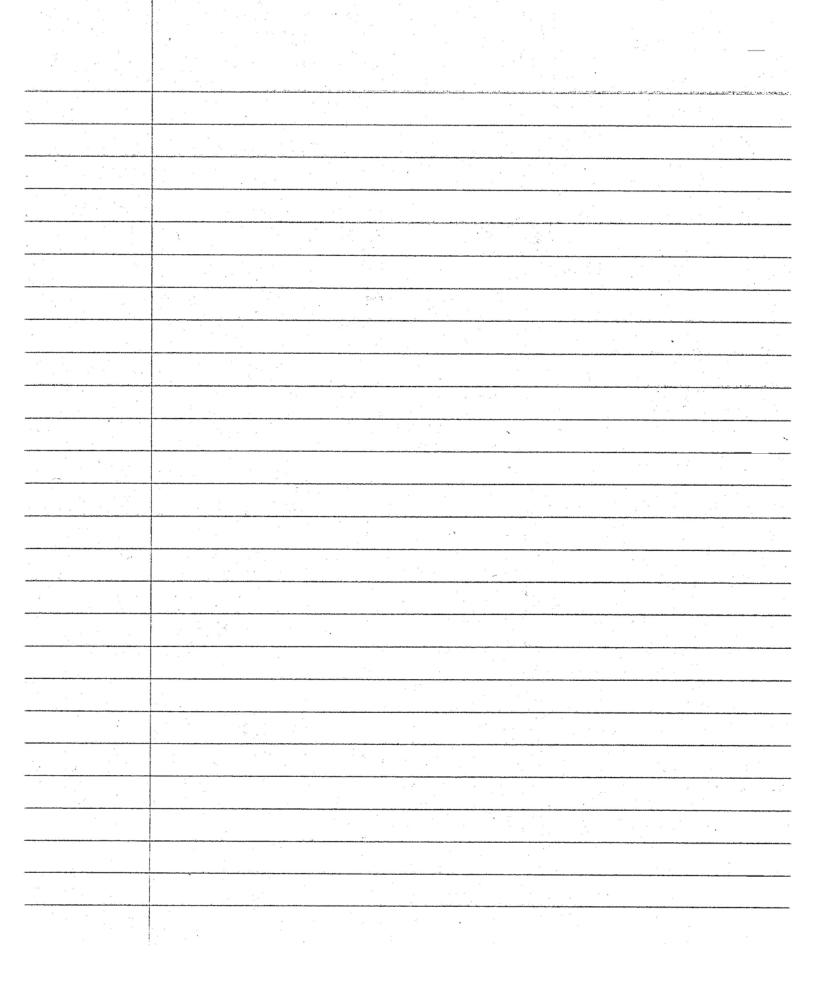
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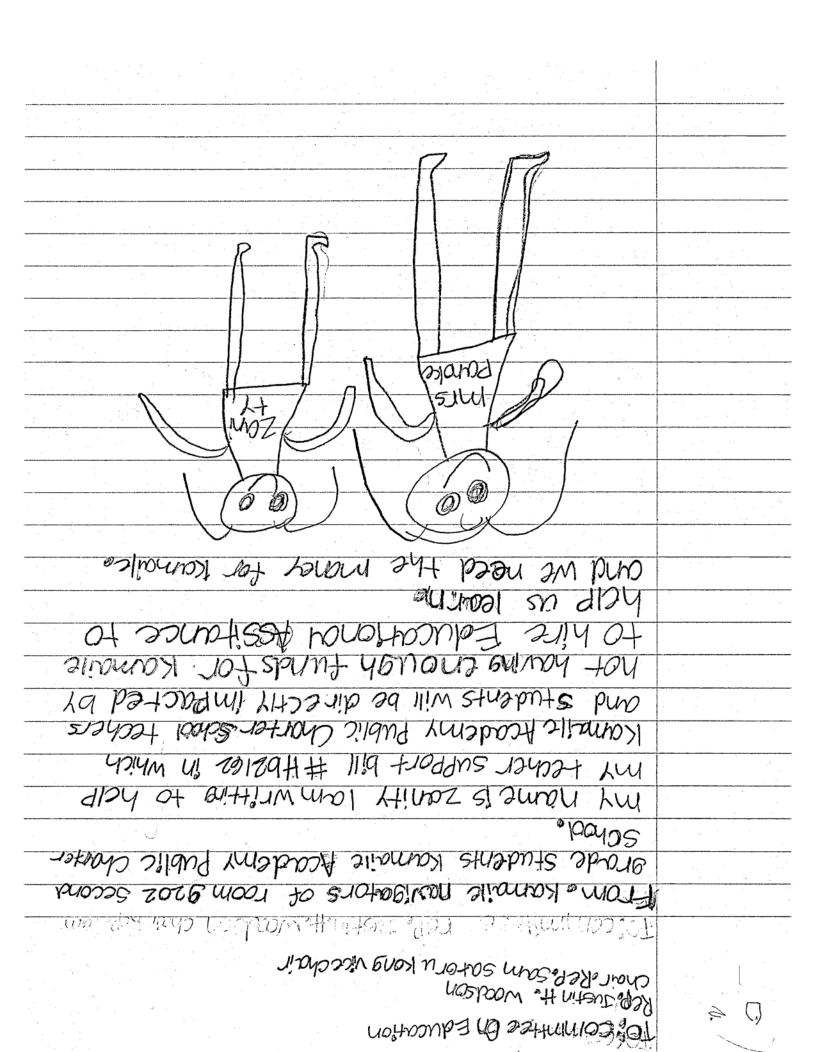


