

JOSH GREEN, M.D.
GOVERNOR



KEITH T. HAYASHI
SUPERINTENDENT

STATE OF HAWAII
DEPARTMENT OF EDUCATION
KA 'OIHANA HO'ONA'AUAO
P.O. BOX 2360
HONOLULU, HAWAII 96804

Date: 02/22/2023

Time: 02:30 PM

Location: 308 VIA VIDEOCONFERENCE

Committee: House Finance

Department: Education

Person Testifying: Keith T. Hayashi, Superintendent of Education

Title of Bill: HB 1204, HD1 RELATING TO PUBLIC EDUCATION.

Purpose of Bill: Establishes the public school education scholarship program within the University of Hawaii to provide students with school tuition in return for a service commitment to teach in a public school classroom of the department of education or Hawaii public charter school. Appropriates funds. Effective 6/30/3000. (HD1)

Department's Position:

The Hawaii State Department of Education (Department) is in support of HB 1204, HD1.

The Department currently administers several tuition stipend programs that cover course work in various University of Hawaii education programs leading toward teacher certification. However, due to constraints of annual funding, the Department's stipend programs are limited to course work specifically in the colleges of education.

A full four-year scholarship program to cover the tuition necessary to complete a bachelor's degree in education, including all undergraduate course work, would reduce the cost burden and provide a great incentive for potential teacher candidates.

Thank you for the opportunity to provide testimony in support of HB 1204, HD1.



‘ŌNAEHANA KULANUI O HAWAII

Legislative Testimony

Hō'ike Mana'o I Mua O Ka 'Aha'ōlelo

Testimony Presented Before the
House Committee on Finance
Wednesday, February 22, 2023 at 2:30 p.m.

By

Nathan Murata, Dean
College of Education

And

Michael Bruno, Provost
University of Hawaii'i at Mānoa

HB 1204 HD1 – RELATING TO PUBLIC EDUCATION

Chair Yamashita, Vice Chair Kitagawa, and Members of the Committee:

The University of Hawaii'i, College of Education supports the intent of HB 1204 HD1 and offers comments. This measure would establish a public-school scholarship program. This scholarship program shall cover the cost of tuition for four years leading to a bachelor's degree in teaching, provided that the candidate remains in good academic standing. In return the student must commit to teaching in a public-school classroom of the department of education.

We offer the following comments:

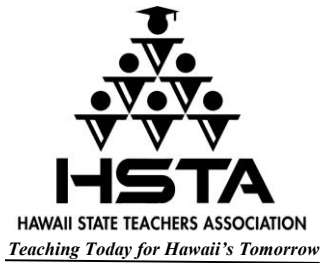
Service Obligation requirements

Students will need to complete seven out of ten years of teaching following graduation and obtain a license from the Hawaii'i Teacher Standards Board. The COE offers a suggestion whereby a ratio or years of service for each year served be the foundation of determining service obligations requirements. For instance, for any federal personnel preparation grant, scholars are required to fulfill a ratio of 2:1 (two years for every year of funding). There may be students who have elected to enroll later and therefore receive less than the four-year allotment.

Admission Requirements; Policy and Procedures for implementation

- (a) The COE supports the establishment of the public education scholarship program. The COE will work with the HIDEOE, and University of Hawaii's Outreach College to promote a pathway for a scholarship program.
- (b) The COE requests resources to be provided in order to address the admission requirements, policy and procedures, and monitoring of students prior to admission, during the program, and upon completion. The monitoring system is needed to ensure candidates are completing their service obligation.

Thank you for opportunity to provide comments on HB 1204 HD1.



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

Osa Tui, Jr.
President
Logan Okita
Vice President
Lisa Morrison
Secretary-Treasurer
Ann Mahi
Executive Director

TESTIMONY BEFORE THE HOUSE COMMITTEE ON FINANCE

RE: HB 1204 HD1 - RELATING TO PUBLIC EDUCATION

WEDNESDAY, FEBRUARY 22, 2023

OSA TUI, JR., PRESIDENT
HAWAII STATE TEACHERS ASSOCIATION

Chair Yamashita and Members of the Committee:

The Hawaii State Teachers Association **supports HB 1204, HD1**, relating to public education. The bill establishes the public school education scholarship program within the University of Hawai'i to provide students with school tuition in return for a service commitment to teach in a public school classroom of the department of education or Hawai'i public charter school. Appropriates funds.

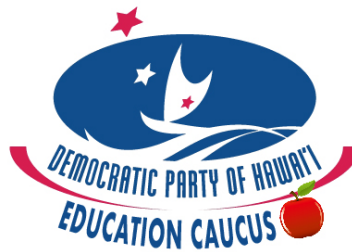
The annual cost to attend college at the University of Hawai'i at Manoa can be as much as \$30,000 a year and on average it takes full-time students nearly five-and-a-half years to graduate. Though tuition at UH isn't considered high when compared to similar schools, it could still cost as much as \$162,000 to graduate. Many take out loans to cover that expense.

