

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:** 02/23/2023

**Time:** 10:00 AM

**Location:** 308 VIA VIDEOCONFERENCE

**Committee:** House Finance

**Department:** Education

**Person Testifying:** Keith T. Hayashi, Superintendent of Education

**Title of Bill:** HB 0054, HD1 RELATING TO EDUCATION.

**Purpose of Bill:** Establishes a nationally certified school psychologist incentive program. Appropriates funds for the incentive program. Effective 7/1/3000. (HD1)

**Department's Position:**

The Hawaii State Department of Education (Department) supports HB 54, HD1, but defers to the Office of Collective Bargaining.

The Department acknowledges and supports efficacious programming that enhances the goal of retaining highly qualified employees. Implementation of an incentive program for school psychologists will help bolster current recruitment and retention efforts.

The Department appreciates the funding provided in this bill. However, if the proposed bill was to be enacted, the Department would require additional funding to cover the annual costs beyond fiscal year 2024-2025.

Thank you for the opportunity to provide testimony in support of this measure.



House Committee on Finance  
Thursday, February 23, 2023, at 10:00 AM  
Via Videoconference in Conference Room 308, State Capitol

### **TESTIMONY IN SUPPORT OF HB 54: RELATING TO EDUCATION**

Aloha Chair Yamashita, Vice-Chair Kitagawa, and members of the committee!

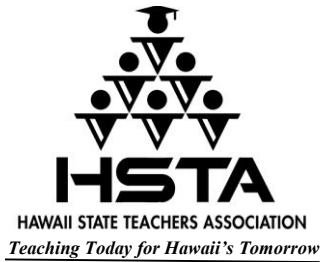
The Hawai'i State Youth Commission is in **strong support** of HB 54. This bill establishes a nationally certified school psychologist incentive program and appropriates funds for the incentive program. We believe that Hawai'i students deserve to have their mental health prioritized. Please support this measure.

This bill will increase access to high quality school psychological services for youth. Youth in Hawai'i are facing a mental health crisis and those who do receive mental health services need access to them in schools where they are more likely to seek them out. According to a national report, only 8% of school districts in the country meet the recommended ratio of school psychologists to student, and only 14% of districts meet the ideal student-to-counselor ratio, but it is not acceptable to see Hawaii in the bottom tier of states. Mental health disorders affect how youth learn, behave, and handle their emotions. **Ensuring that youth have access to care will help ensure their lifelong wellbeing.**

The Hawai'i State Youth Commission was established to advise the governor and legislature on the effects of legislative policies, needs, assessments, priorities, programs, and budgets concerning the youth of the State. We are a group of Youth Commission members (ages 14 – 24), appointed by the Governor, the Senate President, and the Speaker of the House.

Thank you for the opportunity to testify in support of HB 54.

Hawai'i State Youth Commission  
[hawaiistateyc@gmail.com](mailto:hawaiistateyc@gmail.com)



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

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## TESTIMONY BEFORE THE HOUSE COMMITTEE ON FINANCE

RE: HB 54 HD1 - RELATING TO EDUCATION

THURSDAY, FEBRUARY 23, 2023

OSA TUI, JR., PRESIDENT  
HAWAII STATE TEACHERS ASSOCIATION

Chair Yamashita and Members of the Committee:

The Hawaii State Teachers Association **supports HB 54 HD1**, relating to education. This bill establishes a nationally certified school psychologist incentive program. Appropriates funds for the incentive program.

We know that National board certified educators are critical to increasing learning growth. As the National Board for Professional Teaching Standards states, national board certified teachers shape the profession that shapes our society's future. **Created by teachers, for teachers, national board certification is widely viewed as the gold standard of teaching certification, with the same being respectively true for national board certified school psychologists.** Research shows that the students of national board certified education professionals achieve more and perform better for their students.

National board certified education professionals are, therefore, critical to raising graduation rates, setting and meeting rigorous performance goals, and bridging achievement gaps. A study performed by Stanford sociologist Sean Reardon found that the "rich-poor gap" in math and reading test scores is roughly 40 percent larger now than it was 30 years ago. **School psychologists who are also nationally certified support our teachers and our students.**

Given the chronic resource shortages, turnover, demographic inequalities, and low pay experienced by educators and mental health professionals in our schools 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 school psychologists as well, without whom scholastic progress may be jeopardized.**

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



*Hawai'i Children's Action Network Speaks! is a nonpartisan 501c4 nonprofit committed to advocating for children and their families. Our core issues are safety, health, and education.*

To: House Committee on Finance

Re: **HB 54, HD1 - Relating to Education**  
Hawai'i State Capitol & Via Videoconference  
February 23, 2023, 10:00 AM

Dear Chair Yamashita, Vice Chair Kitagawa, and Committee Members,

On behalf of Hawai'i Children's Action Network Speaks!, I am writing **in support of HB 54, HD1, relating to education**. This bill establishes a nationally certified school psychologist incentive program and appropriate funds for it.