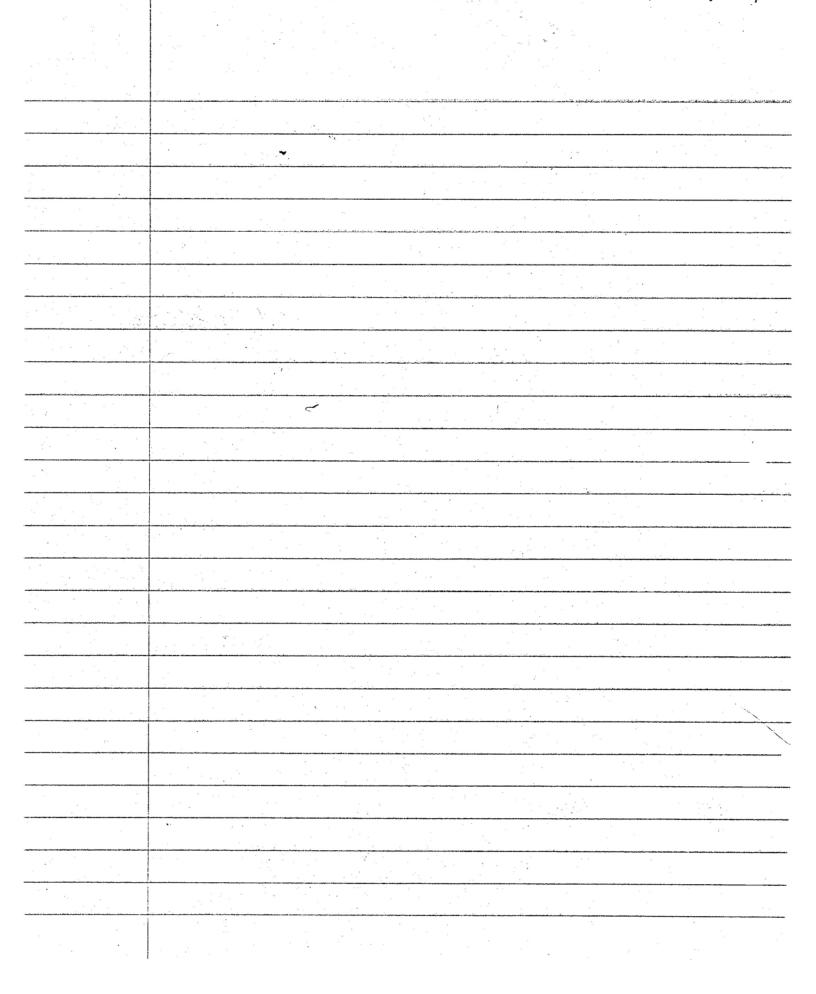


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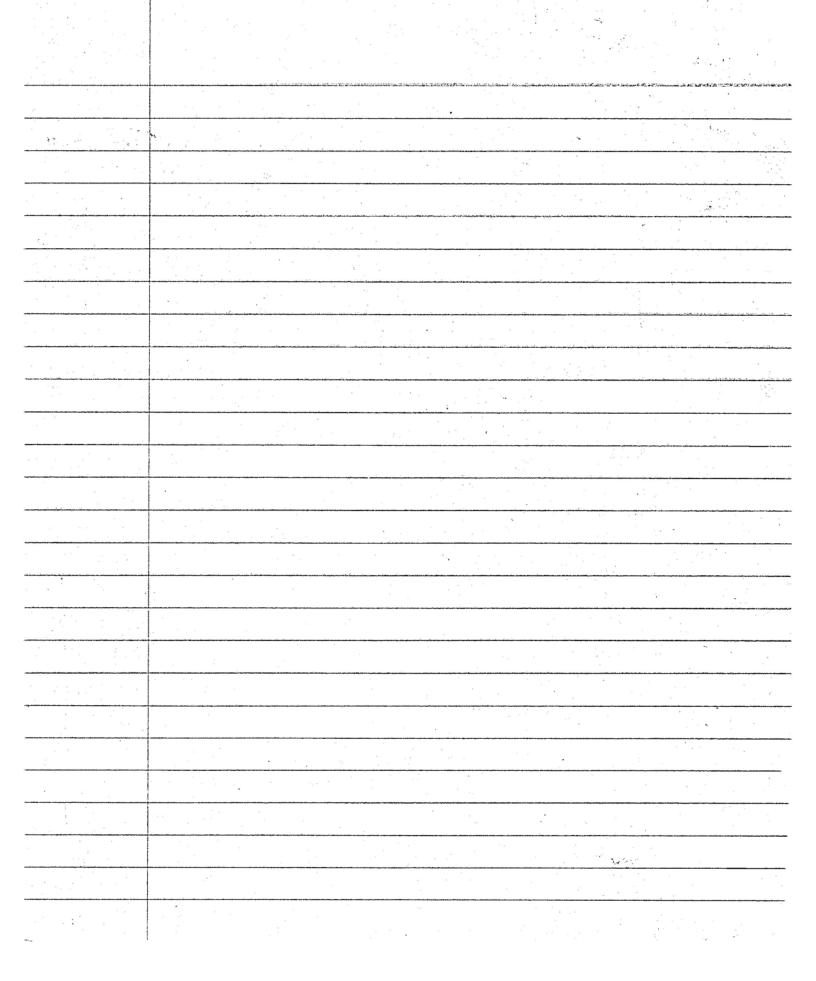
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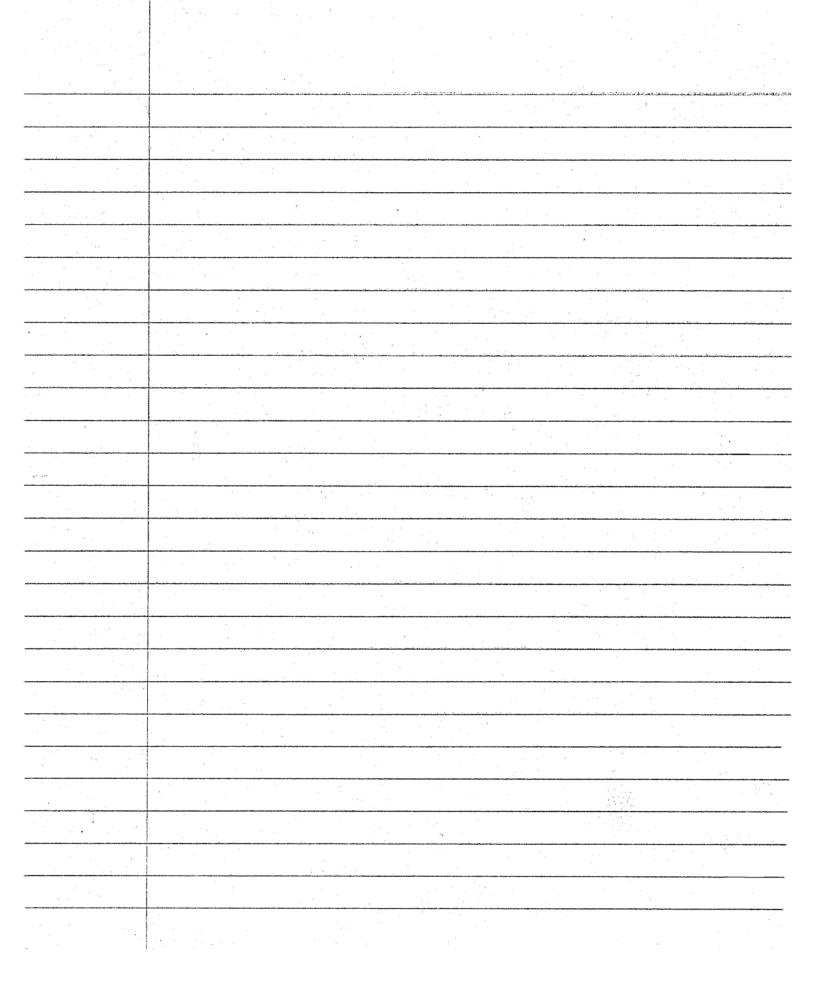




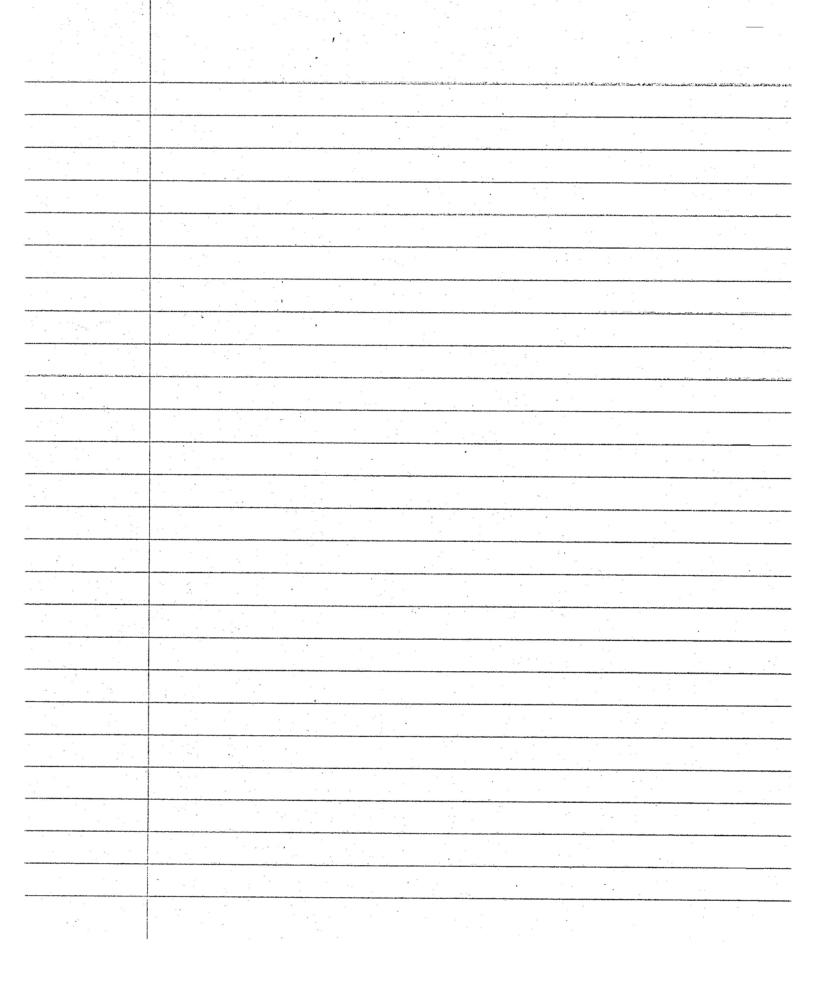
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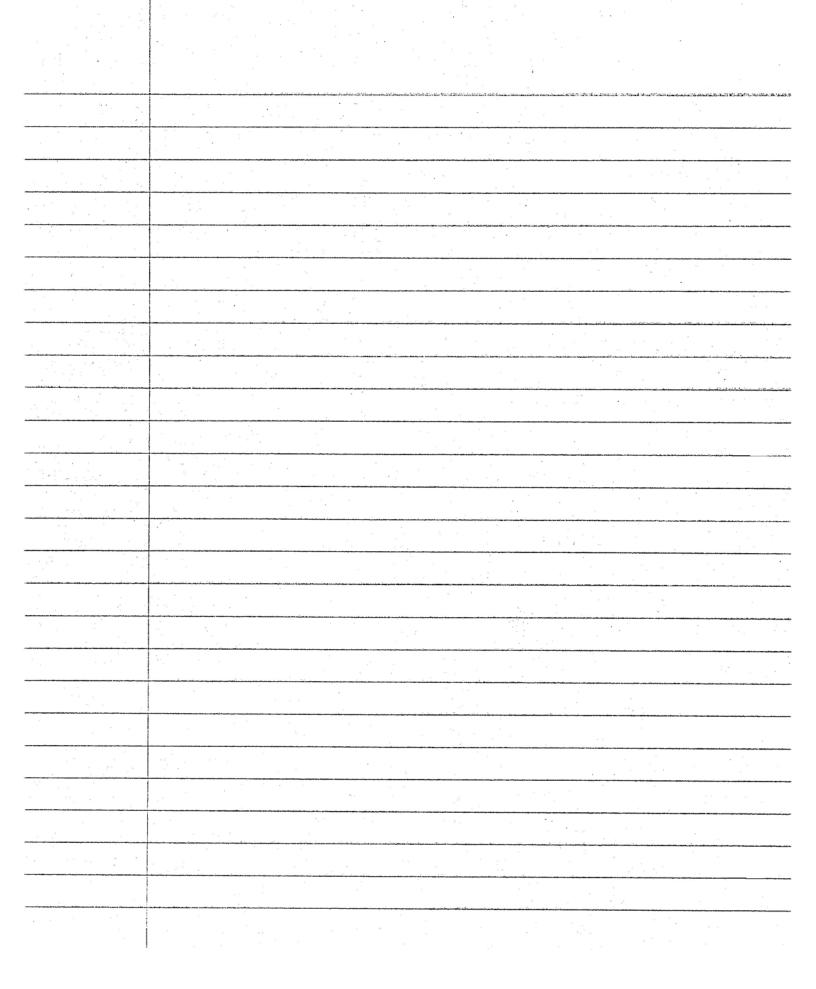
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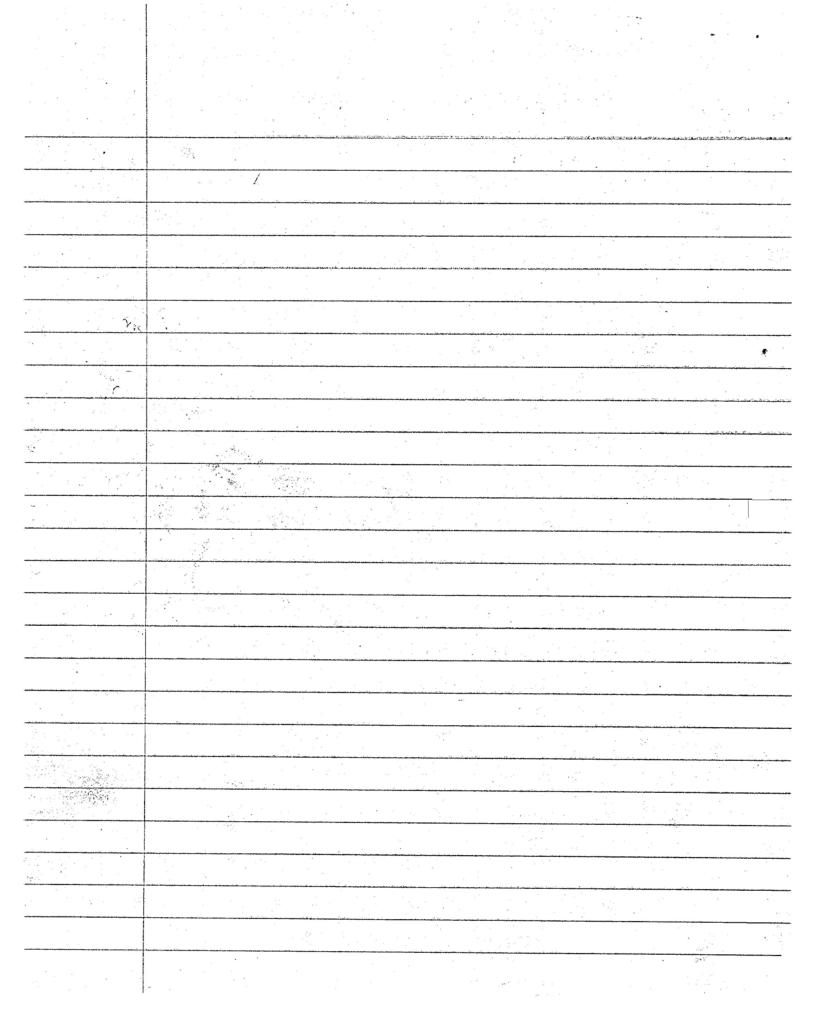
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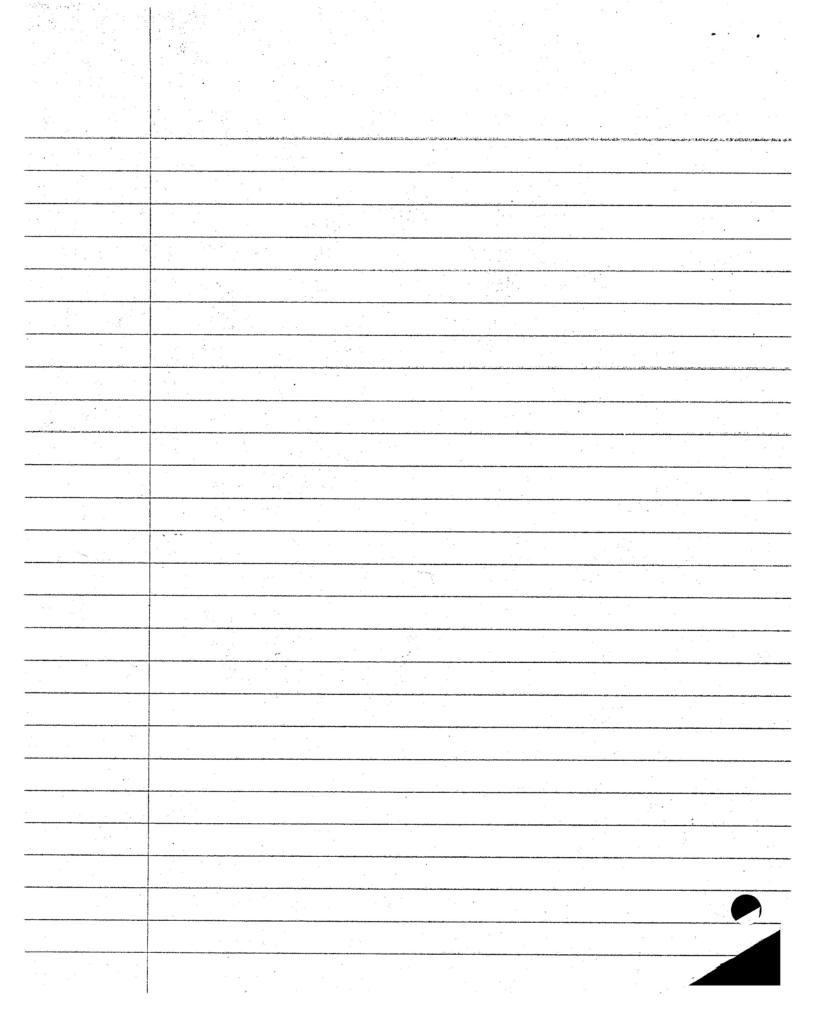


