



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

Date: 03/12/2019

Time: 02:30 PM

Location: 309

Committee: House Lower & Higher
Education

Department: Education

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

Title of Bill: SB 0983, SD2 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 item in the budget for public charter schools. Appropriates funds. Effective 7/1/2050. (SD2)

Department's Position:

The Department of Education (Department) supports the intent of SB 0983, SD 2 as it includes initiatives supportive of our goals and objectives. SB 0983, SD 2 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.

Finally, in regards to the proposed amendment to Section 302D-28, HRS, 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

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.

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.

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

FOR: SB 983 SD2 Relating to Education
DATE: March 12, 2019
TIME: 2:30 P.M.
COMMITTEE: Committee on Lower and Higher Education
ROOM: Room 309
FROM: Sione Thompson, Executive Director
State Public Charter School Commission

Chair Woodson, Vice Chair Hashem, Vice Chair Perusso, and members of the Committee:

The State Public Charter School Commission (“Commission”) submits the following testimony in **SUPPORT of SB 983 SD2**, 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.

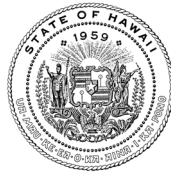
National Board Certified teachers represent another group of teachers that charter schools are required to provide an incentive to. Section 302A-706, HRS, establishes the teacher national board certification incentive program which provides a \$5,000 bonus to teachers who maintain national board certification.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

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 LOWER AND HIGHER EDUCATION
ON
SENATE BILL NO. 983, S.D. 2

March 12, 2019
2:30 p.m.
Room 309

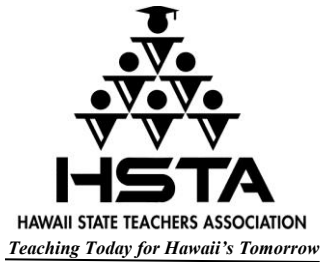
RELATING TO EDUCATION

Senate Bill No. 983, S.D. 2: 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.



1200 Ala Kapuna Street ♦ Honolulu, Hawaii 96819
Tel: (808) 833-2711 ♦ Fax: (808) 839-7106 ♦ Web: www.hsta.org

Corey Rosenlee
President

Osa Tui Jr.
Vice President

Logan Okita
Secretary-Treasurer

Wilbert Holck
Executive Director

TESTIMONY BEFORE THE HOUSE COMMITTEE ON LOWER & HIGHER EDUCATION

RE: SB 983 SD2- RELATING TO EDUCATION

TUESDAY, MARCH 12, 2019

COREY ROSENLEE, PRESIDENT
HAWAII STATE TEACHERS ASSOCIATION

Chair Woodson, and Members of the Committee:

The Hawaii State Teachers Association **strongly supports SB 983, SD2** 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.

Nationally certified education professionals are, therefore, critical to raising graduation rates, setting and meeting rigorous performance goals, and bridging



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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.



KAMEHAMEHA SCHOOLS®

House Committee on Lower & Higher Education

Time: 2:30 p.m.

Date: March 12, 2019

Where: Conference Room 309

TESTIMONY

By Dr. Wai‘ale‘ale Sarsona
Kamehameha Schools

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

E ka Luna Ho‘omalu Woodson, ka Hope Luna Ho‘omalu Hashem, ka Hope Luna Ho‘omalu Perruso, a me nā Lālā o ke Kōmike Ho‘ona‘auao Ha‘aha‘a, Ki‘eki‘e, a me ke Kulanui 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, 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, included as a separate line item in the budget for public charter schools, and 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.**

March 11, 2019 9:30AM
COMMITTEE ON LOWER & HIGHER EDUCATION
Hawai`i State Capitol 415 South Beretania Street

Aloha Chair Woodson 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

SB-983-SD-2

Submitted on: 3/10/2019 11:44:18 AM

Testimony for LHE on 3/12/2019 2:30:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Karen Kama	Individual	Support	No

Comments:

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.

