



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

**Date:** 04/03/2019  
**Time:** 02:00 PM  
**Location:** 308  
**Committee:** House Finance

**Department:** Education

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

**Title of Bill:** SB 0983, SD2, HD1 RELATING TO EDUCATION.

**Purpose of Bill:** Renames the teacher national board certification incentive program the national certification incentive program. Expands program eligibility to include school psychologists. Clarifies requirements and incentives of the program. Clarifies that teacher incentives, bonuses, and compensation beyond regular wages are excluded from the per-pupil request and included as separate line items in the budget for public charter schools. Appropriates funds. (SB983 HD1)

**Department's Position:**

The Department of Education supports the intent of SB 0983, SD 2, HD 1, with comments. SB 0983, SD 2, HD 1 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. 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.

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 public charter schools being a separate line item in the general appropriations act and supplemental appropriations 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 and expend (through the public charter school commission) appropriated funds to cover the pay out

of teacher incentives for teachers working in the public charter schools.

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](http://www.hawaiipublicschools.org).

DAVID Y. IGE  
GOVERNOR



RODERICK K. BECKER  
DIRECTOR

ROBERT YU  
DEPUTY DIRECTOR

EMPLOYEES' RETIREMENT SYSTEM  
HAWAII EMPLOYER-UNION HEALTH BENEFITS TRUST FUND  
OFFICE OF THE PUBLIC DEFENDER

**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)

TESTIMONY BY RODERICK K. BECKER  
DIRECTOR, DEPARTMENT OF BUDGET AND FINANCE  
TO THE HOUSE COMMITTEE ON FINANCE  
ON  
SENATE BILL NO. 983, S.D. 2, H.D. 1

**April 3, 2019**  
**2:00 p.m.**  
**Room 308**

RELATING TO EDUCATION

Senate Bill No. 983, S.D. 2, H.D. 1: amends Section 302A-706, HRS, and renames the Teacher National Board Certification Incentive Program to the National Certification Incentive Program; expands program eligibility to include school psychologists and clarifies requirements and incentives of the program; and 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 be excluded from the per-pupil budget adjustment request and 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 also makes an unspecified appropriation of general funds for FY 20 and FY 21.

The Department of Budget and Finance offers the following comments on this measure. The measure appears to provide the public charter schools with additional funding to which the Department of Education (DOE) public schools are not

proportionately allocated. If the intent is to maintain proportionate funding, teacher incentive programs, bonuses, and other compensation required by law or collective bargaining beyond regular wages should be excluded from the per-pupil budget base for both the DOE and public charter schools and then provided separately to each from the per-pupil funding.

Thank you for your consideration of our comments.



**SB983 SD2 HD1**  
**RELATING TO EDUCATION**  
House Committee on Finance

April 3, 2019

2:00 p.m.

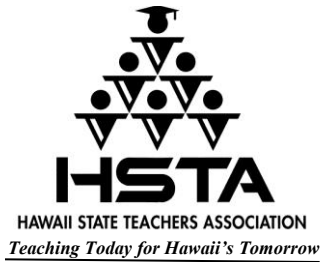
Room 308

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The Office of Hawaiian Affairs (OHA) **SUPPORTS** this measure's clarification that public charter school teacher incentive compensation required by law or collective bargaining should not be paid from a school's facilities or per-pupil funds, but should be funded through a separate budgetary appropriation, which is also provided for in this measure. **These provisions offer a solution to fully fund teacher incentive pay for charter school teachers who have earned National Board certification, or who teach in hard-to-fill schools.** OHA does not take a position on the other provisions in this measure.

SB983 SD2 HD1 seeks to address the inequity that charter schools currently experience by simultaneously providing an appropriation for teacher incentive bonuses and clarifying in statute that charter school per-pupil and facility funds shall not be used to fund teacher incentive bonuses. OHA understands that the Hawai'i Department of Education (DOE) maintains a designated fund to pay mandatory incentive compensation 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 are forced to pay these incentive bonuses out of each individual school's per-pupil funds, a cost that is not currently calculated into the moneys public charter schools are provided each year by the State.** This places an enormous burden on public charter schools already struggling to balance their lean budgets. Thus, the proposed statutory amendments would provide much-needed clarity, while also ensuring that charter school teacher incentive costs are adequately included in future budgetary appropriations.