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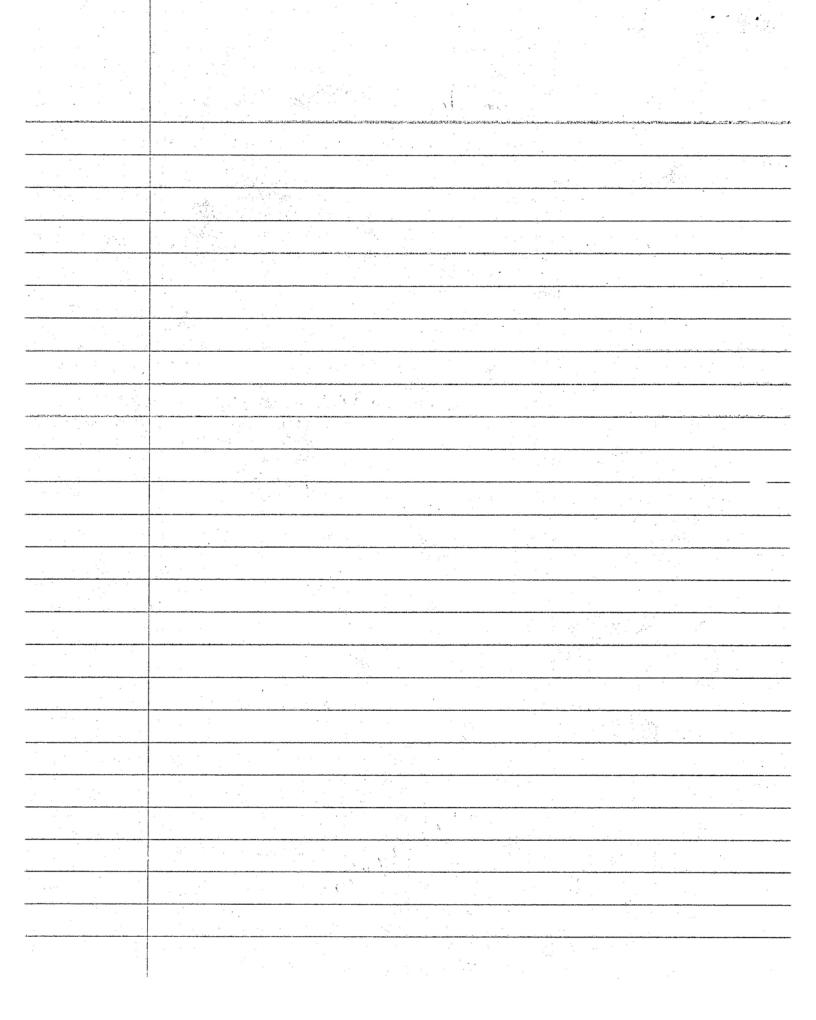