Incentivizing school psychologist national accreditation would help Hawai'i address critical shortages of accredited school psychologists and support children and youth with high quality, evidence-based practices. The lack of accredited school psychologists has been an on-going issue for our state, and the impact of the pandemic on children's well-being highlights why now is the time to address it.

**HCAN Speaks! Board  
of Directors**

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Mandy Fernandes  
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Jasmine Slovak  
Erica Yamauchi

The American Academy of Pediatrics, American Academy of Child and Adolescent Psychiatry, and Children's Hospital Association declared a National State of Emergency in Children's Mental Health in October 2021.<sup>1</sup> To reduce the increased rates of anxiety, depression, and potential suicides that have occurred since the start of the pandemic, the Surgeon General recommends ensuring all children have access to high-quality and culturally competent mental health care in schools and other community-based settings.<sup>2,3</sup>

In 2021, Hawai'i employed one school psychologist for every 2,800 students, which is over five times more than National Association of School Psychologists' recommended ratio of one school psychologist for every 500 students.<sup>4</sup> Incentivizing accreditation would help attract more of school psychologists that our keiki need to our state.

Mahalo for this opportunity to provide testimony. Please pass this bill.

Thank you,

Nicole Woo  
Director of Research and Economic Policy

<sup>1</sup> <https://www.aap.org/en/advocacy/child-and-adolescent-healthy-mental-development/aap-aacap-cha-declaration-of-a-national-emergency-in-child-and-adolescent-mental-health/>

<sup>2</sup> <https://news.feinberg.northwestern.edu/2023/01/25/shortage-of-mental-health-professionals-linked-to-increase-in-youth-suicides/>

<sup>3</sup> <https://www.hhs.gov/sites/default/files/surgeon-general-youth-mental-health-advisory.pdf>

<sup>4</sup> <https://www.civilbeat.org/2022/09/hawaii-has-a-shortage-of-school-psychologists-national-research-says-thats-a-problem/>



## TESTIMONY HB 54

Dear Hawai'i State Legislature,

I have worked as a licensed clinical and corporate psychologist. I have an expertise in artificial intelligence, content and textual analysis. I **STRONGLY OPPOSE** this measure. I have reviewed some social media content of the National Association of School Psychologists, DBA: Hawai'i Association of School Psychologists, which has been analyzed for its combatant nature and elements of terrorism (attached). This content provides misinformation on the practice of psychology as a social justice crusade, demonstrates **negative sentiment towards “white people,”** and misrepresents the practice of psychology. Psychology is a neutral practice. This is also a violation of the American Psychological Association's Code of Ethics and there is overwhelming evidence its members use aggression to pursue its private agenda. This is clearly articulated in HB1116, SB675, and SB958 as demonstration of force. These means also violate community protocols.

This measure would illustrate how the State of Hawai'i endorse the members of a terrorist's organization, an organization that has been in perpetual **“BAD”** standing with the DCCA, and attempts to reinforce **“BAD behaviors”** in the name of psychology. Apparently,

these folks don't like **white people**. The TRUST believes that hard work leads to rewards. By these means, high standards are all inclusive.

I am also shedding light here that many of the committee members have a conflict of interest in which they have not recused themselves because they have prospered plentifully by those endorsing the measure, **“pay to play”**. This measure appropriately demonstrates a lack of public trust and confidence. Basically, an act of the government for the government, paid for by the government. For example, **Representative Justin Woodson the Education Committee Chairman** not only received \$5,150 from HSTA and \$3,000 HGEA but other indicators suggest he has a grave conflict of interest on the matter. His performance in addition to other representatives are currently under scrutiny and suspect to either a criminal or ethics violation referral or both. We wish to turn the measure over to the Ethics Commission as a sample.

The TRUST has been a long advocate for mental healthcare and remains at the Republic of Hawai'i disposal. Be well!

Sincerely,

DR. HAROLD THOMAS JR. AMES, IV



REPUBLIC OF HAWAII  
MINISTER OF MENTAL HEALTHCARE

← National Association of Schoo... Q



**National Association of School Psychologists** ...

6 hours ago · 🌐

As we are closing out a highly successful convention in Denver, we wanted to provide another update to our previous posts regarding the harmful incident that occurred Wednesday night in the Hyatt hotel affecting President Malone, her friends, and the Black community.