Therefore, OHA urges the Committee to **PASS** SB983 SD2 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 FINANCE

RE: SB 983, SD2, HD1- RELATING TO EDUCATION

WEDNESDAY, APRIL 3, 2019

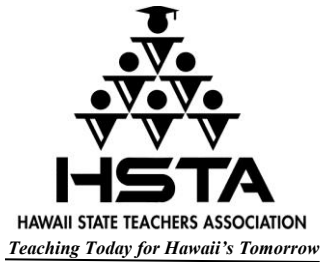
COREY ROSENLEE, PRESIDENT  
HAWAII STATE TEACHERS ASSOCIATION

Chair Luke, and Members of the Committee:

The Hawaii State Teachers Association **strongly supports SB 983, SD2, HD1** will rename the teacher national board certification incentive program to the national certification incentive program, expand the program eligibility to include school psychologists, clarifies requirements and incentives of the program, clarifies that teacher incentives, bonuses, and compensation beyond regular wages are excluded from the per-pupil request and is included as separate line item in the budget for public charter schools as well.

This bill amends HRS §302A-706 to include school psychologists within Hawai'i's national certification incentive program, providing them with a bonus for achieving and maintaining national certification and an additional bonus for working in a low performing, high-turnover, or hard-to-fill school. This bill also extends the additional bonus for teachers and school psychologists whose schools improve over time, thereby ensuring that hard working professionals are not penalized for generating positive results.

National Board Certified Teachers are critical to increasing learning growth. As the National Board for Professional Teaching Standards states, National Board Certified Teachers (NBCTs) 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 nationally certified school psychologists. Research shows that the students of national board certified education professionals achieve more and perform better in the classroom.



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Executive Director

Nationally 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 Hawaii State Teachers Association asks your committee to **support** SB 983, SD2, HD1.

April 3, 2019 2:00 PM  
COMMITTEE ON FINANCE

Hawai`i State Capitol 415 South Beretania Street

Aloha Chair Luke and Representatives:

The Hawai`i Association of School Psychologists supports SB983 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  
NASP Delegate-Hawaii





## KAMEHAMEHA SCHOOLS®

House Committee on Finance

Time: 2:00 p.m.

Date: April 3, 2019

Where: Conference Room 308

### TESTIMONY

By Dr. Wai‘ale‘ale Sarsona  
Kamehameha Schools

**RE: SB 983, SD2, HD1, Relating to Education (National Certification Incentive Program)**

E ka Luna Ho‘omaluku, ka Hope Luna Ho‘omaluku Cullen, a me nā Lālā o ke Kōmike Waiwai o ka Hale o nā Lunamaka‘āinana, aloha! My name is Dr. Wai‘ale‘ale Sarsona, the Managing Director of Kūamahi Community Education.

Kamehameha Schools is in **support** of SB 983, SD2, HD1, which renames the teacher National Board Certification Incentive Program the National Certification Incentive Program. This measure expands program eligibility to include school psychologists and clarifies requirements and incentives of the program. It also clarifies that teacher incentives, bonuses, and compensation beyond regular wages are excluded from the per-pupil request and included as a separate line item in the budget for public charter schools. This measure also appropriates funds.

We commend educators that take the extra step to evaluate their teaching practices through the National Teachers Board Certification. With the continued gap in teacher shortages across our state, programs such as these help to retain and support educators in all of our public schools. Secondly, according to the National Board of Professional Teaching Standards, these teachers have a positive impact for minority and low-income students.

Founded in 1887, Kamehameha Schools is an educational organization striving to restore our people through education and advance a thriving Lāhui where all Native Hawaiians are successful, grounded in traditional values, and leading in the local and global communities. We believe that community success is individual success, Hawaiian culture-based education leads to academic success and local leadership drives global leadership.

‘A‘ohe hana nui ke alu ‘ia. No task is too large when we all work together! **Please advance this measure.**

Testimony Support Regarding SB983  
**National Certification Incentive Program**  
Wednesday April 3, 2019

Aloha,

I am a School Psychologist from the island of Maui and am writing in **support** of Hawaii State Legislature Bill SB983 to amend the provisions of the national incentive program within the Department of Education to include Nationally Certified School Psychologists (NCSPs) in the state of Hawaii.

To reach National Certification, a School Psychologist must meet the rigorous credentialing standards of the National Association of School Psychology (NASP). Those standards include extensive coursework, a supervised practicum year, a supervised 1200-hour internship, the completion of a degree at a Specialists level and/or Doctorate level, and a passing score on the School Psychologist comprehensive exam.

Maintaining ones NCSP demonstrates continued professional excellence to the field. In order for a School Psychologist to successfully renew and maintain their NCSP status, documentation of 75 Continuing Professional Development (CPD) hours must be obtained every three (3) years. Qualifying CPD hours are completed in a variety of topics pertaining to the field of School Psychology, to include training in ethics/legal regulation, and from sources such as NASP or American Psychological Association (APA) approved providers.