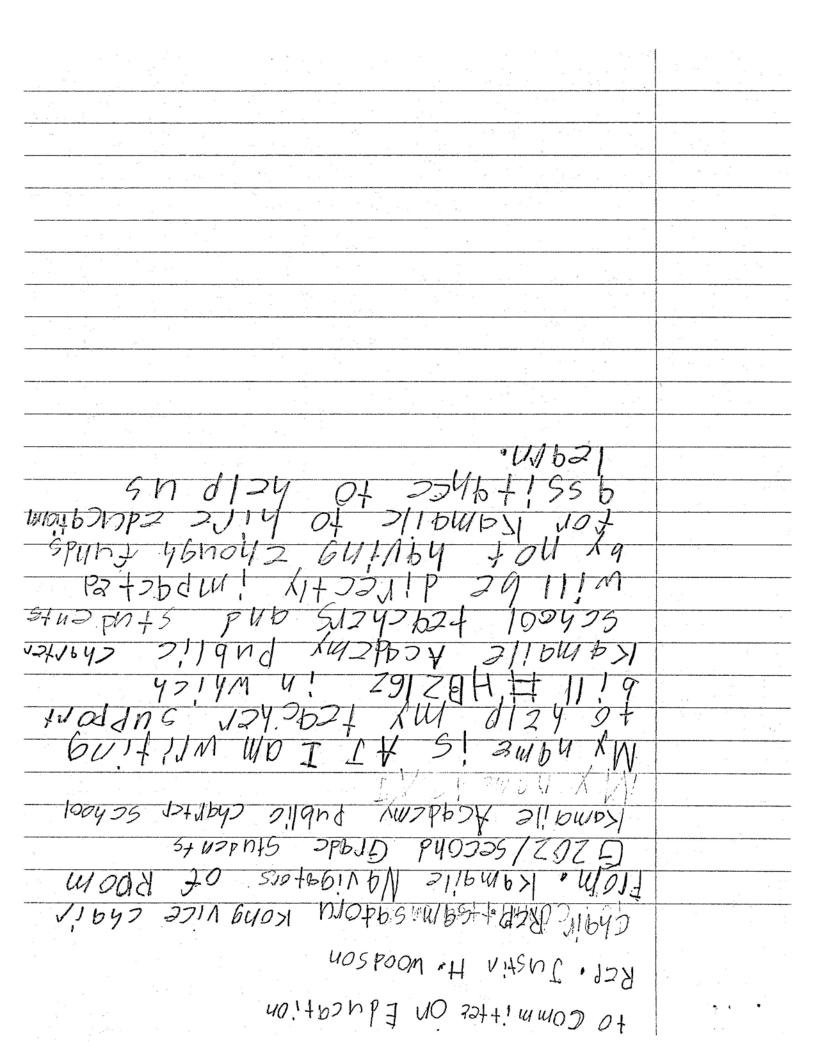


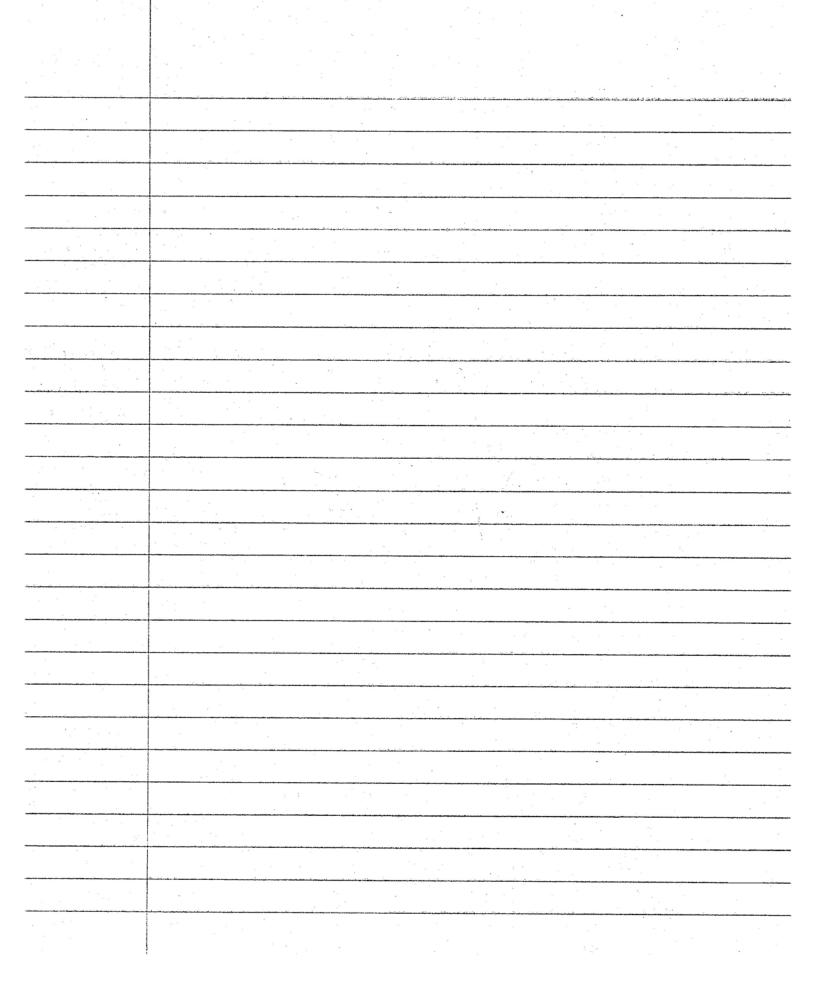
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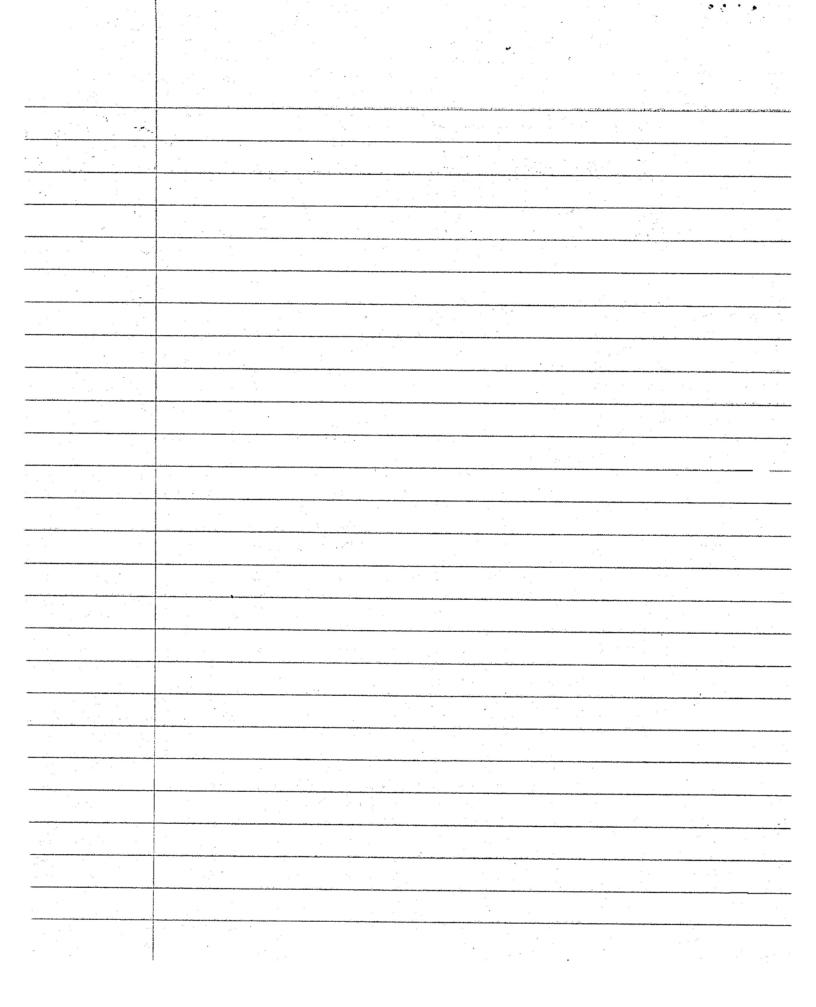






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To: Low 1+ + ec. on Education



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February 2, 2018

To:

Rep. Justin H. Woodson, Chair Rep. Sam Satoru Kong, Vice Chair Committee on Education

From:

Mele-Elena Cordeiro / Yvonne Cansibog Kamaile Academy Public Charter School

RE:

**HB 2162 Relating to Teacher Incentives** 

Hawaii State Capitol, February 2, 2017, Room 309 2:00 p.m.

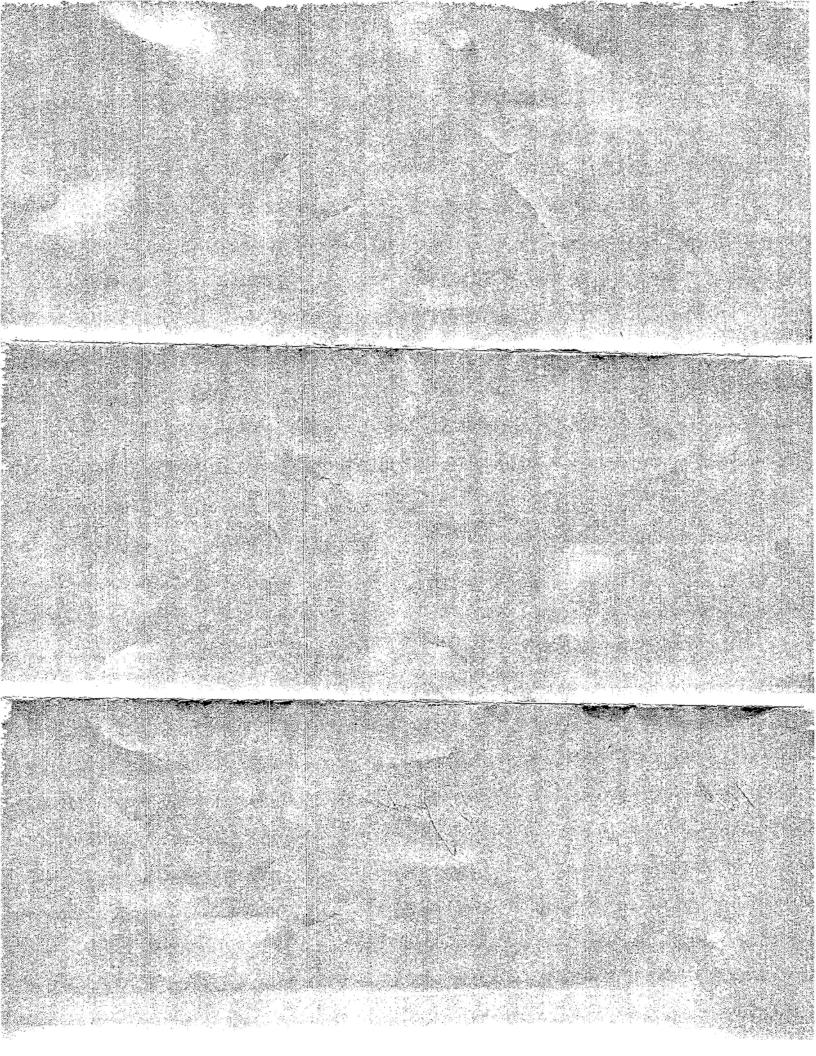
### I am writing to SUPPORT HB 2162 - RELATING TO TEACHER INCENTIVES.

As a educational assistant and registration manager at Kamaile Academy PCS, We both are 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, \$270,000 taken out of our per-pupil funding impacts PreK – 12<sup>th</sup> grade

Kamaile Academy PCS strongly supports HB 2162 as it will help our charter school meet the needs of our keiki's and provide equity funding for access to an education and for our students who are in our poorest communities. Also, hopefully the committee would consider a monetary package for education assistants to include our support staff. Who work equally hard to support the need of our entire teaching staff.

Mele-Elena Cordeiro Educational Assistant Yvonne Cansibog Registration Manager



Rep. Justin H. Woodson,

Chair Rep. Sam Satoru Kong, Vice Chair

From: Jacqueline Grabin Social Services Worker

Kamaile Academy Public Charter School

Re: H

HB 2162 - NOTICE OF HEARING

Friday, February 2, 2018

TIME: 2:00 PM; PLACE: Conference Room 309

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

As a Social Services Worker 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 plus other staff at Kamaile, \$2 \( \) 0,000 taken out of our per-pupil funding impacts my ability to support the students in their endeavor to positive attendance. Part of that endeavor is positive messaging and events to celebrate the students.

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.

Rep. Justin H. Woodson,

Chair Rep. Sam Satoru Kong, Vice Chair

From: Chastity Saldebar, School Counselor Gr. 6-12

Kamaile Academy Public Charter School

Re: HB 2162 - NOTICE OF HEARING

Friday, February 2, 2018

TIME: 2:00 PM; PLACE: Conference Room 309

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

As a school counselor 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 our access to academic, social-emotional, and college/career resources for our haumana.

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 have high social-emotional and academic needs in one of our poorest communities.

