



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

**Date:** 01/31/2018  
**Time:** 02:45 PM  
**Location:** 229  
**Committee:** Senate Education

**Department:** Education

**Person Testifying:** Dr. Christina M. Kishimoto, Superintendent of Education

**Title of Bill:** SB 2383 RELATING TO EDUCATION.

**Purpose of Bill:** Amends provisions of the national certification incentive program within the department of education to include school psychologists who have achieved national certification. Amends provisions related to eligible schools where teachers or school psychologists with national certification are eligible for the incentive program. Beginning with fiscal year 2018-2019, and each fiscal year thereafter, requires funding requests by charter schools for teacher incentive programs, bonuses, and other compensation beyond regular wages to be a separate line item in the general appropriations act and supplemental appropriations act. Appropriates funds.

**Department's Position:**

The Department of Education supports the overall concept of SB 2383 as it includes initiatives supportive of our goals and objectives. SB 2383 seeks to expand the current National Board Certification Incentive Program pursuant to Section 302A-706, Hawaii Revised Statutes (HRS), to include school psychologists. This bill proposes a \$5,000 annual incentive payment to any school psychologist who obtains the appropriate certification along with an additional \$5,000 incentive (for a total of \$10,000 annually) if certain other conditions are met.

Employee compensation is more appropriately the subject of collective bargaining rather than legislation. However, 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 annual costs.

As to the conditions for the additional \$5,000 incentive, specified in Section 1, (4)(a) and (5), we note that none would apply to school psychologists because they are employed at the district/complex area level and are assigned to one or more schools based on student needs.

In addition, the school psychologist license fee structure is incompatible with the current statutory language for teacher incentives and the proposed language is vague in specifying the appropriate amount to award to either a teacher or school psychologist upon completion of all certification components. Therefore, the proposed amendments to HRS Section 302A-706 may not be the appropriate vehicle to identify applicable incentives for school psychologists.

Finally, in regards to the proposed amendment to Section 302D-28, the Department supports the intent of having the funding request for teacher incentive programs, bonuses, and other compensation required by law or collective bargaining beyond regular wages for each charter school being a separate line item in the general appropriations act and supplemental appropriations act. This addition will ensure charter schools and the Department will have enough funds appropriated to each entity to cover the costs of teacher incentives.

Along these lines, the Department suggests the following amendment to page 11:

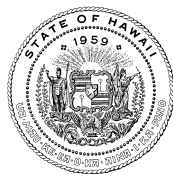
Change the last sentence of Section 3, lines 12 and 13 to reflect the following:

“The sum appropriated shall be expended by the department of education Hawaii state public charter school commission for the purposes of this Act.”

This amendment would align with the purpose of this bill to request that a separate line item in the general and supplemental appropriations acts be added for charter schools to receive appropriated funds to cover the pay out of teacher incentives for teachers working in the public charter schools.

Thank you for the opportunity to testify on SB 2383.

The Hawaii State Department of Education seeks to advance the goals of the Strategic Plan which is focused on student success, staff success, and successful systems of support. This is achieved through targeted work around three impact strategies: school design, student voice, and teacher collaboration. Detailed information is available at [www.hawaiipublicschools.org](http://www.hawaiipublicschools.org).



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

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

**WRITTEN ONLY**

**TESTIMONY BY LAUREL A. JOHNSTON  
ACTING DIRECTOR, DEPARTMENT OF BUDGET AND FINANCE  
TO THE SENATE COMMITTEE ON EDUCATION  
ON  
SENATE BILL NO. 2383**

**January 31, 2018  
2:45 p.m.  
Room 229**

**RELATING TO EDUCATION**

Senate Bill No. 2383 amends Section 302A-706, HRS, to include both public school teachers and school psychologists in the National Certification Incentive Program established within the Department of Education (DOE). Furthermore, the measure specifies that the 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 funding. The measure indicates that the funding requests for these amounts for each charter school shall be a separate line item in the General Appropriations Act and the Supplemental Appropriations Act. The measure also makes unspecified appropriations for Supplemental FY 2019.

The Department of Budget and Finance provides the following comments. If enacted, the measure would provide the public charter schools with additional funding for items that DOE public schools are not currently allocated. The DOE currently absorbs most of the costs for incentive programs, bonuses, and other compensation within its appropriated budget.