To summarize previous posts **two White** hotel security staff went to Celeste's Presidential Suite, at which she was hosting a gathering. They instructed all guests to leave, demanded ID, and stayed to "ensure" all guests left. It's crystal clear the security staff's inexcusable and harmful behavior would not have happened had the guests not been Black and Brown individuals.

NASP Executive Director Kathleen Minke and President Celeste Malone met with Hyatt Denver General Manager and the Senior VP for Global Equity, Diversity, and Inclusion for Hyatt Corporate, to discuss

← National Association of Schoo... Q

It's not lost on us the painful irony of this happening at a convention focused on Radical Hope & Authentic Healing under the amazing visionary leadership of NASP's second Black president, with the largest number of Black attendees ever and during Black History Month.

Amidst this, we have witnessed the power of Celeste's circle of colleagues, friends, and the broader community who immediately wrapped themselves around her. We witnessed Celeste's strength and grace in this situation she should not have had to endure. We see the life-long and generational trauma weighing on the Black school psychology and broader communities. We are inspired by their resilience and respect their anger. We are committed to living the promise of our social justice strategic goal, including the lessons we are learning from this incident and our response, and strive to do better.

Like Comment Share

← National Association of Schoo... Q

1. a public genuine apology to Celeste,
2. refunding all room charges to Celeste's invited guests to the party who are staying at the Hyatt,
3. direct compensation to Celeste, and
4. Substantive donations to the NASP Minority Scholarship Program, Howard University (to be determined by Celeste), and the Black School Psychology Network.

In conversation, Hyatt's SVP for Global EDI agreed to meet with NASP's Board of Directors to discuss additional actions to ensure the safety and well-being of all attendees at future NASP events. He also said Hyatt Denver staff will receive EDI and antiracism training.

Unfortunately, we have yet to receive an official satisfactory response from the Hyatt. This is unacceptable by any measure. If what we get does not meet our demands, we will continue to pursue a restorative resolution. We encourage our members, attendees, and colleagues to keep a spotlight on Hyatt as we continue our efforts to hold them

← National Association of Schoo... Q

NASP Executive Director Kathleen Minke and President Celeste Malone met with Hyatt Denver General Manager and the Senior VP for Global Equity, Diversity, and Inclusion for Hyatt Corporate, to discuss Hyatt's response and reparative actions. We have repeatedly asked for the following specifics:

1. a public genuine apology to Celeste,
2. refunding all room charges to Celeste's invited guests to the party who are staying at the Hyatt,
3. direct compensation to Celeste, and
4. Substantive donations to the NASP Minority Scholarship Program, Howard University (to be determined by Celeste), and the Black School Psychology Network.

In conversation, Hyatt's SVP for Global EDI agreed to meet with NASP's Board of Directors to discuss additional actions to ensure the safety and well-being of all attendees at future NASP events. He also said Hyatt Denver staff will receive EDI and antiracism training.





Committee on Finance  
Representative Kyle Yamashita, Chair  
Representative Lisa Kitagawa, Vice Chair

February 22, 2023

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

We support HB 54 HD1, which establishes a school psychologist national certification incentive program.

HE'E Coalition believes that social-emotional learning (SEL) is essential for the teaching and learning of our students. Qualified school psychologists help provide critical SEL supports. Just as teachers have a national certification incentive program, so should our school psychologists. There should be parity among all educators.

Hui for Excellence in Education, or "HE'E," promotes a child-centered and strength-based public education system in which families, communities and schools are valued and empowered to help every student succeed. HE'E works to bring diverse stakeholders together to harness collective energy, share resources, and identify opportunities for progressive action in education.

Thank you for the opportunity to testify. Our support represents a at least a 75% consensus of our voting membership.

Sincerely,

Cheri Nakamura  
HE'E Coalition Director



Academy 21  
American Civil Liberties Union  
Alliance for Place Based Learning  
Castle Complex Community Council  
Coalition for Children with Special Needs  
Education Institute of Hawai'i  
\*Faith Action for Community Equity  
Fresh Leadership LLC  
Girl Scouts Hawaii  
Harold K.L. Castle Foundation  
\*HawaiiKidsCAN  
\*Hawai'i Afterschool Alliance  
\*Hawai'i Appleseed Center for Law and Economic Justice  
\*Hawai'i Association of School Psychologists  
Hawai'i Athletic League of Scholars  
\*Hawai'i Children's Action Network  
Hawai'i Nutrition and Physical Activity Coalition  
Hawai'i Scholars for Education and Social Justice  
\* Hawai'i State PTSA  
Hawai'i State Student Council  
Hawai'i State Teachers Association  
Hawai'i P-20  
Hawai'i 3Rs  
Head Start Collaboration Office  
It's All About Kids  
\*INPEACE  
Joint Venture Education Forum  
Junior Achievement of Hawaii  
Kamehameha Schools  
Kanu Hawai'i  
Kaua'i Ho'okele Council  
Keiki to Career Kaua'i  
Kupu A'e  
\*Leaders for the Next Generation  
Learning First  
McREL's Pacific Center for Changing the Odds  
Native Hawaiian Education Council  
Our Public School  
\*Pacific Resources for Education and Learning  
\*Parents and Children Together  
\*Parents for Public Schools Hawai'i  
Special Education Provider Alliance  
\*Teach for America  
The Learning Coalition  
US PACOM  
University of Hawai'i College of Education  
\*Youth Service Hawai'i