Respectfully,

Chastity Saldebar
School Counselor Gr. 6-12

hastes of se

Rep. Justin H. Woodson,

Chair Rep. Sam Satoru Kong, Vice Chair

From: Marlene R. Kahoonei

Kamaile Academy Public Charter School

Re:

HB 2162 - NOTICE OF HEARING

Friday, February 2, 2018

TIME: 2:00 PM; PLACE: Conference Room 309

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

As an Instructional Reading Specialist 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, \$2\frac{1}{2}0,000 taken out of our per-pupil funding will definitely have a negative impact on educating our keiki here in our community and, my instructional reading position that is designed to support students who are reading well below their grade level will be jeopardized. My position is not only helping these low-level readers learn skills and strategies to raise their reading and comprehension abilities, but also to build their confidence in reading when returning to the regular Ed 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.

Respectfully,

Marlene Kahoonei

**Instructional Reading Specialist** 

Rep. Justin H. Woodson,

Chair Rep. Sam Satoru Kong, Vice Chair

From: Catherine Carpenter

Kamaile Academy Public Charter School

Re:

HB 2162 - NOTICE OF HEARING

Friday, February 2, 2018

TIME: 2:00 PM; PLACE: Conference Room 309

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

As an Instructional Reading Specialist 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, \$270,000 taken out of our per-pupil funding will definitely have a negative impact on educating our keiki here in our community and, my instructional reading position that is designed to support students who are reading well below their grade level will be jeopardized. My position is not only helping these low-level readers learn skills and strategies to raise their reading and comprehension abilities, but also to build their confidence in reading when returning to the regular Ed 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.

Respectfully, Orperter

Catherine Carpenter

**Instructional Reading Specialist** 

Rep. Justin H. Woodson,

Chair Rep. Sam Satoru Kong, Vice Chair

From: Mila Boucheva, ELL Coordinator/teacher

Kamaile Academy Public Charter School

Re: HB 2162 – NOTICE OF HEARING Friday, February 2, 2018

TIME: 2:00 PM; PLACE: Conference Room 309

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

As an ELL coordinator and 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 is the same as theft. Our students need this money for resources that they already lack. That money can be used to purchase laptops, iPads, or even art supplies. 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. Working with in these communities presents many challenges, and sadly, as a result, the teacher turn around rate is rather high. The teacher incentive has helped Kamaile Academy retain teachers, which, as you may know, is one of the indicators of student success.

Mahalo for your deep thoughts and consideration to this matter,

Mila Boucheva

February 2, 2018

To: COMMITTEE ON EDUCATION

Rep. Justin H. Woodson,

Chair Rep. Sam Satoru Kong, Vice Chair

From: Jessica Molina, Teacher

Kamaile Academy Public Charter School

Re: HB 2162 Relating to Teacher Incentives

Friday, February 2, 2018

TIME: 2:00 PM; PLACE: Conference Room 309

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

As a 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 support staff such as paraprofessional tutors, educational assistances, coaches, instructional specialists, and many other support staff that are here to help our students. It also impacts programs that are used at the school to help students. If our school will need to pay this money out of per-pupil funding, that will result in less funding for the school to retain teachers and keep up with programs for the students.

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.

Rep. Justin H. Woodson,

Chair Rep. Sam Satoru Kong, Vice Chair

Re: HB 2162 - NOTICE OF HEARING

Friday, February 2, 2018

TIME: 2:00 PM; PLACE: Conference Room 309

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

As a Kindergarten 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 having additional staff in classrooms to help with interventions for struggling students. Kindergarten students need more time with teachers in small groups. If Kamaile Academy had the additional \$210,000 would help funding additional support..

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. These students need extra support in their primary years to help break the cycle of poverty on the Waianae Coast.

Respectfully, Jennifer Bue Kindergarten Teacher Kamaile Academy

#### February 2, 2018

To: COMMITTEE ON EDUCATION

Rep. Justin H. Woodson,

Chair Rep. Sam Satoru Kong, Vice Chair

From: Cynthia E. "Makalapua" Bernard/Hula Explorations Teacher C. Workdopen Bernard

Kamaile Academy Public Charter School

Re: HB 2162 - NOTICE OF HEARING

Friday, February 2, 2018

TIME: 2:00 PM; PLACE: Conference Room 309

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

As a classroom teacher and Kumu Hula for grades K-6 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 the additional support which could be used by our Kindergarten through 12 grade students.

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. Our haumāna (students) deserve to attend a school that is safe and well taken care of with highly qualified teachers who care about them and encourage them to be positive contributors to our community.

Me ka ha'aha'a, C. Makalapua Bernard MEd/ Kumu Hula

COMMITTEE ON EDUCATION To:

Rep. Justin H. Woodson,

Chair Rep. Sam Satoru Kong, Vice Chair

From: Steven Penhollow, High School ELA Teacher

Kamaile Academy Public Charter School

Re:

HB 2162 - NOTICE OF HEARING

Friday, February 2, 2018

TIME: 2:00 PM; PLACE: Conference Room 309

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

As a 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, \$270,000 taken out of our per-pupil funding impacts our staffing and classroom resources.

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. Our Hawaiian focused charter school is an enormous community asset for the Wai'anae coast. These funds help to ensure our school can maintain quality teachers and equal education opportunities for our students.

Sincerely,

Steven (Avi) Penhollow

Rep. Justin H. Woodson,

Chair Rep. Sam Satoru Kong, Vice Chair

From: Kristina Caceres Tillis, Counselor

Kamaile Academy Public Charter School

Re: HB 2162 - NOTICE OF HEARING

Friday, February 2, 2018

TIME: 2:00 PM; PLACE: Conference Room 309

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

As a School Counselor 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, \$270,000 taken out of our per-pupil funding impacts our community from Preschool to 12<sup>th</sup> grade. The students we serve are among the needlest academically and social-emotionally.

Kamaile Academy PCS strongly supports HB 2162 as it will help our charter school meet the needs of our haumana to secure supports necessary to provide adequate opportunities for our students to succeed.

 $XII/II\Lambda$ 

School Counselor

COMMITTEE ON EDUCATION To:

Rep. Justin H. Woodson,

Chair Rep. Sam Satoru Kong, Vice Chair

From: Megan Moynihan/ First Grade Teacher Migel My Repails Academy Public Charter School

Kamaile Academy Public Charter School

**HB 2162 - NOTICE OF HEARING** 

Friday, February 2, 2018

TIME: 2:00 PM; PLACE: Conference Room 309

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

As a first grade 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, \$270,000 taken out of our per-pupil funding impacts classroom supplies for students, educational materials and manipulatives to help teach content areas, and extra adult support in the classroom to care for our young learners.

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.

DAVID Y. IGE GOVERNOR

DAVID GIBSON HO'OKAKO'O CORPORATION EXECUTIVE DIRECTOR



SIONE THOMPSON CHARTER SCHOOLS EXECUTIVE DIRECTOR

ANNA WINSLOW PRINCIPAL

#### STATE OF HAWAII

Kamaile Academy PCS 85-180 Ala Akau Street Wajanae, Hawaji 96792

To:

COMMITTEE ON EDUCATION

Rep. Justin H. Woodson,

Chair Rep. Sam Satoru Kong, Vice Chair

From: Kendra Singletary, Student Services Coordinator

Kamaile Academy Public Charter School

Re:

HB 2162 - NOTICE OF HEARING

Friday, February 2, 2018

TIME: 2:00 PM; PLACE: Conference Room 309

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

As the SSC and a former 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, \$270,000 taken out of our per-pupil funding results in less funding for programs and teaching lines.

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.

Rep. Justin H. Woodson,

Chair Rep. Sam Satoru Kong, Vice Chair

From: Kylie Sims/ Grade 4 Teacher

Kamaile Academy Public Charter School

Re: HB 2162 - NOTICE OF HEARING

Friday, February 2, 2018

TIME: 2:00 PM; PLACE: Conference Room 309

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

As a 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 our ability to provide extra support to our students who have additional needs. I currently have several students in my class that have an Individualized Education Plan and other students with significant behavioral issues, and for some classes I am not able to offer extra support, because we do not have the funding for extra Educational Assistants in my classroom. If we were to have the extra \$210,000 we would be able to hire several extra team members to support our students who need the extra attention.

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 and are often forgotten and passed over by society.

Regards.

Kýlie Sims

02/02/2018

Rep. Justin H. Woodson,

Chair Rep. Sam Satoru Kong, Vice Chair

From: Susan Baughn

Kamaile Academy Public Charter School

Re:

HB 2162 - NOTICE OF HEARING

Friday, February 2, 2018

TIME: 2:00 PM; PLACE: Conference Room 309

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

As a Secondary 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, \$270,000 taken out of our per-pupil funding impacts Secondary.

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.

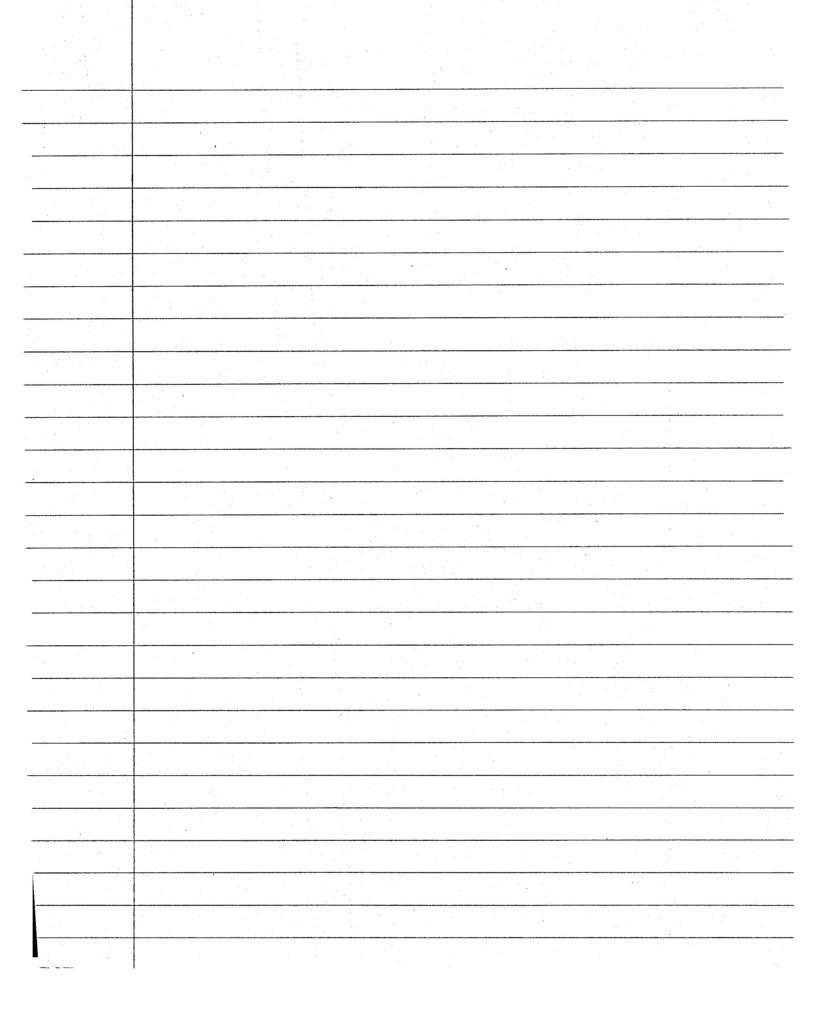
Mahalo For Your Support,

Susan Baughn

Pd: 3 o Whom it May Concern Charter School that goes from Pre-K to 12th grade. Since we have every grade level in such a small school, we have to put our money on necessities like food & electricity. We have been using computers with half of the Keyboard missing. We've been using text books with the pages ripped out since leth grade. I understand that other schools need the money more than us but we would really appreciate it if you chose to air us money to better our school.