The measure also provides for an additional \$5,000 bonus annually under a new subparagraph, 302A-706(a)(5). However, it is unclear if this is meant to provide an additional bonus amount over and beyond what is currently provided by statute -or- to continue the bonus for eligible teachers and school psychologists identified under 302A-706(a)(4) even though the school that the teacher or school psychologist is employed at no longer meets the criteria under 302A-706(a)(4).

On a technical matter, the measure appears to appropriate funding twice for the bonuses for the public charter schools. The first appropriates funds to be expended by DOE and the second appropriates funds to be expended by the Hawaii State Public Charter School Commission.

It should be noted that House Bill No. 1900, the Executive Supplemental Appropriations Act for FY 2019, recommends additional funding as follows:

For Charter Schools -- \$95,000 for national board-certified teacher incentives and \$667,050 for hard-to-staff incentives; and

For DOE Schools -- \$904,384 for hard-to-staff incentives.

Thank you for your consideration of our comments.

DAVID Y. IGE  
GOVERNOR



CATHERINE PAYNE  
CHAIRPERSON

STATE OF HAWAII  
**STATE PUBLIC CHARTER SCHOOL COMMISSION**  
**(‘AHA KULA HO‘ĀMANA)**

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FOR: SB 2383 Relating to Education  
DATE: January 31, 2018  
TIME: 2:45 P.M.  
COMMITTEE: Committee on Education  
ROOM: Room 229  
FROM: Sione Thompson, Executive Director  
State Public Charter School Commission

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

The State Public Charter School Commission (“Commission”) appreciates the opportunity to submit this testimony in **SUPPORT of SB 2383**, 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 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.

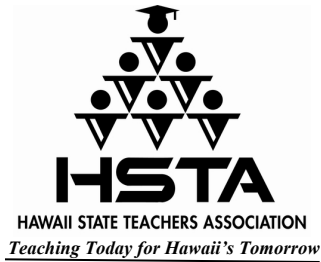
National Board Certified teachers represent another group of teachers charter schools are required to provide an incentive to. Section 302A-706, HRS, establishes the teacher national board certification incentive program which provides a \$5,000 bonus to teachers who maintain national board certification. 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 this full amount 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.



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TESTIMONY BEFORE THE SENATE COMMITTEE ON  
EDUCATION

RE: SB 2383 - RELATING TO EDUCATION

WEDNESDAY, JANUARY 31, 2018

COREY ROSENLEE, PRESIDENT  
HAWAII STATE TEACHERS ASSOCIATION

Chair Kidani and Members of the Committee:

The Hawaii State Teachers Association **strongly supports SB 2383**, relating to education.

Hawai'i continues to suffer from a shortage of qualified teachers. According to the DOE's STRIVE HI accountability reports, for the 2017-2018 school year, the state saw 1,011 SATEP vacancies, up from 920 SATEP vacancies in 2016-2017, including a slight increase in SPED SATEP vacancies, from 290 in 2016-2017 to 311 in 2017-2018. As we have noted to the Board of Education at previous hearings, SPED teacher attrition has led to a situation in which 1 out of every 6 SPED teachers have not completed a state-sanctioned teacher training program. Our teacher shortage problem is further clarified in the DOE's 2016-2017 Employment Report, which shows that teacher resignations increased from 781 in 2015-2016 to 850 in 2016-2017. Similarly in-state SATEP hires decreased from 404 to 387 over that time span, while out-of-state SATEP hires increased from 508 to 572. Teacher attrition is worse in high-poverty areas. In the Nanakuli-Waianae Complex Area, for example, an astounding 18 out of 19 SPED teachers hired for the 2017-2018 school year do not have a special education license.

Financial incentives are a key strategy for the recruitment and retention of teachers, particularly given that Hawai'i's teacher salaries continue to trail the nation when adjusted for cost of living. This bill amends HRS §302A-706 to include school psychologists within Hawai'i's national board certification incentive program, providing them with a bonus for achieving and maintaining national board

certification and an additional bonus for working in a low performing, high-turnover, or hard-to-fill school. The measure also updates the school accountability categories contained in HRS §302A-706 to match the Hawai'i State Department of Education newly implemented STRIVE HI 3.0 school accountability system and extends the additional bonus to cover teachers and school psychologists whose schools improve over time, thereby ensuring that hardworking professionals are not penalized for generating positive results.

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 school psychologists. Research shows that national board certified teachers excel in the classroom, with the students taught by NBCTs showing evidence of deeper learning at three times the rate of their peers, according to a 2008 study published in *Advances in Program Evaluation*.