Those who hold a National Certification in School Psychology meet the established national standards for graduate preparation and continuing professional development. This is a similar standard that is set-forth for teachers who achieve their status as a National Board Certified Teacher (NBCT). In Hawaii, we recognize exemplary teaching practice in our schools through an incentive, which is given to public school teachers who have achieved national board certification under the certification program of the National Board for Professional Teaching Standards. Through the passing of this bill, Hawaii will also be able to recognize School Psychologists who hold national designations through this incentive program.

Additionally, the passing of 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.

Mahalo for the opportunity to submit testimony.

Respectfully submitted,

Holly Hoke, Ed.S.  
Nationally Certified School Psychologist  
President of the Hawaii Association of School Psychologists

**SB-983-HD-1**

Submitted on: 4/2/2019 9:04:57 AM

Testimony for FIN on 4/3/2019 2:00:00 PM

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

Comments:

**SB-983-HD-1**

Submitted on: 4/2/2019 10:18:30 AM

Testimony for FIN on 4/3/2019 2:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
David Kenney	Individual	Support	No

Comments:

As a School Psychologist working in Maui District, I strongly support this bill. Recruiting and retaining highly qualified School Psychologists has been an ongoing challenge. This modest proposal will immensely help support these efforts.

Mahalo for your consideration.

**SB-983-HD-1**

Submitted on: 4/2/2019 10:48:12 AM

Testimony for FIN on 4/3/2019 2:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
Jared Kono	Individual	Support	No

Comments:

I am a school psychologist and I support this bill. It will greatly help with the shortage of school psychologists statewide by providing incentives for people to come as well as help with retention.

**SB-983-HD-1**

Submitted on: 4/2/2019 11:12:41 AM

Testimony for FIN on 4/3/2019 2:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
Reem Qaqish	Individual	Support	No

Comments:

I am a school psychologist and I am in support of this bill.

**SB-983-HD-1**

Submitted on: 4/2/2019 11:58:36 AM

Testimony for FIN on 4/3/2019 2:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
Lynne Paet	Individual	Support	No

Comments:

I am a school psychologist working in Hawaii DOE and currently hold the Nationally Certified School Psychologist (NCSP) credential. I am in support of this bill as it recognizes those who meet national standards and ongoing professional development. This incentive program supports the employment of highly qualified professionals working in the DOE and encourages all others to strive to achieve this level.

Testimony Support Regarding SB983  
National Certification Incentive Program  
April 2, 2019

Aloha,

I am a Nationally Certified School Psychologist (NCSP), currently working within the Hawai'i Department of Education (DOE). I am writing in support of Hawai'i State Legislative Bill SB983 to amend the provisions of the national incentive program within the DOE to include NCSPs in the state of Hawaii.

As School Psychologists, we work in public schools to provide psychoeducational support to students in need to facilitate their educational and social-emotional progress. Our roles as School Psychologists directly impact students' futures on a day-to-day basis. This impact we have on students' futures is tremendous; however, in order for this impact to be the best possible, schools within the state need exemplary practitioners. The stringent requirements of the NCSP credential ensure that School Psychologists have received rigorous training and continue to stay current in the field through Continuing Professional Development (CPD). This NCSP credential, in turn, guarantees that School Psychologists have received the best possible knowledge-base and tools to allow the greatest positive impact possible on students' futures. To encourage this, it would be beneficial for the state to amend the provisions of the national incentive program with the DOE to include NCSPs in the state of Hawaii.

Specifically, the NCSP credential is comparable to the National Board Certified Teacher (NBCT) status, in that they both signify impressive professional credentialing. To become an NCSP, rigorous standards need to be met, as this credential does not come easily. The National Association of School Psychologists (NASP) has developed and maintains a national set of standards for obtaining and keeping this credential, which includes completion of comprehensive coursework/training, supervised practicums, and a supervised 1,200 hour internship required to earn a graduate degree, followed by an additional requirement to receive a passing score on comprehensive School Psychology Praxis examination. To maintain an NCSP status, it must be renewed every three years. Renewal includes providing evidence of 75 Continuing Professional Development (CPD) hours from approved providers pertaining to topics in School Psychology, of which three credits must be in Ethics. These standards demonstrate a commitment to professional excellence in the field of School Psychology, as they set a high bar for skilled practice. Having an NCSP credential signifies that a School Psychologist advanced above and beyond the requirements of merely obtaining their degree to practice in public schools. It demonstrates the individual's desire to not only perform his or her duties, but rather to excel in the field of School Psychology, which in turn will significantly benefit our keiki and their ohana.