Lunei

02/62/18



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Rep. Justin H. Woodson,

Chair Rep. Sam Satoru Kong, Vice Chair

From: Ms. Donnellan's 4th Grade Class

Kamaile Academy Public Charter School

Re:

HB 2162 - NOTICE OF HEARING

Friday, February 2, 2018

TIME: 2:00 PM; PLACE: Conference Room 309

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

As a 4th Grade 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, \$2 10,000 taken out of our per-pupil funding impacts our keiki tremendously. We could better use that money to provide art programing, teacher training on curriculum, attendance officers, classroom supplies, extra support in the classroom, and project based learning opportunities.

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. Please consider the students that will be impacted by failure to pass this bill.

Me need school money to help us learn! Please support us! We would like money to help us:

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Better Computers of a service of the school of the service of the service

Rep. Justin H. Woodson,

Chair Rep. Sam Satoru Kong, Vice Chair

From: Shannon Donnellan, 4th Grade Classroom Teacher

Kamaile Academy Public Charter School

Re: HB 2162 - NOTICE OF HEARING

Friday, February 2, 2018

TIME: 2:00 PM; PLACE: Conference Room 309

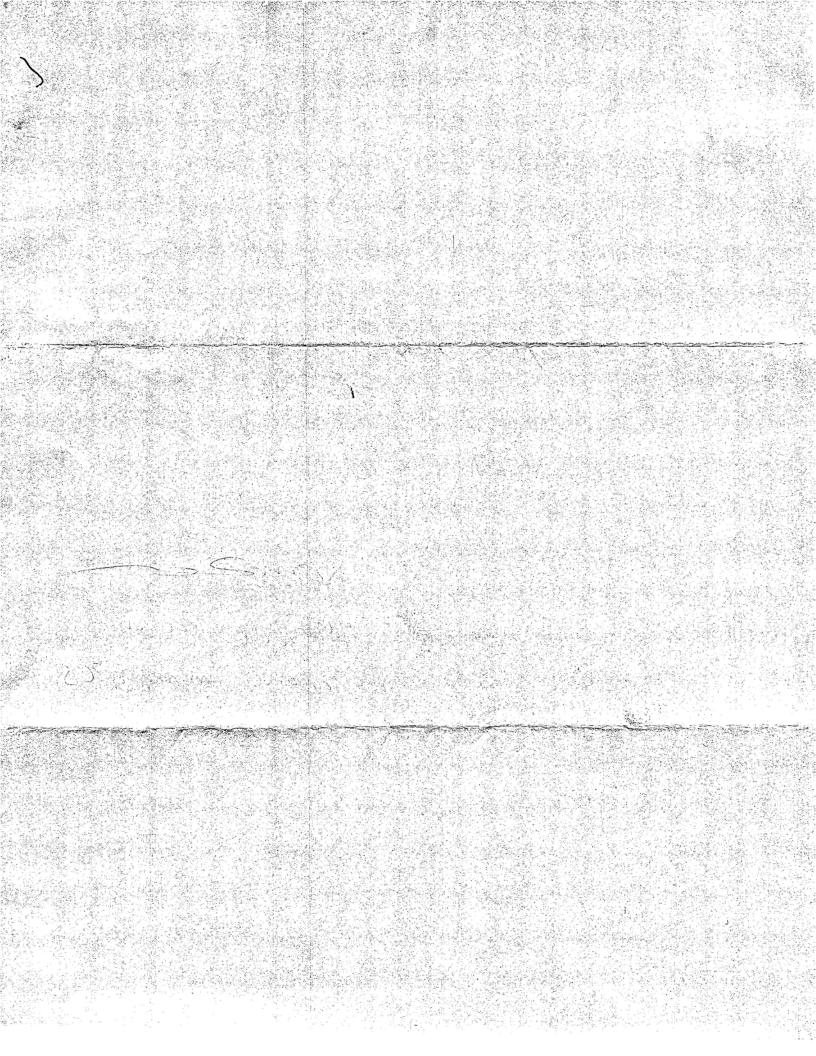
### I am writing to SUPPORT HB 2162 - RELATING TO TEACHER INCENTIVES.

As a 4th Grade 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, \$2 \( \begin{align\*} \) 0,000 taken out of our per-pupil funding impacts our keiki tremendously. We could better use that money to provide art programing, teacher training on curriculum, attendance officers, classroom supplies, extra support in the classroom, and project based learning opportunities.

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. Please consider the students that will be impacted by failure to pass this bill.

9th gade feacher Kamaile Academy PCS



Aloha,



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

As a teacher at Kamaile Academy Public Charter School, 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 multiple 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.

Sincerely yours,

Darby Owen ly Mr 2/1/2018

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

As a teacher, who has taught at Kamaile Academy Public Charter School for six years, 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 Public Charter School continues to be the home school for the local attendance area, and is a hard-to-fill placement location. We have at least 70 teachers at Kamaile, \$2 \( \frac{1}{2} \) 0,000 taken out of our per-pupil funding impacts the availability of *Highly Qualified* educators for a highly, at-risk and struggling student population (Wai'anae Coast). Many of our local teachers prefer not to work on the coast due to the distance of travel and traffic, as well as the effort and time to work with struggling students. We are blessed to have approximately over 50% of our Kamaile teachers from the mainland since our local Hawai'i teachers are not available.

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

Sincerely yours,

Valerie-Mae H. Manoa

Melevie-Maett Mana

Aloha,

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

As a teacher at Kamaile Academy Public Charter School, 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, \$2 \ 0,000 taken out of our per-pupil funding impacts me as a teacher with my ability to teach with the loss of programs, supplies, and support that help create an enriched environment for our struggling and At-Risk students on the coast. 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.

Sincerely yours

Jessica Caruso



To: COMMITTEE ON EDUCATION

Rep. Justin H. Woodson,

Chair Rep. Sam Satoru Kong, Vice Chair

From: Ronna Ramos/Educational Assistant

Kamaile Academy Public Charter School

Re: HB 2162 - NOTICE OF HEARING

Friday, February 2, 2018

TIME: 2:00 PM; PLACE: Conference Room 309

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

As an Educational Assistant 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, \$2 0,000 taken out of our per-pupil funding greatly impacts the opportunity to provide the needed classroom support especially for our youngest keiki.

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.

Respectfully, Sam

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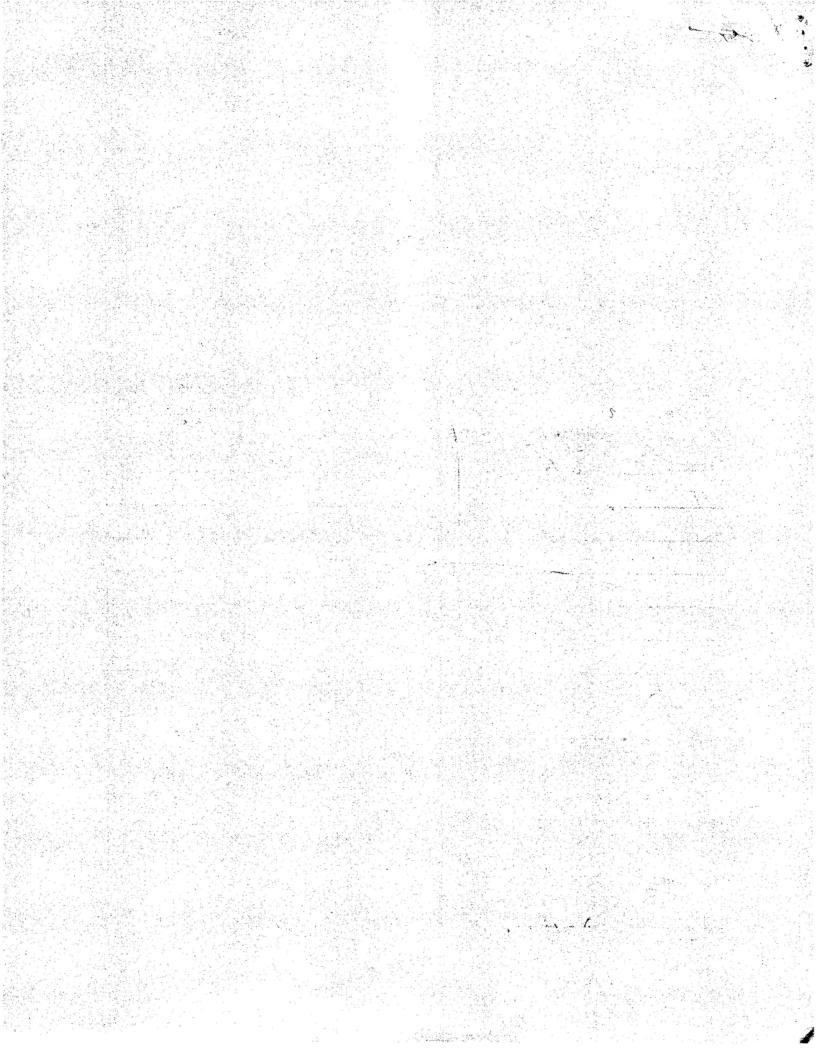
I am writing to SUPPORT HB 2162 - RELATING TO TEACHER INCENTIVES.