National board certified education professionals are, therefore, critical to raising graduation rates, setting and meeting rigorous performance goals, and bridging achievement gaps. A study performed by Stanford sociologist Sean Reardon found that the "rich-poor gap" in math and reading test scores is roughly 40 percent larger now than it was 30 years ago. Given our chronic resource shortage, demographic inequalities, and low pay experienced by educators working in high-need and economically impaired areas, it is imperative that policymakers take steps to incentivize the pursuit of professional excellence and reward quality educators, without whom scholastic progress would be jeopardized.

Teachers and school psychologists should be better compensated for boosting student and school performance. We need to encourage NBCTs and Nationally Certified school psychologists to work at these schools and encourage them to stay at these schools. Accordingly, the Hawaii State Teachers Association asks your committee to **support** this bill.



January 31, 2018 2:45PM  
COMMITTEE ON EDUCATION

Hawai`i State Capitol 415 South Beretania Street

Aloha Chair Kidani and senators:

The Hawai`i Association of School Psychologists supports SB2383 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. In 2017, there were 141 NCC's in Hawai`i and not even 1/3 were employed by the department of education (<http://www.nbcc.org/counselorfind/HI>). Currently, there are 30 active 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 Legislative Representative

**SB-2383**

Submitted on: 1/30/2018 10:27:13 AM

Testimony for EDU on 1/31/2018 2:45:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
Jamie	HASP	Support	No

Comments:

To whom it may concern,

I support SB2383 in its expansion to include Nationally Certified School Psychologists. With the continuously growing mental health concerns in the state of Hawaii, it is ever so important to have highly qualified mental health professionals in the school settings.

Nationally Certified School psychologists are trained in a large array of skills. These include, but not limited to, prevention activities, crisis intervention, behavior interventions, consultation and collaboration, counseling, and research/data analysis. However, with the limited about of school psychologists on the islands, much of our time is dedicated to special education assessments. Time and time again, we hear principals and teachers complain that there is not enough support to help their students. With this new bill in place, it will attract more highly qualified applicants to support our students effectively. The stipend will also promote higher levels of knowledge and competency; as NCSP school psychologists must engage in.

Thank you for your time,

Jamie Gadreau, NCSP

West Hawaii DOE

**SB-2383**

Submitted on: 1/30/2018 1:06:18 PM

Testimony for EDU on 1/31/2018 2:45:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
Anthony Fraser	KALO	Support	No

Comments:

**SB-2383**

Submitted on: 1/30/2018 10:45:44 AM

Testimony for EDU on 1/31/2018 2:45:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
Taffi Wise	KANU O KA AINA	Support	No

Comments:

**SB-2383**

Submitted on: 1/30/2018 10:55:47 AM

Testimony for EDU on 1/31/2018 2:45:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
Nancy Levenson	Kanu o ka Aina Learning Ohana	Support	No

Comments:

**SB-2383**

Submitted on: 1/30/2018 10:58:51 AM

Testimony for EDU on 1/31/2018 2:45:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
Katie Benioni	Na Lei Na'auao	Support	No

Comments:

**SB-2383**

Submitted on: 1/30/2018 11:50:49 AM

Testimony for EDU on 1/31/2018 2:45:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
traci effinger		Support	No

Comments:

Aloha,

The National Certification for School Psychologists has its own rigorous certification test, requires intensive supervised internship (1200 hours) and field experience, and is the highest level of certification currently available for School Psychologists. As an NCSP, I completed a comprehensive educational background of masters program and am responsible for completing 75 professional development hours every 3 years.

It is just as important for the keiki of Hawaii to have access to highly qualified mental health providers and special education specialists (which the NCSP upholds), as it is to have highly qualified teachers in the classroom. Please see the document: "A Comparison of National Certifications Across School Professionals" Compiled by the National Association of School Psychologists. [Table Comparing National Certification Standards Across School Professionals](#)

Thank you,

Traci Effinger, NCSP

**SB-2383**

Submitted on: 1/27/2018 2:08:02 PM

Testimony for EDU on 1/31/2018 2:45:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
Javier Mendez-Alvarez		Support	No

Comments:



**SB-2383**

Submitted on: 1/30/2018 12:21:32 PM

Testimony for EDU on 1/31/2018 2:45:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
Jonathan Bocanegra		Support	No

Comments:

**SB-2383**

Submitted on: 1/30/2018 2:31:56 PM

Testimony for EDU on 1/31/2018 2:45:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
Troy Loker		Support	No

Comments: