



SB12 SD1 HD1 RELATING TO TEACHER HOUSING
House Committee on Lower & Higher Education

March 19, 2019

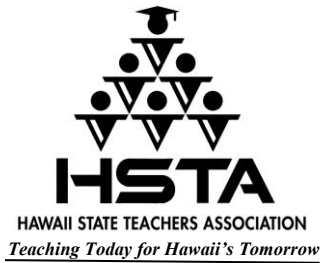
2:20 p.m.

Room 309

The Office of Hawaiian Affairs (OHA) **SUPPORTS** SB12 SD1 HD1, which would authorize the Department of Education to develop and implement a housing voucher program for full-time teachers employed at hard-to-fill Department of Education and public charter schools, to be used toward rent or mortgage payments for their primary residences.

Financial incentives, such as those proposed by SB12 SD1 HD1, would help to address the state's shortage of qualified teachers in hard-to-fill schools, many of which serve predominantly Native Hawaiian communities. Hawai'i continues to suffer from a general shortage of qualified teachers; as a result, the Department of Education (DOE) is often forced to rely on emergency hires and substitute teachers to fill teacher vacancies. Public school teacher recruitment and retention challenges are especially heightened for hard-to-fill schools, defined in the current Hawai'i State Teacher's Association contract as those located in the Hāna, Kea'au, Lāna'i, Moloka'i, Ka'ū, Nānākuli, Pāhoa, and Wai'anae complexes. **As the substantial majority of these schools are located in rural regions with high concentrations of Native Hawaiian families, the qualified teacher shortage may particularly impact Native Hawaiian public school students.** By providing housing incentives to full-time qualified teachers at such hard-to-fill schools, this measure's proposed voucher program can serve as a much-needed tool to better meet the educational needs of Native Hawaiian students and their classmates.

For these reasons, OHA urges the Committee to **PASS** SB12 SD1 HD1. Mahalo nui for the opportunity to testify on this measure.



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Corey Rosenlee
President
Osa Tui Jr.
Vice President
Logan Okita
Secretary-Treasurer
Wilbert Holck
Executive Director

TESTIMONY BEFORE THE HOUSE COMMITTEE ON
LOWER AND HIGHER EDUCATION

RE: SB 12, SD1, HD1 - RELATING TO TEACHER HOUSING

TUESDAY, MARCH 19, 2019

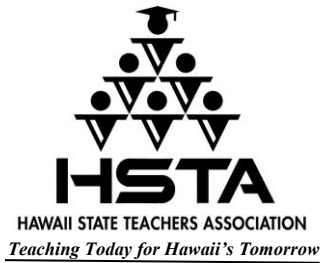
COREY ROSENLEE, PRESIDENT
HAWAII STATE TEACHERS ASSOCIATION

Chair Woodson, and Members of the Committee:

The Hawaii State Teachers Association **supports SB 12, SD1, HD1**, relating to teacher housing.

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, and now 352 SPED SATEP vacancies for 2018-2019 as report to the BOE by the HIDEO.

Last year in 2018-2019 we saw yet another increase in SATEP vacancies of 1,029 teachers. 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 and 1,114 in 2018-2019, with only 294 due to retirement. Similarly in-state SATEP hires decreased from 404 to 387 from 2016-2018, 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 did not have a special education license.



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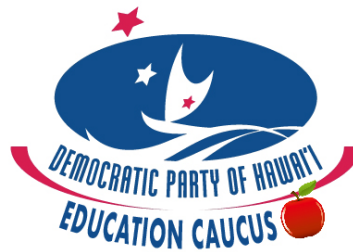
Wilbert Holck
Executive Director

Financial incentives are a key strategy for the recruitment and retention of teachers, particularly given that Hawaii's teacher salaries continue to trail the nation when adjusted for cost of living.