As a student 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, \$270,000 taken out of our per-pupil funding impacts Lexia I. Like Lexia Br. it is fun to go on top it is my favor way to locate how to read. I will be 50 Sad if we never had Lexia to have at school it is 50 fun to go on to at school.

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.

Sincerely, KOA Malaia,



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

As a student 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.

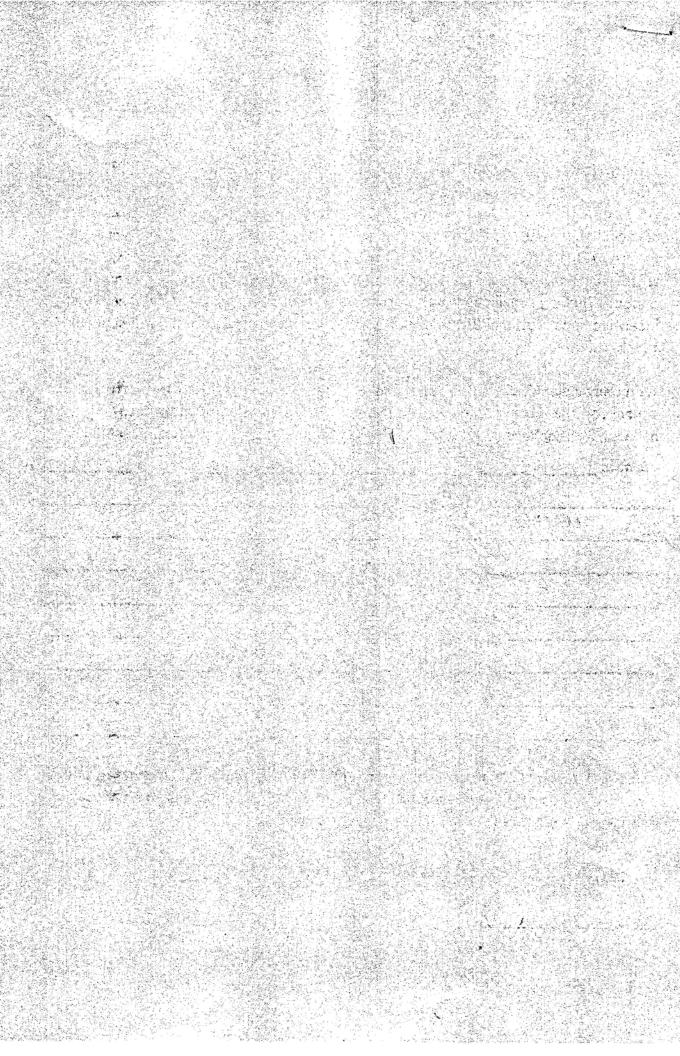
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meet the needs of our keiki and provide equity funding for access to an education

and for our students who are in our poorest communities.

Sincerely,

Javeden Misipo



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

As a student 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.

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Kamaile Acade	my PCS stron	igly supports H	3 2162 as it will he uity funding for a	elp our charter s	chool

Sincerely,

Blazin mendoza

February 2, 2018
Aloha,
I am writing to SUPPORT HB 2162 - RELATING TO TEACHER INCENTIVES.
As a student 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, \$270,000 taken out of our per-pupil funding
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Better, and it's makes one sad That I cont not
real and to it.
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.
Sincoroly
JoyMarie Biliam

February	2,	2018

Sincerely,

Jerry Eberly

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

As a student 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.

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Kamaile Academy PCS strongly supports HB 2162 as it will help our charter school

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Shaydon APolone

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sincerely, Sh Sharai Greenleaf

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Alakaiperedo

February	2,	2018
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	February 2, 2018
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Julia Richard

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Sincerely, NILAN Pale

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Sincerely,

February 2, 201	8
Aloha,	

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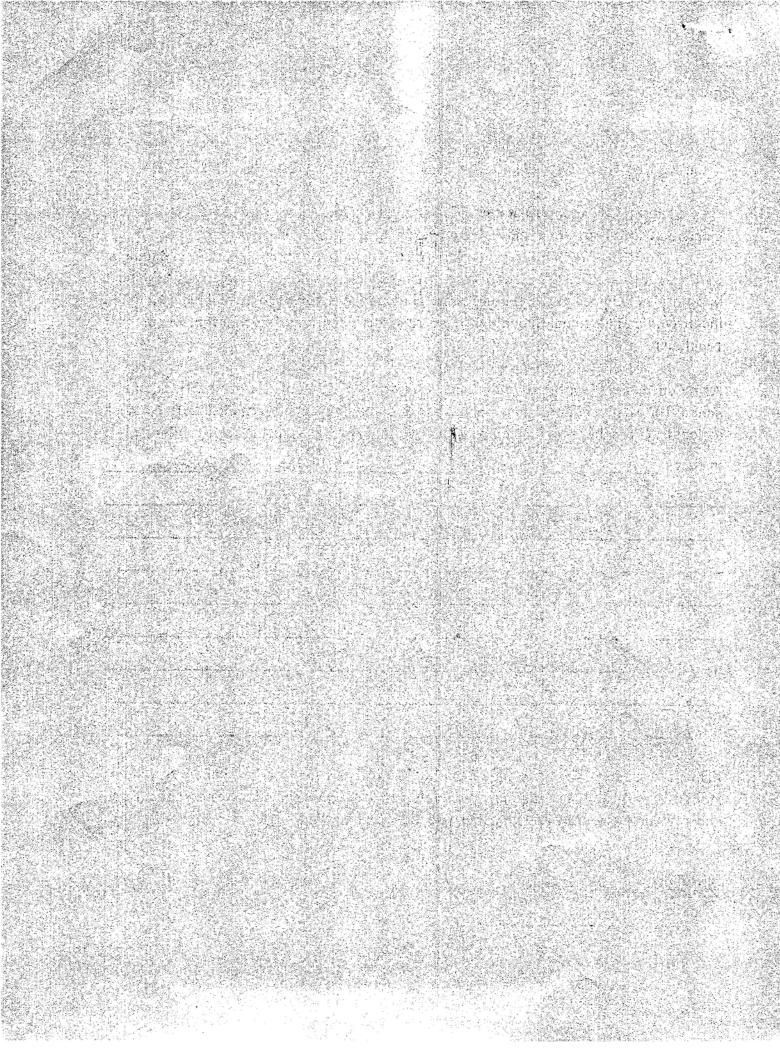
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Sincerely,

Adiyan Tupulua,

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Sincerely,

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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.
Sincerely

Aloha,

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

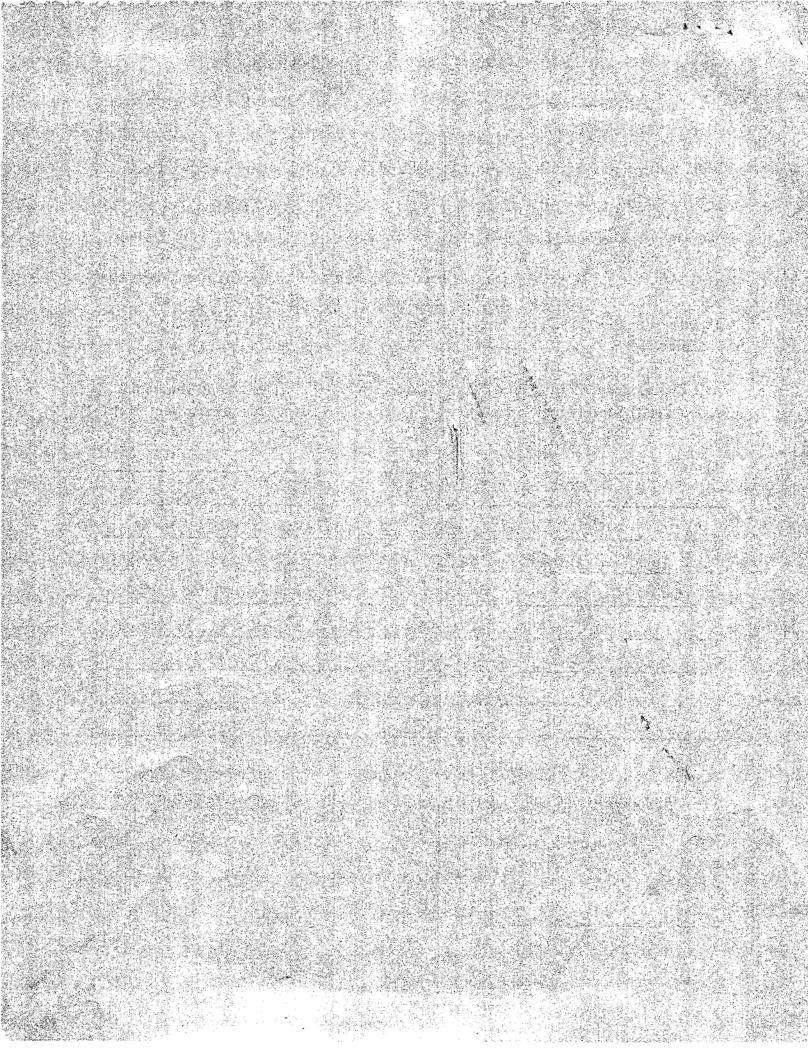
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Aloha,

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Kamaile Academy PCS strongly supports HB 2162 as it will help our charter school
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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.