*Voting Members (\*) Voting member organizations vote on action items while individual and non-voting participants may collaborate on all efforts within the coalition.*



**HAWAII GOVERNMENT EMPLOYEES ASSOCIATION**

AFSCME Local 152, AFL-CIO

**RANDY PERREIRA**, Executive Director • Tel: 808.543.0011 • Fax: 808.528.0922

The Thirty-Second Legislature, State of Hawaii  
House of Representatives  
Committee on Finance

Testimony by  
Hawaii Government Employees Association

February 23, 2023

H.B. 54, H.D. 1 — RELATING TO EDUCATION

The Hawaii Government Employees Association, AFSCME Local 152, AFL-CIO strongly supports the purpose and intent of H.B. 54, H.D. 1, which appropriates funds to establish a school psychologist national certification incentive program.

There are currently only 60 school psychologists servicing 180,000 students in nearly 300 public schools and charter schools statewide. This means each psychologist services six times more students than what is recommended by the National Association of School Psychologists. Not only would this program recognize and support those already nationally certified, but it would incentivize the many wishing to be certified who find it financially unattainable. Hawaii does not have local graduate programs for school psychologists so this would make Hawaii more competitive with other states who already offer this incentive program. Our state needs to join other school districts across the nation aiming to address the longstanding impact of the last three years on student mental health and well-being.

Thank you for the opportunity to testify in support of H.B. 54, H.D. 1.

Respectfully submitted,

Randy Perreira  
Executive Director

And Aloha Honorable Chair Yamashita, Vice Chair Kitagawa, and Members of the Committee,

The Hawai'i Association of School Psychologists **supports** HB54 in its amending Chapter 302A of the Hawai'i Revised Statutes to establish within the department a school psychologist national certification incentive program. Mental and behavioral health experts are needed in schools now more than ever. This proposed amendment will support the recruitment and retention of highly qualified school psychologists, who are mental and behavioral health experts.

The Nationally Certified School Psychologist (NCSP) certification is comparable to, or more rigorous than, many national certifications across other school professionals, such as teachers, school counselors, speech and language pathologists, and occupational therapists. The credential promotes excellence in the field of school psychology through rigorous standards of graduate preparation, ethical practice, and competency. Additionally, nationally certified school psychologists must engage in activities designed to maintain, expand, and extend their professional training and skills. Recertification is required every 3 years, with no less than 75 hours of continuing professional development activities.

Recruiting and retaining school psychologists with an NCSP, and encouraging eligible school psychologists to obtain an NCSP, will benefit keiki and their 'Ohana. First and foremost, it will support the State's ongoing efforts to address critical staffing shortages. The National Association of School Psychologists recommends a ratio of 1 school psychologist to every 500 students; however, many school psychologists in the State have more than 1,500 students. Equitably allocating stipends for nationally certified staff across all educators will help address this shortage, and with additional federal funds available for schools, it is a good time to expand the Hawai'i Revised Statutes to include school psychologists. Second, a school psychologist who is nationally certified is legally and ethically required to follow uniform national standards guiding the practice of school psychology, which includes providing keiki and youth with high quality, evidence-based practices in the areas of academic achievement, mental and behavioral health, school and community safety, family-school partnerships, and due process protection against malpractice.

Expanding the national certification bonus to include School Psychologists is a needed first step in addressing pay inequities for School Psychologists in Hawai'i. This will strengthen the Department of Education's efforts to address critical shortages of School Psychologists in the State.