SB-983-SD-2

Submitted on: 3/10/2019 1:41:29 PM

Testimony for LHE on 3/12/2019 2:30:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Kristina Fuentes	Individual	Support	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.

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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.

SB-983-SD-2

Submitted on: 3/10/2019 3:58:45 PM

Testimony for LHE on 3/12/2019 2:30:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Matthew Muranaka	Individual	Support	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.

March 12, 2019
2:30 PM
Conference Room 309
House Committee on Lower and Higher Education

To: Chair Justin H, Woodson, Vice Chair Amy A. Perruso, and members of the LHE Committee,
From: Rebecca Hennessy (Occupational Therapist, employed by DOE)

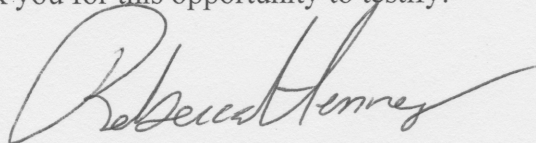
Re: Testimony for SB 983, Relating to Education

I support SB 983 with amendments, to further expand the incentive program to **include Occupational Therapists** 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 Occupational Therapists.

Occupational Therapists (OTs) obtain national certification from the National Board for Certification in Occupational Therapy (NBCOT). In order to be eligible for certification, OTs are required to possess a Master's or Doctoral degree from an accredited graduate program. Additionally, OTs voluntarily remain nationally certified as an Occupational Therapist Registered (OTR) by completing 36 hours of professional development units over a three-year period.

Obtaining and maintaining this national certification demonstrates that an OTR possesses a high level of competency in the field of Occupational Therapy, which directly benefits students. Currently, across the state, there are severe shortages of OTRs to provide necessary habilitative and rehabilitative services in the areas of daily living, fine motor, and other tasks to assist in the successful education of students. In order to address these shortages, costly contractual employees are hired to fill these vacancies. Expanding this incentive program to include OTRs should assist in the recruitment and retention of highly qualified Occupational Therapists to the State of Hawaii Department of Education.

Thank you for this opportunity to testify.

A handwritten signature in cursive script, reading "Rebecca Hennessy". The signature is written in black ink and is positioned below the text "Thank you for this opportunity to testify."

SB-983-SD-2

Submitted on: 3/10/2019 4:03:06 PM

Testimony for LHE on 3/12/2019 2:30:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Kaiewa Muranaka	Individual	Support	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.

SB-983-SD-2

Submitted on: 3/10/2019 4:40:22 PM

Testimony for LHE on 3/12/2019 2:30:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
tricia shibuya-kagimoto	Individual	Comments	No

Comments:

March 12, 2019

2:30 PM

Conference Room 309

House Committee on Lower and Higher Education

To: Chair Justin H, Woodson, Vice Chair Amy A. Perruso, and members of the LHE Committee,

From: Tricia Shibuya-Kagimoto

Re: Testimony for SB 983, Relating to Education

I support SB 983 with amendments, to further expand the incentive program to include Occupational Therapistsemployed 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 Occupational Therapists.

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Additionally, OTs voluntarily remain nationally certified as an Occupational Therapist Registered (OTR) by completing 36 hours of professional development units over a three-year period.

Obtaining and maintaining this national certification demonstrates that an OTR possesses a high level of competency in the field of Occupational Therapy, which directly benefits students. Currently, across the state, there are severe shortages of OTRs to provide necessary habilitative and rehabilitative services in the areas of daily living, fine motor, and other tasks to assist in the successful education of students. In order to address these shortages, costly contractual employees are hired to fill these vacancies. Expanding this incentive program to include OTRs should assist in the recruitment and retention of highly qualified Occupational Therapists to the State of Hawaii Department of Education.

Thank you considering my amendment to this bill.

SB-983-SD-2

Submitted on: 3/10/2019 6:41:41 PM

Testimony for LHE on 3/12/2019 2:30:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Trisha Sato	Individual	Comments	No

Comments:

I **support SB 983 with amendments**, to further expand the incentive program to **include Occupational Therapists** 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 Occupational Therapists.

