



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

Date: 04/06/2017

Time: 09:30 AM

Location: 211

Committee: Senate Ways and Means

Department: Education

Person Testifying: Kathryn S. Matayoshi, Superintendent of Education

Title of Bill: HB 0501, HD1, SD1 RELATING TO EDUCATION.

Purpose of Bill: Expands the National Certification Incentive Program to provide monetary incentives to school psychologists. Authorizes continuing bonuses for teachers and school psychologists in certain designated schools that improve and no longer carry a certain designation. Effective 7/1/2051. (SD1)

Department's Position:

The Department of Education (Department) offers the following comments on HB 0501 HD1 SD1.

HB 0501 HD1 SD1 seeks to expand the current National Board Certification Incentive Program for teachers pursuant to Section 302A-706, Hawaii Revised Statutes (HRS), to include school psychologists. This bill proposes a reimbursement of up to \$1,500 for fees to obtain the certification, a \$5,000 annual incentive payment to any school psychologist who obtains the appropriate certification and an additional \$5,000 incentive (for a total of \$10,000 annually) if certain other conditions are met.

Currently the Department has 88 School Psychologist positions. If all 88 positions are filled with employees who qualify for the incentive, the Department's cost for the mandated reimbursement of licensing fees would be up to \$18,500 every 36 months, and its cost for the first incentive would be \$440,000 annually. The cost for the second incentive would be an additional \$440,000 annually, although with the current language, none of the Department's school psychologists would be eligible for the second incentive because they are employed at the district/complex area and not assigned to a particular school.

HB 0501 HD1 SD1 adds language for any teacher or school psychologist who receives a yearly bonus pursuant to paragraph 4 to maintain the bonus if certain conditions are met even if the school transitions from the qualifying status. There are currently 353 National Board Certified teachers in the Department. Of those teachers, 56 are currently receiving the additional \$5,000 incentive. Under the proposed language, if the schools lose their designation where the 56

teachers are currently employed it may cost the Department an additional \$280,000 annually. It is difficult for the Department to predict the exact cost because there are many variables involved, such as the school designation changing, and teachers having the ability to transfer to another school on an annual basis.

If the proposed bill were to be enacted, or any expansion of eligibility for the National Board Certification Incentive Program were to occur, the Department would require additional funding to cover the additional costs.

Thank you for the opportunity to testify on HB 0501 HD1 SD1.

April 7, 2017, 9:30 AM
COMMITTEE ON WAYS AND MEANS
Hawai`i State Capitol 415 South Beretania Street

Aloha Chair Tokuda and senators:

The Hawai`i Association of School Psychologists supports HB501 in its expansion to include Nationally Certified School Psychologists and would like the bill amended to also include Nationally Certified Counselors in the bonus. It is just as important to have highly qualified mental health providers in the schools as it is teachers in the classrooms.

The reason for the proposed amendment is that it should also include Behavior Health Specialists (BHS's) who hold a degree in counseling and are a Nationally Certified Counselor (NCC), as they are also serving as counselors in our schools. The rigorous training, supervision, and testing required of school counselors and school psychologists to obtain national certification is comparable to national teacher certification. Currently there are 141 NCC's in Hawai`i and not even 1/3 are employed by the department of education (<http://www.nbcc.org/counselorfind/HI>). There are 32 NCSPs in Hawai`i and not all are employed by the department of education (<http://apps.nasponline.org/standards-and-certification/ncsp-verification.aspx?lname=&state=HI>). As of 2016, there were over 500 teachers nationally certified in Hawai`i (<http://www.htsb.org/wp-content/uploads/2016/12/NBCT-2016-Cumulative.pdf>), with more obtaining certification every year. There are over 13,000 teachers in the state of Hawaii.

Teacher certification lasts for 10 years, while school psychologists have to renew every 3 years and counselors have to renew every 5 years. The expansion of this bill would only add around 50 DOE employees to the eligibility in the state of Hawai`i. To address the notion that there is not money to fund these additional people:

- a. In 2014, the board of education looked at cutting \$2.2 million from the Hawai`i DOE that was a surplus of unfilled vacancies.
- b. Many of these vacancies were under the School Based Behavioral Health umbrella which includes counselors (BHS's) and psychologists.
- c. It would benefit the DOE to utilize this already allocated personnel funding source for SBBH vacancies to decrease the gap between compensation and cost of living for the recruitment and retention of nationally certified mental health providers.
- d. DOE can bill for services of "licensed or certificated" mental health providers in the schools, so national certification should be included in this, thereby paying for the bonuses.

Thank you,
Leslie Baunach, NCSP
HASP Past President

Testimony Support regarding HB501
April 06, 2017

Aloha e,

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

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

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

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

Thank you for your time and consideration.

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