Respectfully Submitted:

Leslie Baunach, NCSP

NASP Delegate-Hawai'i & HASP Legislative Co-Chair

Email: [hasp808@gmail.com](mailto:hasp808@gmail.com)

**HB-54-HD-1**

Submitted on: 2/21/2023 10:42:07 AM

Testimony for FIN on 2/23/2023 10:00:00 AM

Submitted By	Organization	Testifier Position	Testify
Keri Anacker	Individual	Support	Written Testimony Only

Comments:

2/21/23

Hello, I am writing in support of HB54 to establish the national certification incentive program within the Hawai'i Department of Education to include Nationally Certified School Psychologists (NCSPs). Maintaining a National Certification (albeit, in any profession) demonstrates continued professional excellence. 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. This makes sure that the School Psychologist remains current and informed on best practices. Those who hold a National Certification in School Psychology meet the established national standards for graduate preparation and continuing professional development. There is a similar standard for teachers who achieve the National Board Certified Teacher (NBCT) status. In our state, we do recognize exemplary public school **teachers** who have achieved national board certification. Through the passing of this bill, Hawai'i will **also be able to recognize School Psychologists** who hold national certifications. Additionally, the passing of this bill will have a positive influence on recruitment of School Psychologists, as well as in retaining highly qualified professionals in our schools. Speaking from personal experience, many of my friends who used to work here, have left the state to seek employment on the mainland where they **are** incentivized to obtain a National Certification. It is imperative that we follow suit, here.

I am also speaking as the Student & Early Career Committee Chair for the Hawai'i Association of School Psychologists and I am always fielding emails from prospective new-hires who have a strong desire to work for the HODOE. However, in answering their many questions, it always pains me to respond that our state does not offer any bonus for holding a National Cert. This fact disappoints many, and is a contributing factor in why we have a hard time recruiting School Psychologists to our state. We can, and should, do better and fight for equitable incentives for all DOE employees.

Thank you for your time,

Keri Anacker, (Proud NCSP-holder)



**HB-54-HD-1**

Submitted on: 2/21/2023 11:31:53 AM

Testimony for FIN on 2/23/2023 10:00:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Alec Marentic	Individual	Support	In Person

Comments:

Aloha Honorable Chair, Vice Chair, and members of the Finance Committee,

My name is Alec Marentic, and I am a Nationally Certified School Psychologist for the Pāhoa Complex on Hawai'i island. I am writing in **strong support** of HB54, which would establish an NCSP certification bonus, similar to the bonuses available to nationally certified teachers and counselors.

The NCSP is one of the most rigorous national certifications in the field of education. It recognizes School Psychologists who have met the most rigorous training standards, including continuing professional development. It requires, at a minimum, 75 hours of continuing professional development every 3 years.

This bonus is a step in the right direction to make School Psychologist salaries more competitive with national average. In 2021, the national average salary of a School Psychologist was a little over \$81,000. Currently in Hawai'i, the entry step for a School Psychologist position is \$62,126. Even with a (relatively low) shortage differential of about \$4,140, the pay of School Psychologists, the entry-level pay is significantly below national averages.

These uncompetitive wages reduce the Department of Education's ability to recruit and retrain the numbers of School Psychologists needed to meet the needs of our keiki. With only about 61 School Psychologists in the, on average, 5 schools have to share 1 school psychologist, and about 3,000 keiki have to share 1 School Psychologist. These numbers are also underrepresentative of our shortages because we also support all charter schools as well.

In closing, I urge the legislature to pass this bill to take first steps towards addressing School Psychologist shortages by making our pay more competitive and equitable.

Thank you for this opportunity to testify.

Alec Marentic, Ed.S.  
Nationally Certified School Psychologist

**HB-54-HD-1**

Submitted on: 2/21/2023 12:30:40 PM

Testimony for FIN on 2/23/2023 10:00:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Cards Pintor	Individual	Support	Written Testimony Only

Comments:

Aloha,

I support this bill.

Mahalo nui,

Cards Pintor



2/21/23  
Hawai'i State Capitol  
415 S Beretania St.  
Honolulu, HI 96813

HB54, School Psychologist National Certification Incentive Program

Aloha members of the Senate Committee on Ways and Means,

I support HB54 to establish within the department a school psychologist national certification incentive program. Mental and behavioral health experts are needed in schools now more than ever. This proposed amendment will support the recruitment and retention of highly qualified school psychologists, who are mental and behavioral health experts.

Recruiting and retaining school psychologists with a Nationally Certified School Psychologist (NCSP), and promoting eligible school psychologists to obtain an NCSP, will benefit keiki and their 'Ohana. First and foremost, it will support the State's ongoing efforts to address critical staffing shortages. The National Association of School Psychologists recommends a ratio of 1 school psychologist to every 500 students; however, many school psychologists in the State have more than 1,500 students. Equitably allocating stipends for nationally certified staff across all educators will help address this shortage, and with additional federal funds available for schools, it is a good time to expand the Hawai'i Revised Statutes to include school psychologists. Second, a school psychologist who is nationally certified is legally and ethically required to follow uniform national standards guiding the practice of school psychology, which includes providing keiki and youth with high quality, evidence-based practices in the areas of academic achievement, mental and behavioral health, school and community safety, family-school partnerships, and due process protection against malpractice.