In Hawaii, incentive is given to public school teachers who have achieved National Board Certification under the National Board for Professional Teaching Standards. Through the passing of this bill, Hawaii will also be able to recognize School Psychologists who hold national designations through this incentive program. This will motivate more School Psychologists to achieve this arduous professional standard. Additionally, the passing of 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, which is a significant need that will only further benefit our keiki. Mahalo for your consideration.

Respectfully submitted,

Amanda Garrett, Psy.D.  
Nationally Certified School Psychologist (NCSP)  
Treasurer of the Hawaii Association of School Psychologists (HASP)



Dani Schroeder, Ed.S., NCSP  
[danipsyc@gmail.com](mailto:danipsyc@gmail.com)

**LATE**

**Testimony Support: SB983**  
**National Certification Incentive Program**  
Tuesday April 2<sup>nd</sup>, 2019

Aloha,

I am a School Psychologist from the Big Island of Hawaii and am writing in **support** of Hawaii State Legislature Bill SB983 to amend the provisions of the national incentive program within the Department of Education to include Nationally Certified School Psychologists (NCSPs) in the state of Hawaii.

To reach National Certification, a School Psychologist must meet the rigorous credentialing standards of the National Association of School Psychology (NASP). Those standards include extensive coursework, a supervised practicum year, a supervised 1200-hour internship, the completion of a degree at a Specialists level and/or Doctorate level, and a passing score on the School Psychologist comprehensive exam.

Maintaining ones NCSP demonstrates continued professional excellence to the field. In order for a School Psychologist to successfully renew and maintain their NCSP status, documentation of 75 Continuing Professional Development (CPD) hours must be obtained every three (3) years. Qualifying CPD hours are completed in a variety of topics pertaining to the field of School Psychology, to include training in ethics/legal regulation, and from sources such as NASP or American Psychological Association (APA) approved providers.

Those who hold a National Certification in School Psychology meet the established national standards for graduate preparation and continuing professional development. This is a similar standard that is set-forth for teachers who achieve their status as a National Board Certified Teacher (NBCT). In Hawaii, we recognize exemplary teaching practice in our schools through an incentive, which is given to public school teachers who have achieved national board certification under the certification program of the National Board for Professional Teaching Standards. Through the passing of this bill, Hawaii will also be able to recognize School Psychologists who hold national designations through this incentive program.

Additionally, the passing of 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.

Mahalo for your consideration.  
Respectfully submitted,  
Dani Schroeder, Ed.S., NCSP  
School Psychologist  
Hawaii Association of School Psychologists Past-President

**LATE**

**SB-983-HD-1**

Submitted on: 4/2/2019 8:00:38 PM

Testimony for FIN on 4/3/2019 2:00:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Christie Salvador	Individual	Comments	No

Comments:

*I support SB 983 with amendments, to further expand the incentive program to include Speech-Language Pathologists (SLPs) and Audiologists employed by the State of Hawaii Department of Education (DOE). Teachers who seek to obtain National Board Certification complete a rigorous certification process, which is comparable to the national certification of Speech-Language Pathologists and Audiologists.*

*The Certificate of Clinical Competence, conferred by the American Speech-Language-Hearing Association (ASHA), is the national certification to demonstrate that a SLP or Audiologist has voluntarily met rigorous academic and professional standards in the fields of Speech-Language Pathology and Audiology, respectively. Speech-Language Pathologists have, at minimum: a Master's Degree from an accredited program, completed 400 hours of clinical practicum, passed a national Praxis exam, and completed a minimum of 36 weeks of a supervised clinical fellowship prior to achieving national certification with ASHA. Audiologists have, at minimum: a Doctoral Degree, from an accredited program, completed 1,820 hours of supervised clinical practicum, and passed a national Praxis exam. In order to maintain national certification, SLPs and Audiologists must complete a minimum of 30 contact hours of professional development for every three-year cycle.*

*Obtaining and maintaining this national certification demonstrates that a SLP or Audiologist possesses a high level of competency in the fields of Speech-Language Pathology or Audiology, which directly benefits students. Currently, across the state, there are severe shortages of SLPs and Audiologists to provide necessary habilitative and rehabilitative services in the areas of communication. In order to address these shortages, costly contractual employees are hired to fill these vacancies. Expanding this incentive program to include SLPs and Audiologists should assist in the recruitment and retention of highly qualified Speech-Language Pathologists and Audiologists to the State of Hawaii Department of Education.*

*Thank you for this opportunity to testify.*

**LATE**

**SB-983-HD-1**

Submitted on: 4/2/2019 9:34:10 PM

Testimony for FIN on 4/3/2019 2:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
Keri	Individual	Support	No

Comments:

Testimony Support Regarding SB983

National Certification Incentive Program

Date: 4/2/19

Hello, I am a School Psychologist on Oahu for Central District and am writing **in support** of Hawaii State Legislature Bill SB983 to amend the provisions of the national incentive program within the Department of Education to include Nationally Certified School Psychologists (NCSPs) in Hawaii.