Occupational Therapists (OTs) obtain national certification from the National Board for Certification in Occupational Therapy (NBCOT). In order to be eligible for certification, OTs are required to possess a Master's or Doctoral degree from an accredited graduate program.

Additionally, OTs voluntarily remain nationally certified as an Occupational Therapist Registered (OTR) by completing 36 hours of professional development units over a three-year period.

Obtaining and maintaining this national certification demonstrates that an OTR possesses a high level of competency in the field of Occupational Therapy, which directly benefits students. Currently, across the state, there are severe shortages of OTRs to provide necessary habilitative and rehabilitative services in the areas of daily living, fine motor, and other tasks to assist in the successful education of students. In order to address these shortages, costly contractual employees are hired to fill these vacancies. Expanding this incentive program to include OTRs should assist in the recruitment and retention of highly qualified Occupational Therapists to the State of Hawaii Department of Education.

Thank you for this opportunity to testify.

Respectfully submitted,

Trisha Sato, MOT, OTR/L

SB-983-SD-2

Submitted on: 3/10/2019 7:50:09 PM

Testimony for LHE on 3/12/2019 2:30:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Robin Putnam	Individual	Comments	No

Comments:

SB-983-SD-2

Submitted on: 3/10/2019 8:42:08 PM

Testimony for LHE on 3/12/2019 2:30:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Kimberly Monden	HSHA	Support	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.

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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.

March 12, 2019
2:30 PM
Conference Room 309
House Committee on Lower and Higher Education

To: Chair Justin H, Woodson, Vice Chair Amy A. Perruso, and members of the LHE Committee,

From: Eva Freeh PT, DPT

Re: Testimony for SB 983, Relating to Education

I support SB 983 with amendments, to further expand the incentive program to **include Physical Therapists** employed by the State of Hawaii Department of Education (DOE). Teachers who seek to obtain National Board Certification complete a rigorous certification process. Physical Therapists are required to be licensed to practice. Licensing requirements vary between individual states, but include passing the “National Physical Therapy Examination (NPTE), which is administered by the Federation of State Boards of Physical Therapy (FSBPT)”. After working in the field, physical therapists may voluntarily apply to become a board-certified specialist in one of eight clinical specialty areas offered by the American Board of Physical Therapy Specialties.

Physical Therapists (PTs) scoring at or above the passing score have met the performance standard and are eligible for licensure. Eligibility for state licensure in Hawaii include being a graduate of an accredited physical therapy educational program. In addition, Physical Therapists renewing licensure are required to obtain at least thirty (30) units of approved continuing competence units in each two-year license renewal period. Physical Therapists also have the option to become board-certified in one of eight clinical specialties. In order to become board-certified, physical therapists must complete at least 2,000 hours of clinical work or an American Physical Therapy Association -accredited residency program in the specialty area, and pass an exam.

Obtaining and maintaining licensure requirements ensures that a Physical Therapist demonstrates current knowledge and exhibits a high level of competency in the field of Physical Therapy, which directly benefits the students. In addition, a Physical Therapist also has the option to seek board- certification in one area of specialty, allowing the Physical Therapist to pursue the highest level of skill possible. Currently, across the state, there are severe shortages of PTs to provide necessary rehabilitative services in the areas of gross motor, mobility, and other tasks to assist in the successful education of students. In order to address these shortages, costly contractual employees are hired to fill these vacancies. Expanding this incentive program to include PTs should assist in student continuity of care, recruitment, and retention of highly qualified Physical Therapists to the State of Hawaii Department of Education.

Thank you for this opportunity to testify.

Eva Freeh, PT, DPT

SB-983-SD-2

Submitted on: 3/10/2019 10:28:55 PM

Testimony for LHE on 3/12/2019 2:30:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Joanne Allagonez	Individual	Support	No

Comments:

Thank you for this opportunity to testify in **strong support** of *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 in **strong support** of *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).

Sincerely,

Joanne Allagonez, M.S., CCC-SLP

Speech-Language Pathologist

SB-983-SD-2

Submitted on: 3/10/2019 10:41:19 PM

Testimony for LHE on 3/12/2019 2:30:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Rowena Estores	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.