There is a crucial shortage in the state of Hawaii for School Psychologists. As a School Psychologist in Central District, I am consumed with three times as many students than what is recommended by the National Association for School Psychologists for a School Psychologist. Passing HB54 will incentivize qualified School Psychologists to apply and remain in the state of Hawaii as School Psychologists. The cost of living is extremely high compared to what we make and in comparison to what we could be making in the same position on the mainland. Please help us and our keiki get the support that we need.

In closing, I support HB54 because I believe that our schools in Hawaii are in dire need of qualified mental health support and we need to be able to retain our School Psychologist positions.

Respectfully Submitted,  
Traci Effinger, School Psychologist, Central District Oahu

Testimony Support Regarding HB54  
National Certification Incentive Program  
February 21, 2023

Aloha,

I am a Nationally Certified School Psychologist (NCSP), currently working within the Hawai‘i Department of Education (DOE). I am writing in support of Hawai‘i State Legislative Bill HB54 to amend the provisions of the national incentive program within the DOE to include NCSPs in the state of Hawai‘i. Mental and behavioral health experts are needed in schools now more than ever. This proposed amendment will motivate more School Psychologists to achieve this standard, which will protect our keiki by holding professionals to the highest standard. It will also support the recruitment and retention of highly qualified School Psychologists, who are experts in the field.

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

Specifically, the NCSP credential is comparable to the National Board Certified Teacher (NBCT) status, in that they both signify impressive professional credentialing. To become an NCSP, rigorous standards need to be met, as this credential does not come easily. The National Association of School Psychologists (NASP) has developed and maintains a national set of standards for obtaining and keeping this credential, which includes completion of comprehensive coursework/training, supervised practicums, and a supervised 1,200-hour internship required to earn a graduate degree, followed by an additional requirement to receive a passing score on comprehensive School Psychology Praxis examination. To maintain an NCSP status, it must be renewed every three years. Renewal includes providing evidence of 75 Continuing Professional Development (CPD) hours from approved providers pertaining to topics in School Psychology, of which three credits must be in ethics, and an additional three in equity, diversity, and inclusion. These standards demonstrate a commitment to professional excellence in the field of School Psychology, as they set a high bar for skilled practice. Having an NCSP credential signifies that a School Psychologist advanced above and beyond the requirements of merely obtaining his or her degree to practice in public schools. It demonstrates the individual’s desire to not only perform his or her duties, but rather to excel in the field of School Psychology, which in turn will significantly benefit and protect our keiki and their ‘ohana. A School Psychologist who is nationally certified is legally and ethically required to follow uniform national standards guiding the practice of School Psychology, which includes providing keiki and youth with high quality, evidence-based practices in the areas of academic achievement, mental and behavioral health, school and community safety, family-school partnerships, and due process protection against malpractice.

Not only will this incentive motivate more School Psychologists to achieve this arduous professional standard, but it will additionally have a positive influence on the recruitment efforts of School Psychologists in Hawai‘i, as well as in retaining highly qualified professionals in our schools, which is a significant need that will only further benefit our keiki. Equitably allocating stipends for nationally certified staff across all educators will help address this shortage we are currently experiencing. With additional federal funds available for schools, it is a good time to expand the Hawai‘i Revised Statutes to include School Psychologists.

In Hawai‘i, incentive is given to public school teachers who have achieved National Board Certification under the National Board for Professional Teaching Standards. Through the passing of this bill, Hawai‘i will also be able to recognize School Psychologists who hold national designations through this incentive program.

Mahalo for your consideration.

Respectfully submitted,

A handwritten signature in black ink that reads "Amanda Garrett". The signature is written in a cursive style with a long horizontal flourish at the end.

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

**HB-54-HD-1**

Submitted on: 2/21/2023 2:02:17 PM

Testimony for FIN on 2/23/2023 10:00:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Matrix Dumlao	Individual	Support	Written Testimony Only

Comments:

Students in Hawaii deserve highly qualified professionals, who should be distinguished for attaining national certification in their field of expertise.

Date: February 21, 2023

Bill: HB54

Aloha Chair and Members of the Committee,

**I support HB54.**

- There are currently significant shortages of School Psychologists in the State. We estimate there are approximately 60, which equate to five schools sharing one School Psychologist on average
- This additional bonus will make School Psychologists' wages more competitive with other States, which will help address recruitment and retention challenges
- Recruiting and retaining highly certified School Psychologists will ensure our keiki receive the mental and behavioral health services they desperately need
- The treasury currently has a very large surplus (more than \$2 billion), as well as additional federal monies pledged to the State for education (\$73 million for school year 2023-2024), which can be used to fund this proposed expansion of the national certification bonus program
- Pay inequities targeting critical educator shortages were legislatively enacted last year, so there is precedent for addressing salaries and bonuses in the legislature

Respectfully Submitted,

**Jenna Maiorano, M.A., CAGS, NCSP**

School Psychologist

Aiea-Moanalua-Radford Complex Area

**HB-54-HD-1**

Submitted on: 2/21/2023 4:32:51 PM

Testimony for FIN on 2/23/2023 10:00:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Lori Sumida	Individual	Support	Written Testimony Only

Comments:

We need highly qualified mental health professionals in schools and since there is a shortage of these professionals, allotting more money to recognize those with the national certification will hopefully attract more to apply, and decrease turnover.