I am Nationally Certified and plan to renew my certification for the rest of my career. The National Association of School Psychologists (NASP) advocates for school psychologists across the country to obtain the Nationally Certified School Psychologist (NCSP) credential. This is the only professional credential acknowledging school psychologists who meet rigorous standards. School psychologists who hold the NCSP demonstrate their commitment to the highest levels of professionalism, ethical practice, and continuing professional development. Additionally, the 14,000+ active NCSPs enjoy multiple benefits, including: national recognition and verification of graduate preparation, knowledge, and skills through use of the NCSP designation, demonstrated professional excellence and credibility for employers, reflects a high standard for practice to families, administrators, and other stakeholders.

Our country is in need of highly qualified mental health professionals and since there is a shortage of these professionals, allotting more money to recognize those with the national certification will hopefully attract more to apply, and decrease turnover. Our students deserve highly qualified professionals, who should be distinguished for attaining national certification.

Thank you for your consideration.

Keri Anacker, MA, NCSP

**LATE**

Emily Neubauer  
School Psychologist  
Testimony Support Regarding SB983 National Certification Incentive Program

SB983

Aloha,

As a School Psychologist who works in the Central District on Oahu and am writing in support of Hawaii State Legislature Bill SB983 to amend the provisions of the national incentive program within the Department of Education to include Nationally Certified School Psychologists (NCSPs) in the state of Hawaii. The National Certification requirements include rigorous credentialing standards from the National Association of School Psychology (NASP).

The credentialing includes but is not limited to extensive coursework, supervised practicum hours, a supervised 1,200-hour internship, a passing score on the School Psychologist comprehensive exam, and completion of degree. The requirements are rigorous and it is also imperative to maintain the National Certification. To maintain the National Certification, it requires Continuing Professional Development that include but are not limited to ethical/legal regulation training. It is important to support this bill and the extensive requirements to ensure high level of professionalism within the field as well as encouragement to obtain National Certification as a School Psychologist. Supporting this bill will improve the personnel and professional expertise within the field and the Hawaii Department of Education.

Hawaii currently recognizes expertise and exceptional teaching practice as a National Board Certified Teacher (NBCT) through an incentive. This incentive has improved the school personnel and expertise for teaching and supporting students. This standard and incentive should also be held for School Psychologists in efforts to improve the quality of professionals in the state of Hawaii school system.

As a professional that currently possesses a NCSP, I support in passing this bill to establish an incentive program in order to provide the Hawaii Department of Education with School Psychologists that are qualified to provide services in the schools for the best interest of the students.

Sincerely,  
Emily Neubauer, MA, NCSP  
School Psychologist  
Hawaii Association of School Psychologist's Student and Early Career Chair

DAVID Y. IGE  
GOVERNOR



JOHN S.S. KIM  
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

**LATE**

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FOR: SB 983 SD2 HD1 Relating to Education  
DATE: April 3, 2019  
TIME: 2:00 P.M.  
COMMITTEE: Committee on Finance  
ROOM: Room 309  
FROM: Sione Thompson, Executive Director  
State Public Charter School Commission

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Chair Luke, Cullen, and members of the Committee:

The State Public Charter School Commission (“Commission”) submits the following testimony in **SUPPORT of SB 983 SD2 HD1**, which provides teacher incentive funds as a separate budgetary appropriation in order to fully fund these incentives for charter school teachers who teach in hard-to-staff areas and charter school teachers who have earned National Board certification.

The Commission appreciates the efforts of the Legislature in providing a permanent solution to this funding challenge through the amendment to Section 302D-28, HRS, proposed in this measure.

There are approximately 250 teachers in eight charter schools designated as being in hard-to-fill areas. 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.

National Board Certified teachers represent another group of teachers that 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-staff area.

For the 2017-2018 school year, there were about twenty teachers in twelve charter schools who were national board certified. Funding of \$142,000 was provided by the Legislature to fund the National Board Certification incentive last school year.

The Commission is eager to collaborate and work with the Legislature and other affected agencies, such as the Department of Budget and Finance, in advancing this bill and addressing any concerns that are raised so that these incentives have the intended effect of supporting teacher advancement and retention.

Thank you for the opportunity to provide this testimony.