SB-983-SD-2

Submitted on: 3/10/2019 10:41:36 PM

Testimony for LHE on 3/12/2019 2:30:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Wendy Saka	Individual	Support	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 (SLP) 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 is one step toward assisting in the recruitment and retention of highly qualified Speech-Language Pathologists and Audiologists to the State of Hawaii Department of Education.

Thank you for allowing me to testify,

Wendy Saka, M.S., CCC-SLP

SB-983-SD-2

Submitted on: 3/10/2019 11:13:33 PM

Testimony for LHE on 3/12/2019 2:30:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Lynne A. Nakamitsu	Individual	Support	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.*

Since there is a shortage of SLPs nation-wide, this bill is a good start to attract and retain competent and highly certified SLPs for the State of Hawaii DOE who work with our keiki.

I personally know an SLP who is employed by the State of Hawaii Department of Education and fully support this bill to include Speech-Language Pathologists.

Thank you for this opportunity to testify.

March 12, 2019
2:30 PM
Conference Room 309
House Committee on Lower and Higher Education

To: Chair Justin H, Woodson, Vice Chair Amy A. Perruso, and members of the LHE Committee,

From: Marissa Ramos-De Smet MPT, DPT

Re: Testimony for SB 983, Relating to Education

I support SB 983 with amendments, to further expand the incentive program to **include Physical Therapists** employed by the State of Hawaii Department of Education (DOE). Teachers who seek to obtain National Board Certification complete a rigorous certification process. Physical Therapists are required to be licensed to practice. Licensing requirements vary between individual states, but include passing the “National Physical Therapy Examination (NPTE), which is administered by the Federation of State Boards of Physical Therapy (FSBPT)”. After working in the field, physical therapists may voluntarily apply to become a board-certified specialist in one of eight clinical specialty areas offered by the American Board of Physical Therapy Specialties.

Physical Therapists (PTs) scoring at or above the passing score have met the performance standard and are eligible for licensure. Eligibility for state licensure in Hawaii include being a graduate of an accredited physical therapy educational program. In addition, Physical Therapists renewing licensure are required to obtain at least thirty (30) units of approved continuing competence units in each two-year license renewal period. Physical Therapists also have the option to become board-certified in one of eight clinical specialties. In order to become board-certified, physical therapists must complete at least 2,000 hours of clinical work or an American Physical Therapy Association -accredited residency program in the specialty area, and pass an exam.

Obtaining and maintaining licensure requirements ensures that a Physical Therapist demonstrates current knowledge and exhibits a high level of competency in the field of Physical Therapy, which directly benefits the students. In addition, a Physical Therapist also has the option to seek board- certification in one area of specialty, allowing the Physical Therapist to pursue the highest level of skill possible. Currently, across the state, there are severe shortages of PTs to provide necessary rehabilitative services in the areas of gross motor, mobility, and other tasks to assist in the successful education of students. In order to address these shortages, costly contractual employees are hired to fill these vacancies. Expanding this incentive program to include PTs should assist in student continuity of care, recruitment, and retention of highly qualified Physical Therapists to the State of Hawaii Department of Education.

Thank you for this opportunity to testify.

Marissa Ramos-De Smet MPT, DPT

SB-983-SD-2

Submitted on: 3/11/2019 4:23:34 AM

Testimony for LHE on 3/12/2019 2:30:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Margarita Bradford	Individual	Support	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.

SB-983-SD-2

Submitted on: 3/11/2019 5:39:55 AM

Testimony for LHE on 3/12/2019 2:30:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Chelsea Meyer	Individual	Support	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.*

Since there is a shortage of SLPs nation-wide, this bill is a good start to attract and retain competent and highly certified SLPs for the State of Hawaii DOE who work with our keiki.

I personally know an SLP who is employed by the State of Hawaii Department of Education and fully support this bill to include Speech-Language Pathologists.