February 21, 2023

# TESTIMONY SUPPORTING HB 54

## NATIONAL CERTIFICATION INCENTIVE PROGRAM

Aloha,

I am writing in support of Hawai'i State Legislative Bill HB54, to amend the provisions of the national certification incentive program within the Department of Education (DOE) to include Nationally Certified School Psychologists (NCSP). This proposed amendment will motivate more school psychologists to achieve this higher standard, which will also benefit the students we serve. Additionally, it will aid in recruiting and retaining highly qualified professionals in this field. Equitably allocating stipends for nationally certified staff across all educators in the DOE will help address the on-going shortage of school psychologists in Hawai'i. The NCSP credential requires rigorous training and on-going professional development. School psychologists sacrifice their time and money to earn and retain this designation.

Thank you for recognizing our teachers who have achieved National Board Certification. Please consider recognizing the school psychologists who hold the NCSP designation, as well.

Mahalo,

Monica L. Durham, NCSP

**HB-54-HD-1**

Submitted on: 2/21/2023 6:17:16 PM

Testimony for FIN on 2/23/2023 10:00:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Makayla Fitzpatrick	Individual	Support	Written Testimony Only

Comments:

I'm submitting this testimony as a special education teacher for HB 54 to ensure that we have highly qualified mental health professionals in schools. There is a shortage of these professionals which adversely impacts our students by not having the capacity of professionals to help support our students. Allotting more money to recognize those with the national certification will attract more to apply, and decrease turnover. As a special education teacher, having highly qualified mental health professionals that are nationally certified helps us to ensure we are providing appropriate services and supports for students with varying abilities by collaborating with highly qualified school psychologists.

As a teacher who is pursuing my own national certification for teaching, I believe that our students in Hawaii deserve highly qualified professionals. These highly qualified professionals should be distinguished for attaining national certification in their field of expertise just like with teachers. This provides a level of standards and ethics that can only support our students to reach their potential. School psychologists who are nationally certified are ethically required to follow national standards and keep up with relevant professional development which will hold future school psychology applicants to a higher degree of expectation. Teachers receive a bonus for being nationally certified, which should be the case for ALL nationally certified educators. Please support the HB 54 as our school psychologists are important educators for our school and should be valued as such.



Testimony Support Regarding HB54 HD1  
**National Certification Incentive Program**  
Thursday February 23, 2023 - 10:00AM

Aloha,

I am a School Psychologist from the island of Maui and am writing in support of HB54 to establish the national certification incentive program within the Hawai'i Department of Education to recognize Nationally Certified School Psychologists (NCSPs).

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, an additional 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 equity, diversity, and inclusion. NASP also advocates that School Psychologists engage in supervision to promote their own professional growth and exemplary professional practices, and therefore require a one-year mentorship within the first three years of obtaining ones NCSP. Professional development may be obtained through recognized agencies such as NASP or American Psychological Association (APA) approved providers. This insures that the NCSP practitioner remains current and informed on best practices, and is meeting the exemplary status of being a Nationally Certified School Psychologist.

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 National Board for Professional Teaching Standards (NBPTS). In Hawai'i, 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, Hawai'i will also recognize School Psychologists who hold national designations through this incentive program.

Financially, this does not represent a large budget item. From a financial standpoint, recognizing NCSPs through this incentive would not be a financial burden in comparison to the amount of money budgeted for teachers with NBPTS. As of this writing, there are 37 Nationally Certified School Psychologists in the entire state of Hawai'i (including those who are retired and those who work in private practice), out of approximately 60 School Psychologists in the HIDOE. In contrast, as of April 19, 2021, there are 744 teachers within the HIDOE who hold their national board certification, out of a potential pool of 5500 teachers.

The passing of this bill is a low financial burden to the state that will have large positive impacts in our community. Namely, recruiting highly trained individuals to support our most vulnerable keiki and ensure them the most appropriate protections. We will also be better equipped to retain highly qualified professionals in our schools by acknowledging their NCSP status through the passing of this bill.

Mahalo for your consideration.