Sincerely, LU

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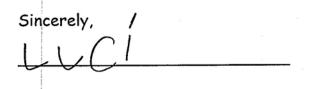
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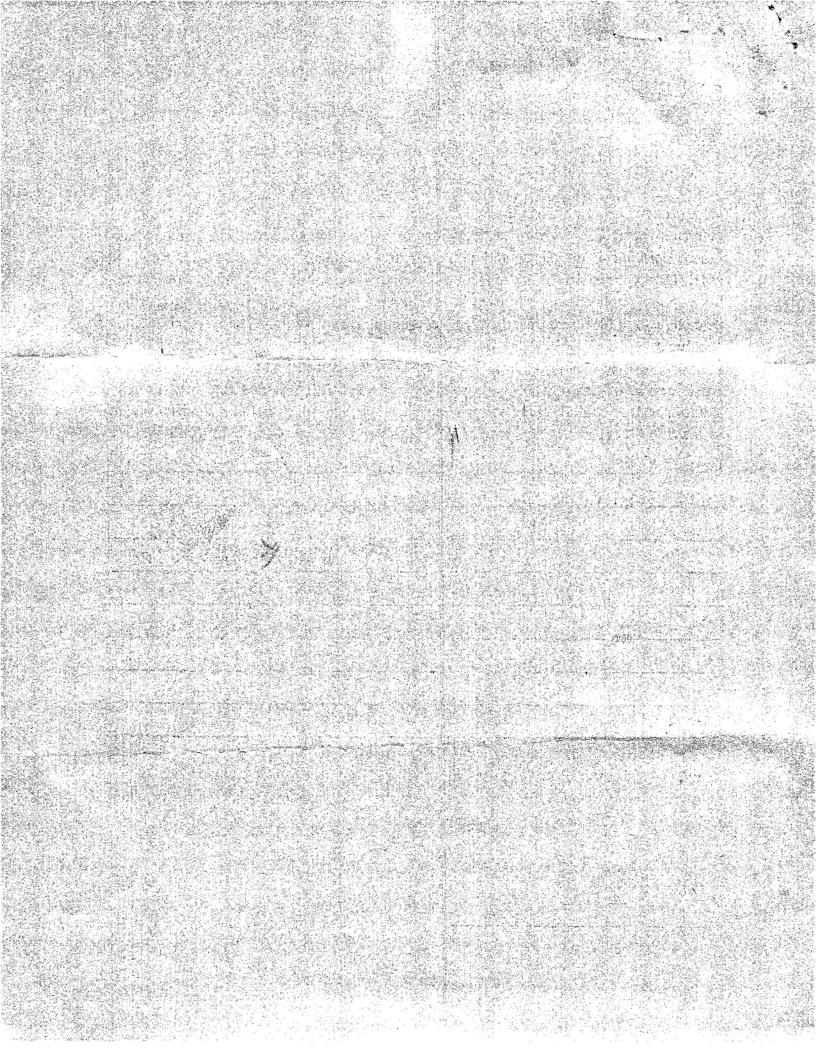


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February 2, 2018
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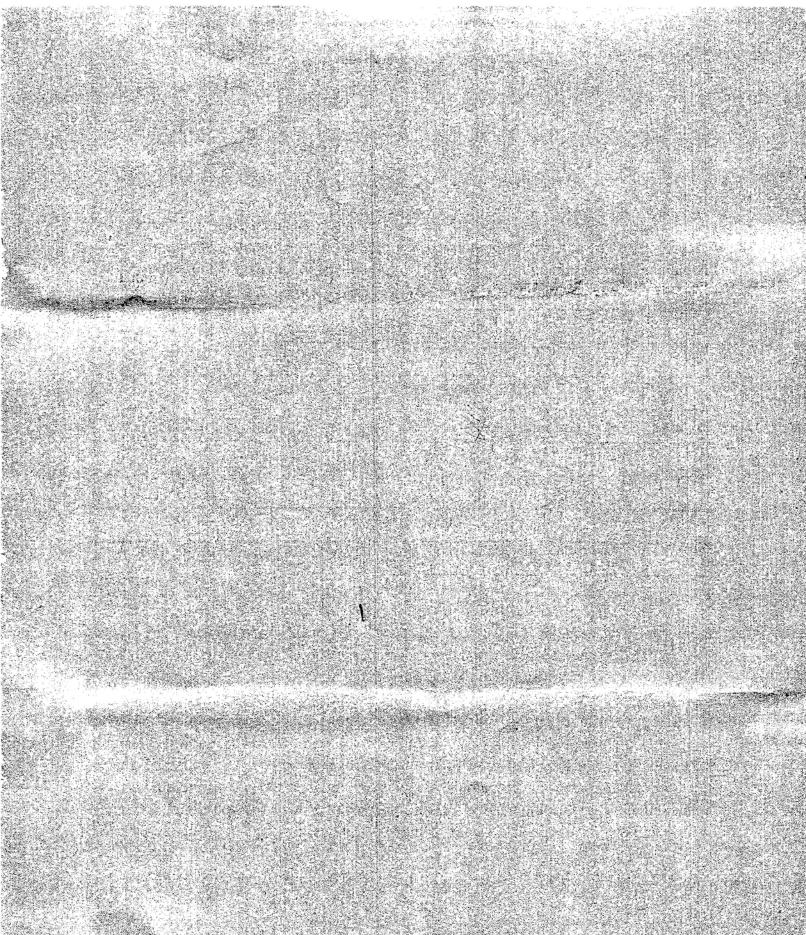
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Sincerely,
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Kamaile Academy PCS strongly supports HB 2162 as it will help our charter school meet the needs of our keiki and provide equity funding for access to an education and for our students who are in our poorest communities.

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February	2,	20	18
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Sincerely,

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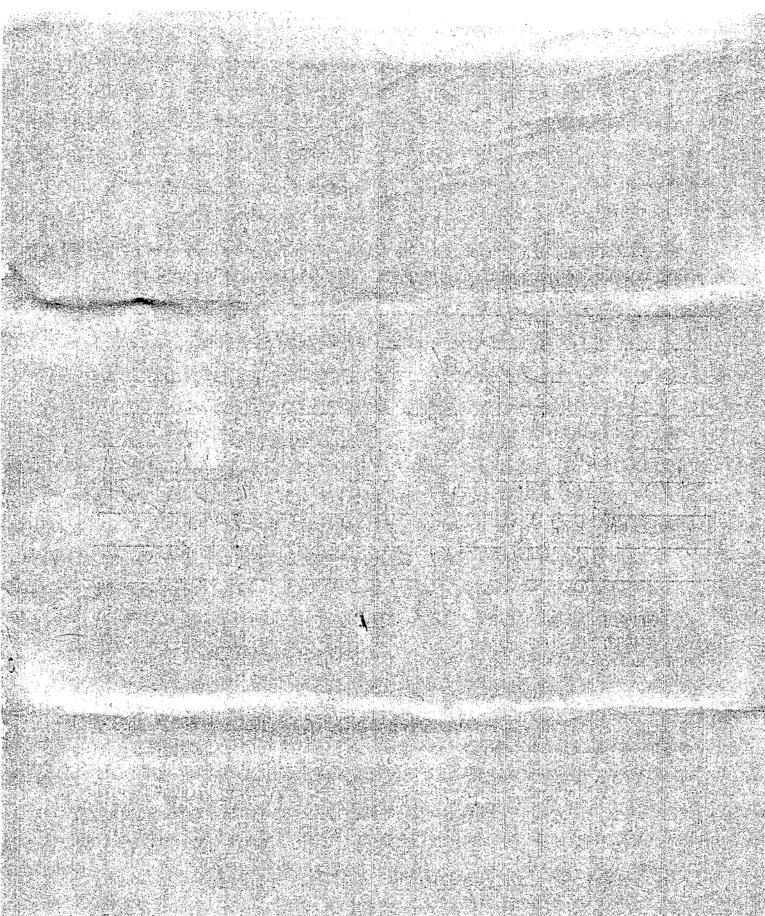
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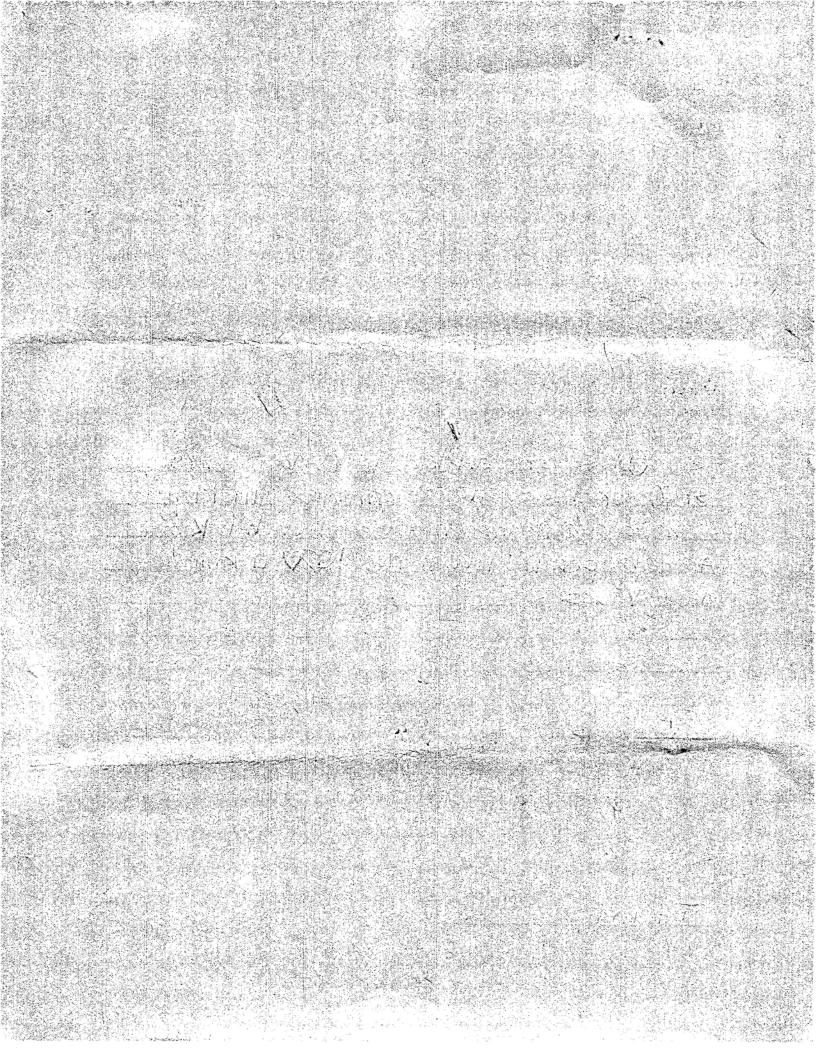


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