March 12, 2019
2:30 PM
Conference Room 309
House Committee on Lower and Higher Education

To: Chair Justin H. Woodson, Vice Chair Amy A. Perruso, and members of the LHE Committee,

From: Leah Spoelman, OTR

Re: Testimony for SB 983, Relating to Education

I support SB 983 with amendments, to further expand the incentive program to **include Occupational Therapists** 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 Occupational Therapists.

Occupational Therapists (OTs) obtain national certification from the National Board for Certification in Occupational Therapy (NBCOT). In order to be eligible for certification, OTs are required to possess a Master's or Doctoral degree from an accredited graduate program. Additionally, OTs voluntarily remain nationally certified as an Occupational Therapist Registered (OTR) by completing 36 hours of professional development units over a three-year period.

Obtaining and maintaining this national certification demonstrates that an OTR possesses a high level of competency in the field of Occupational Therapy, which directly benefits students. Currently, across the state, there are severe shortages of OTRs to provide necessary habilitative and rehabilitative services in the areas of daily living, fine motor, and other tasks to assist in the successful education of students. In order to address these shortages, costly contractual employees are hired to fill these vacancies. Expanding this incentive program to include OTRs should assist in the recruitment and retention of highly qualified Occupational Therapists to the State of Hawaii Department of Education.

Thank you for this opportunity to testify.

Leah Spoelman, OTR

SB-983-SD-2

Submitted on: 3/11/2019 6:38:01 AM

Testimony for LHE on 3/12/2019 2:30:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Alexis SHELDON	Hawaii Speech & Hearing Assn	Support	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.

SB-983-SD-2

Submitted on: 3/11/2019 6:53:30 AM

Testimony for LHE on 3/12/2019 2:30:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Paige Daumeyer	Individual	Support	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.

SB-983-SD-2

Submitted on: 3/11/2019 6:58:14 AM

Testimony for LHE on 3/12/2019 2:30:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Mackenzie Carlson	Individual	Support	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.

Mackenzie Carlson, M.S., CF-SLP

SB-983-SD-2

Submitted on: 3/11/2019 7:17:33 AM

Testimony for LHE on 3/12/2019 2:30:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Gaye Arakaki	Individual	Support	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.

SB-983-SD-2

Submitted on: 3/11/2019 7:21:49 AM

Testimony for LHE on 3/12/2019 2:30:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Dayna Oshiro	Individual	Support	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.

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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.

SB-983-SD-2

Submitted on: 3/11/2019 7:32:33 AM

Testimony for LHE on 3/12/2019 2:30:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Laura Yee	Individual	Support	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.

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Thank you for this opportunity to testify.

SB-983-SD-2

Submitted on: 3/11/2019 7:36:43 AM

Testimony for LHE on 3/12/2019 2:30:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Maria Cappello	HSHA	Support	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.

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Thank you for this opportunity to testify.

SB-983-SD-2

Submitted on: 3/11/2019 7:40:09 AM

Testimony for LHE on 3/12/2019 2:30:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Lisa Takasaki-Young	Hawaii Speech-Language Hearing Association	Support	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.

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Thank you for this opportunity to testify.

Sincerely,

Lisa Takasaki-Young

SB-983-SD-2

Submitted on: 3/11/2019 7:43:31 AM

Testimony for LHE on 3/12/2019 2:30:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Kristie Masuoka	Individual	Support	No

Comments:

I am writing this testimony in 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.

Since there is a shortage of SLPs nation-wide just like many other professionals in the education field, this bill is a good start to attract and retain competent and highly certified SLPs for the State of Hawaii DOE who work with our children.

I personally know many SLPs who are employed by the State of Hawaii Department of Education and fully support this bill to include Speech-Language Pathologists. We need to set our priorities straight and invest in our future, which is the education of our children. SLPs play an integral role in our children's education and they are just one of the many professionals who get overlooked and under compensated every day. When is our state going to realize that investing in our children's education is the best spent dollar. We waste millions of dollars catering to tourists, the homeless, the rail, and many other ineffective programs. We cannot have a good education system without qualified professionals. Everyone knows the cost of living in Hawaii is expensive. Why would professionals such as SLPs want to stay in Hawaii if they cannot live comfortably? How is our educational system going to function without these professionals? How are our keiki going to get the education they deserve without these professionals guiding and nurturing them through their early life? It starts with compensating SLPs with salaries they deserve and creating incentives to help keep them motivated so they can continue to serve the children.

Thank you for taking the time to read this testimony. Please help our children of Hawaii.

Kristie Masuoka

Concerned parent of school aged children.

SB-983-SD-2

Submitted on: 3/11/2019 7:49:21 AM

Testimony for LHE on 3/12/2019 2:30:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Jesscia Tindall	Individual	Support	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.

SB-983-SD-2

Submitted on: 3/11/2019 7:55:13 AM

Testimony for LHE on 3/12/2019 2:30:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Jeanne Iwashita	Individual	Support	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.

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Thank you for this opportunity to testify.

SB-983-SD-2

Submitted on: 3/11/2019 7:55:57 AM

Testimony for LHE on 3/12/2019 2:30:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Claire Nakamoto	Individual	Support	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.

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Thank you for this opportunity to testify. Please consider the recommendations in order to aid with the recruitment and retention of vital educators and therapists in the school setting.

SB-983-SD-2

Submitted on: 3/11/2019 8:18:36 AM

Testimony for LHE on 3/12/2019 2:30:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Sharon Nichols	Individual	Support	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.

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Thank you for this opportunity to testify.

Sharon Nichols, M.S., CCC-SLP

SB-983-SD-2

Submitted on: 3/11/2019 8:37:34 AM

Testimony for LHE on 3/12/2019 2:30:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Summer Fajota	Individual	Support	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.

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Thank you for this opportunity to testify.

SB-983-SD-2

Submitted on: 3/11/2019 8:42:22 AM

Testimony for LHE on 3/12/2019 2:30:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Wayne Chambrella	Individual	Support	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.

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Thank you for this opportunity to testify.

SB-983-SD-2

Submitted on: 3/11/2019 8:46:04 AM

Testimony for LHE on 3/12/2019 2:30:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Kristen E Kane	Individual	Support	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.

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Thank you for this opportunity to testify.

March 12, 2019
2:30 PM
Conference Room 309
House Committee on Lower and Higher Education

To: Chair Justin H, Woodson, Vice Chair Amy A. Perruso, and members of the LHE Committee,

From: Erin Firmin

Re: Testimony for SB 983, Relating to Education

I support the intent of 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.

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Thank you for this opportunity to testify.

SB-983-SD-2

Submitted on: 3/11/2019 9:28:11 AM

Testimony for LHE on 3/12/2019 2:30:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Kelly Taguchi	Individual	Support	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.*

Since there is a shortage of SLPs nation-wide, this bill is a good start to attract and retain competent and highly certified SLPs for the State of Hawaii DOE who work with our keiki.

I personally know an SLP who is employed by the State of Hawaii Department of Education and fully support this bill to include Speech-Language Pathologists.

Thank you for this opportunity to testify.

SB-983-SD-2

Submitted on: 3/11/2019 9:46:14 AM

Testimony for LHE on 3/12/2019 2:30:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Cecily Tsuchiya	Individual	Support	No

Comments:

Both of my children have benefitted from Speech-Language Pathologists, one is still receiving services. I have noticed my son's SLP is not always available, I believe he has to cover another school as well.

It was difficult communicating with my sons at a young age, and sometimes frustrating for them because they couldn't communicate what they wanted effectively. Since their sessions with SLPs, they are more successful in the classroom as well.

This is a great solution to address the shortages in our schools, and continue to benefit children who need it to succeed.

thank you, from a grateful parent,

Cecily Tsuchiya

SB-983-SD-2

Submitted on: 3/11/2019 9:48:36 AM

Testimony for LHE on 3/12/2019 2:30:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Alyssa Masuda	Individual	Support	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.

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Thank you for this opportunity to testify.