IF we concentrate on retaining our teachers, the HIDOE would not have to focus so much on the recruitment of teachers. To recruit and retain effective educators, policymakers must find ways to lessen the financial burden of being a public school teacher. Establishing a housing voucher program is a good first step. In the islands, where new housing rarely becomes available, the percentage of renters who face cost burdens—financial handicaps incurred by people spending over 30 percent of their income on housing—is roughly 57 percent, according to the National Low Income Housing Coalition. Many of those cash-strapped renters are state educators, who are chronically underpaid. To make ends meet, many teachers are forced to pick up second and third jobs, live in cramped studio apartments, and cut back on necessities like medical and dental care. Thus they cannot devote their full attending to their students and the preparation of lessons and grading that they usually complete after school once their students have left for the day. Instead, they are rushing off to their second or even third jobs when they would much rather concentrate on their teaching duties and their students.

Thus, a housing voucher program with monthly stipends would assist teachers in attaining sustainable and stable residency, while staving off crushing debt burdens. It would also make the teaching profession more attractive by increasing educators' purchasing power through the subsidization of rent and mortgages in the state with the nation's highest housing costs.

To take care of the needs of Hawaii's hardworking teachers, the Hawaii State Teachers Association asks your committee to **support** this bill.



SENATE BILL 12, SD 1, HD 1, RELATING TO TEACHER HOUSING

MARCH 19, 2019 · HOUSE LOWER AND HIGHER
EDUCATION COMMITTEE · CHAIR REP. JUSTIN H.
WOODSON

POSITION: Support.

RATIONALE: The Democratic Party of Hawai'i Education Caucus supports SB 12, SD 1, HD 1, relating to teacher housing, which authorizes the Department of Education to develop and implement a housing voucher program for full-time teachers employed at a hard-to-fill public school, including a public charter school.

Currently, Hawai'i teachers experience the lowest salaries for their profession in the nation, when those salaries are adjusted for the cost of living. At the same time, island housing and rental prices are continuing to skyrocket. According to the Honolulu Board of Realtors, the median single-family home price in Honolulu hit a record \$812,500 in September of 2018, for example, while an analysis of rental values performed by ATTOM Data Solutions released earlier this year found that Honolulu's rentals are the second-least affordable in the country relative to wages.

The average Hawai'i public school teacher earns approximately \$58,000, which, on O'ahu qualifies as "low income", per the U.S. Department of Housing and Urban Development. Until teacher pay is significantly increased—as it should be—we believe housing assistance may help curb Hawai'i's teacher shortage crisis, which now stands at 1,029 positions statewide.

March 19, 2019

The Honorable Justin Woodson, Chair
House Committee on Lower & Higher Education
State Capitol, Room 309
Honolulu, Hawaii 96813

RE: S.B. 12, SD1, HD1, Relating to Teacher Housing

HEARING: Tuesday, March 19, 2019, at 2:20 p.m.

Aloha Chair Woodson, Vice Chair Hashem, and Members of the Committee,

I am Ken Hiraki Government Affairs Director, testifying on behalf of the Hawai'i Association of REALTORS® (“HAR”), the voice of real estate in Hawai'i, and its over 9,500 members. HAR **supports** Senate Bill 12, SD1, HD1, which authorizes the Department of Education to develop and implement a housing voucher program for full-time teachers employed at hard-to-fill public and charter schools.

According to a 2017 study by the Joint Center for Housing Studies of Harvard University, Honolulu had the 4th highest rent amongst the 100 largest cities in the United States. As a State, Hawai'i has the highest cost burden at 50.8% of Hawai'i's renters. Cost burdened households pay more than 30% of their income for housing, including utilities. Of that share, 27.1% are severely cost-burdened, where they spend more than 50% of their income on housing. As such, many of our Hawai'i residents, including teachers, cannot afford the high costs of housing and living in Hawai'i.

As such, we believe this is a creative approach to help teachers with Hawai'i's high costs of housing, which in turn will help with teacher retention and recruitment.

Mahalo for the opportunity to testify.

SB-12-HD-1

Submitted on: 3/16/2019 4:26:38 PM

Testimony for LHE on 3/19/2019 2:20:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
L.M. Holmes	Individual	Support	No

Comments:

Supporting teacher housing is a great idea for starting to address the acute teacher shortage problem Hawaii is experiencing. I strongly support this measure, and any others which will make the teacher's job more attractive. --Dr. L.M. Holmes, Honolulu 96817



LATE

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

Date: 03/19/2019
Time: 02:20 PM
Location: 309
Committee: House Lower & Higher
Education

Department: Education

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

Title of Bill: SB 0012, SD1, HD1 RELATING TO TEACHER HOUSING.

Purpose of Bill: Authorizes the Department of Education to develop and implement a housing voucher program for full-time teachers employed at a hard-to-fill public school, including a public charter school. (SB12 HD1)

Department's Position:

The Department of Education (Department) supports SB 12, HD 1, and offers the following comments.

SB 0012, SD 1, HD 1 aligns with Goal 2 of the Department's Strategic Plan of focusing on increasing the pipeline of new teachers entering the education profession and increasing teacher retention rates.

Housing subsidy vouchers can be a tool to increase the Department's teacher retention, especially in hard-to-fill geographic areas. According to a 2016 report by the Learning Policy Institute, housing incentives was one factor for teachers who left the profession in their consideration in returning to the field of education. The financial assistance provided through the voucher program may help to ease some of the financial burden, magnified by high cost of living in Hawaii.

The Department also notes that it employs half-time teachers. Based on the proposed language, only those individuals working as full-time (1.0 FTE) teachers would be eligible for the housing voucher program.

Further, should the committee proceed with this measure, the Department does not currently have the appropriate staff and expertise to implement and administer a teacher housing voucher program. Taking into consideration the Hawaii Housing Finance and Development Corporation (HHFDC)'s previous testimonies in regards to SB 114, HHFDC stated that based on the Hawaii Public Housing Authority's experience of serving 1,722 families, HHFDC would require at least an additional 22.50 FTE to process the housing vouchers for a similar number of teachers. The

Department notes that there are approximately 1,213 teachers in the currently identified hard-to-staff locations within Department schools alone, and are expected to increase in the future. Therefore, the Department would require a commensurate number of positions to administer the proposed voucher program in addition to funds needed to fund the vouchers themselves.

Thank you for the opportunity to provide testimony on this measure.

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.

LATE

SB-12-HD-1

Submitted on: 3/18/2019 2:48:00 PM

Testimony for LHE on 3/19/2019 2:20:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Drake	Individual	Support	Yes

Comments:

Justin H. Woodson

Lower and Higher education

SB12

Tuesday 03/19/2019

2:20pm Room 309

Hi senator Woodson, I'm Drake Miyake, UH student and Hawaii resident for 12 years. I've been in the Hawaii school system for the last 12 years and know many friends who became teachers. I am testifying in support of Senate Bill 114 relating to teacher Housing.

Content: State/List reasons . Facts figures statements.

The trouble with the Hawaii state education has drastic socioeconomic implications. The teacher play a vital role of fostering knowledge, behavior and curiosity in the students. Our teachers have the lowest pay after accounting for cost of living. (Hawaiinewsnow, 2018). Hawaii news now states "84% of teacher have left to the mainland in support of higher pay". There is a higher need for teachers especially in low-income because most over 50% of those teacher are new, unqualified or unfulfilled. The real victims are the children as they do not get adequate resources. As teachers continue to burnout and leave during the year, more and more kids especially those having difficulty with reliable environments struggle to trust the institutions designed to benefit them. When teachers struggle with multiple jobs, living back with their parents or utilizing their skills in more lucrative industries we receive a lower quality education for our children.

Cost of living is a continual rise in Hawaii and wealth inequality is further dividing this gap (Lincoln, 2019). Teachers are already on the low-end of salaries for bachelors level jobs. The teachers choose this job out of the benefit and skill of helping children. As classroom sizes increase and teachers must pay out of pocket for their own supplies, their real income decreases. Teachers also do not get paid for the summer unless they can and are available for summer school, which further lowers their income. In addition to teaching curriculum teachers are required. If the teachers cannot live here, they cannot teach here. I've demonstrated the struggle of the normal life of Hawaii public school teachers.

As this bill supports the fundamental necessity of shelter for teachers, it relieves stress for the teachers to focus on Education. As time and energy are als scare resources for people, more can be utilized for their students. For the teachers that don't keep up the standard, schools have more options because more teachers re-enter or enter the job market.