Teachers in Hawai'i are some of the lowest paid in the country, when adjusted for cost of living. Add to this the fact that teachers too often pay for teaching and classroom supplies out of their own pockets, subsidizing public education out of their own funds. These are some of the reasons why the Department of Education struggles to attract and retain teachers in our public schools.

The scholarship program established by this bill could help address these recruitment and retention issues by covering the cost of a student's tuition for the University of Hawaii in exchange for a commitment to teach in a public school classroom for not less than seven years out of a period of ten, following their graduation with a teaching degree.

While the bill doesn't limit program recipients to in-state students, it will very possibly be utilized by local students far more than out-of-state students. Not only does this help incentivize local high school students to attend college, but encourages them to remain in Hawaii and put their education to use to teach the next generation of students.

The Hawaii State Teachers Association asks your committee to **support** this bill.



HOUSE BILL 1204, HD1, RELATING TO PUBLIC EDUCATION

FEBRUARY 22, 2023 · HOUSE FINANCE COMMITTEE
· CHAIR REP. KYLE YAMASHITA

POSITION: Support.

RATIONALE: The Democratic Party of Hawai'i Education Caucus **supports** HB 1204, relating to public education, which establishes the public school education scholarship program within the University of Hawai'i to provide students with school tuition in return for a service commitment to teach in a public school classroom of the department of education or Hawai'i public charter school.

Teachers are the most important professionals in increasing student achievement. According to numerous studies, however, Hawai'i's average teacher salaries are the lowest in the nation when adjusted for cost of living. A 2020 study conducted by APA Consulting on behalf of the Hawai'i Department of Education found that when compared with other high-cost geographic locations, Hawai'i teachers are paid \$7,700 to \$26,000 less than their peers in school districts with similar costs of living, depending on length of service.

While that pay gap is decreasing because of the State Legislature's effort to fund differential pay increases and resolve salary compression last year, teachers are still underpaid compared to other professions that require a similar level of education. **Assisting aspiring teachers by providing scholarships is one way of increasing the number of qualified classroom leaders in local schools, relieving new teachers of the crushing burden of college debt.**

Low teacher pay adversely impacts the State’s ability to recruit and retain quality classroom leaders. According to the Hawai’i Department of Education’s 2022 Strategic Plan Dynamic Report, for the 2021-2022 school year, 49 percent of Hawai’i’s teachers left the profession within their first five years of service. The state’s teacher shortage stood at 737 positions on December 1, 2022, **with 1,230 voluntary separations occurring during the 2021-2022 school year—159 more than the 1,071 than the department averaged over the four prior years.**

Providing incentives for hard-to-fill positions works. The Hawai’i Department of Education, in consultation with the Hawaii State Teachers Association, implemented differential pay increases during the 2019-2020 school year to reduce teacher shortages in special education, hard-to-staff, and Hawaiian immersion teaching positions. Instituting differential pay increases led to significant progress in reducing longstanding teacher shortages in high-demand areas.

Departmental data shows that the percentage of special education teacher vacancies dropped by 45 percent during the 2020-2021 school year, with 43 percent more teachers choosing to move into a special education teaching line than the year before. The number of teachers choosing to work in hard-to-fill positions in rural or remote areas increased by 52 percent over the same period, while the number of Hawaiian immersion teachers increased by 7 percent. **We can expect a teacher scholarship program that targets hard-to-fill areas and requires teachers to remain in the profession beyond the initial “burnout” period to have a complementary impact.**

Kris Coffield · Chairperson, DPH Education Caucus · (808) 679-7454 · kriscoffield@gmail.com



The House Committee on Finance
2:30PM, February 22, 2023
Room 308

RE: **HB 1204, HD1, Relating to Public Education**

Attention: Chair Kyle Yamashita, Vice Chair Lisa Kitagawa and members of the Committee

The University of Hawaii Professional Assembly (UHPA) appreciates the opportunity to testify **supporting the intent of HB 1204, HD1**, Relating to Public Education.

HB 1204, HD1 enables students in pursuit of educational degrees the opportunity to achieve their goals with a decreased financial burden. As the teacher shortage for Hawai'i schools persists, financial assistance at the university level and a commitment to give back through work with the Department of Education may alleviate the teacher shortage in lower education, and encourage the public to seek out degrees in education.

Respectfully submitted,

Christian L. Fern
Executive Director
University of Hawaii Professional Assembly

HB-1204-HD-1

Submitted on: 2/21/2023 11:30:21 AM

Testimony for FIN on 2/22/2023 2:30:00 PM

Submitted By	Organization	Testifier Position	Testify
cheryl B.	Individual	Support	Written Testimony Only

Comments:

I support this bill which establishes the public school education scholarship program within the University of Hawai'i to provide students with school tuition in return for a service commitment to teach in a public school classroom of the department of education. Appropriates funds.

Growing our own educators in our unique Hawai'i will be a powerful asset to our islands.