Testimony Support Regarding SB983
National Certification Incentive Program
Tuesday March 12, 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-SD-2

Submitted on: 3/11/2019 10:44:53 AM

Testimony for LHE on 3/12/2019 2:30:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Jared Kono	Individual	Support	No

Comments:

SB-983-SD-2

Submitted on: 3/11/2019 10:48:26 AM

Testimony for LHE on 3/12/2019 2:30:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
David Kenney	Individual	Support	No

Comments:

SB-983-SD-2

Submitted on: 3/11/2019 11:28:36 AM

Testimony for LHE on 3/12/2019 2:30:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Davilyn Sato	Individual	Support	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.

Since there is a shortage of SLPs nation-wide, this bill is a good start to attract and retain competent and highly certified SLPs for the State of Hawaii DOE who work with our keiki.

I personally know an SLP who is employed by the State of Hawaii Department of Education and fully support this bill to include Speech-Language Pathologists.

Thank you for this opportunity to testify.

SB-983-SD-2

Submitted on: 3/11/2019 11:36:58 AM

Testimony for LHE on 3/12/2019 2:30:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Tanya Sasaoka	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.

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As a school based speech-language pathologist (slp) I recognize the need to take measures to aid in the recruitment and retention of licensed SLPs. Across all islands and districts there is a shortage of SLPs, and because of this we have continually needed to hire contracted SLPs. Contracted SLPs typically stay only 1-2 years so there is a high turnover rate and lack of consistency for our students and schools. Keeping

licensed SLPs in the schools help create long term investments that cultivate intraprofessional collaboration and better success for all students.

Thank you for this opportunity to testify.

SB-983-SD-2

Submitted on: 3/11/2019 12:15:52 PM

Testimony for LHE on 3/12/2019 2:30:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Janeen Kuhn	DOE Speech Language Pathologists and Audiologists	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.

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Thank you for this opportunity to testify.

Janeen Kuhn

M.S., CCC - SLP

SB-983-SD-2

Submitted on: 3/11/2019 12:19:46 PM

Testimony for LHE on 3/12/2019 2:30:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Diana Lee-Arocha	Individual	Support	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.

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Thank you for this opportunity to testify.

Sincerely,

Diana Lee-Arocha

SB-983-SD-2

Submitted on: 3/11/2019 1:17:26 PM

Testimony for LHE on 3/12/2019 2:30:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Malia Woo	Individual	Support	No

Comments:

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Thank you for this opportunity to testify.

SB-983-SD-2

Submitted on: 3/11/2019 1:25:33 PM

Testimony for LHE on 3/12/2019 2:30:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Sandra Robers	Individual	Support	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

SB983 SD2
RELATING TO EDUCATION
House Committee on Lower & Higher Education

March 12, 2019

2:30 p.m.

Room 309

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.

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 have had 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. SB983 SD2 seeks to address the inequity of this situation, by not only providing an appropriation for teacher incentive bonuses, but also clarifying in statute that charter school per-pupil and facility funds shall not be used to fund teacher incentive bonuses, thereby ensuring that charter school teacher incentive costs are not overlooked in future budgetary appropriations.

Therefore, OHA urges the Committee to **PASS** SB983 SD2. Mahalo nui for the opportunity to testify on this measure.

March 12, 2019
2:30 PM
Conference Room 309
House Committee on Lower and Higher Education



To: Chair Justin H, Woodson, Vice Chair Amy A. Perruso, and members of the LHE Committee,

From: Joy Chun

Re: Testimony for SB 983, Relating to Education

I support SB 983 with amendments, to further expand the incentive program to **include Occupational Therapists** 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 Occupational Therapists.

Occupational Therapists (OTs) obtain national certification from the National Board for Certification in Occupational Therapy (NBCOT). In order to be eligible for certification, OTs are required to possess a Master's or Doctoral degree from an accredited graduate program. Additionally, OTs voluntarily remain nationally certified as an Occupational Therapist Registered (OTR) by completing 36 hours of professional development units over a three-year period.

Obtaining and maintaining this national certification demonstrates that an OTR possesses a high level of competency in the field of Occupational Therapy, which directly benefits students. Currently, across the state, there are severe shortages of OTRs to provide necessary habilitative and rehabilitative services in the areas of daily living, fine motor, and other tasks to assist in the successful education of students. In order to address these shortages, costly contractual employees are hired to fill these vacancies. Expanding this incentive program to include OTRs should assist in the recruitment and retention of highly qualified Occupational Therapists to the State of Hawaii Department of Education.

Thank you for this opportunity to testify.

LATE

SB-983-SD-2

Submitted on: 3/11/2019 7:51:19 PM

Testimony for LHE on 3/12/2019 2:30:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Yashiro Lance	Individual	Support	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.*

Since there is a shortage of SLPs nation-wide, this bill is a good start to attract and retain competent and highly certified SLPs for the State of Hawaii DOE who work with our keiki.

I personally know an SLP who is employed by the State of Hawaii Department of Education and fully support this bill to include Speech-Language Pathologists.

Thank you for this opportunity to testify.

SB-983-SD-2

Submitted on: 3/11/2019 9:34:02 PM

Testimony for LHE on 3/12/2019 2:30:00 PM



Submitted By	Organization	Testifier Position	Present at Hearing
Kayla Kawamura	Individual	Support	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-SD-2

Submitted on: 3/11/2019 10:20:43 PM

Testimony for LHE on 3/12/2019 2:30:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Stephanie Murakami	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.

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Thank you for this opportunity to testify.

LATE

SB-983-SD-2

Submitted on: 3/12/2019 8:14:45 AM

Testimony for LHE on 3/12/2019 2:30:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Cheryl Tagaca	Individual	Support	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.

Since there is a shortage of SLPs nation-wide, this bill is a good start to attract and retain competent and highly certified SLPs for the State of Hawaii DOE who work with our keiki.

I personally know an SLP who is employed by the State of Hawaii Department of Education and fully support this bill to include Speech-Language Pathologists.

Thank you for this opportunity to testify.

LATE

SB-983-SD-2

Submitted on: 3/12/2019 8:37:40 AM

Testimony for LHE on 3/12/2019 2:30:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Charlene Mow	Honolulu District Special Services	Support	No

Comments:

I am a Speech/language pathologist (SLP) employed by the State of Hawaii, Department of Education in the Honolulu District. I have provided direct services to children with communicative disabilities aged 3-22 for almost 12 years. The services I provide are mandated by Federal Law, the Individuals with Disabilities Education Act (IDEA). My colleagues work hard to provide services to our students, despite the fact that through the years we are held to higher caseloads, greater job duties, and increased demand from the DOE to expand our role in special education. That being said, although we love our jobs, we are all working mothers who pursued higher education in order to provide for our families. It is too often that many of us have considered leaving our positions with the DOE to find jobs in the private sector or even outside the State of Hawaii, where the competitive wages far exceeds that of our current positions at the DOE.

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.

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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

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.

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Thank you for this opportunity to testify.

LATE

SB-983-SD-2

Submitted on: 3/12/2019 8:45:20 AM

Testimony for LHE on 3/12/2019 2:30:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
TIFFANY YAP	Individual	Support	No

Comments:

I, Tiffany Yap, 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.

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Thank you for this opportunity to testify.

Tiffany Yap, M.S. SLP-CCC

LATE

SB-983-SD-2

Submitted on: 3/12/2019 9:00:20 AM

Testimony for LHE on 3/12/2019 2:30:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Jon	Individual	Support	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.

Since there is a shortage of SLPs nation-wide, this bill is a good start to attract and retain competent and highly certified SLPs for the State of Hawaii DOE who work with our keiki.

I personally know an SLP who is employed by the State of Hawaii Department of Education and fully support this bill to include Speech-Language Pathologists.

Thank you for this opportunity to testify.

Late Testimony

SB-983-SD-2

Submitted on: 3/12/2019 10:11:30 AM

Testimony for LHE on 3/12/2019 2:30:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Christie E.H. Iraha	D.O. E	Support	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.

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