Respectfully submitted,

Holly Mahina Hoke, Ed.S.  
Nationally Certified School Psychologist (NCSP)

**HB-54-HD-1**

Submitted on: 2/21/2023 10:18:54 PM

Testimony for FIN on 2/23/2023 10:00:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Dwayne Groff	Individual	Support	Written Testimony Only

Comments:

I am writing this testimony in SUPPORT of HB 54 to expand the National Incentive Program to include School Psychologists. I am a father and uncle invested in the school community. It is important that we recognize the individuals who support our keiki with incentives such as this program to attract and retain School Psychologists to work in our schools.

I urge you to pass this bill.

Mahalo for the opportunity to submit testimony.

Dwayne Groff

**HB-54-HD-1**

Submitted on: 2/21/2023 11:12:17 PM

Testimony for FIN on 2/23/2023 10:00:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Chia-Chen Lin	Individual	Support	Written Testimony Only

Comments:

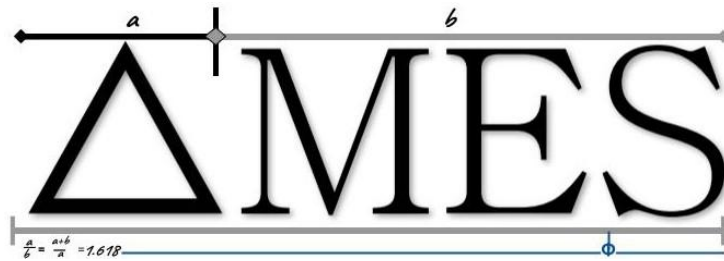
HB54/SB675, School Psychologist National Certification Incentive Program Aloha Chair and Members of the Committee, I support SB2823 in its amending Chapter 302A of the Hawai'i Revised Statutes to establish within the department a school psychologist national certification incentive program. Mental and behavioral health experts are needed in schools now more than ever. This proposed amendment will support the recruitment and retention of highly qualified school psychologists, who are mental and behavioral health experts. Additional recommended talking points for testimony:

- There are currently significant shortages of School Psychologists in the State. We estimate there are approximately 60, which equate to 5 schools sharing 1 School Psychologist on average
- This additional bonus will make School Psychologist wages more competitive with other States, which will help address recruitment and retention challenges
- Recruiting and retaining highly certified School Psychologists will ensure our keiki receive the mental and behavioral health services they desperately need
- The treasury currently has a very large surplus (more than \$2 billion), as well as additional federal monies pledged to the State for education (\$73 million for school year 2023-2024), which can be used to fund this proposed expansion of the national certification bonus program
- Pay equities targeting critical educator shortages were legislatively enacted last year, so there is precedent for addressing salaries and bonuses in the legislature

Respectfully Submitted,

Chia-chen Lin

Nationally Certified School Psychologist (NCSP)



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## TESTIMONY HB 54

Dear Hawai'i State Legislature,

I am a Licensed Marriage & Family Therapist, and have worked as a Behavioral Health Therapist, and as HIDEO Clinical Supervisor. I **STRONGLY OPPOSE** this measure. HIDEO has within its powers to provide recruitment incentives without passing the measure. This bill politicizes the practice of psychology, encroaches on the private industry and the mental health field. These practices require state issued licenses. I find the term "**psychologists**" is a protected term under HRS 465 and the AMES LTD. company believes members of the National Association of School Psychologists, DBA : Hawai'i Association of School Psychologists, conduct themselves unlawfully pursuant title infringement and use misinformation as leverage. This measure also sidelines and attempts to overshadow similar classes of practice without having actually obtained a license.

Sincerely,

Mezghan A. Ames, LMFT

Testimony Support Regarding HB54  
School Psychologist National Certification Incentive Program  
February 22, 2023

Aloha,

I am writing in support of Hawaii State Legislative Bill HB54 to amend the provisions of the national incentive program within the Department of Education to include NCSP's in the state of Hawaii. Now, more than ever before, our schools and our keiki are in need of highly qualified mental and behavioral health experts. The proposed amendment will motivate more School Psychologists to achieve this level of standard, which will protect our students and families by holding professionals to the highest standard. It will also support the recruitment and retention of highly qualified School Psychologists, who are experts in the field.

School Psychologists work within the public school system, providing psychoeducational support for students with academic and/or social-emotional needs. We directly impact students, school teams, and families on a daily basis. In order to ensure the greatest impact, our schools need to have highly trained specialists who are held to the highest standard. The NCSP credential, with its stringent requirements, will ensure that School Psychologist have received rigorous training and continue to stay current in the field through required, ongoing professional development.

Recruiting and retaining school psychologists who hold their NCSP, and promoting eligible school psychologists to obtain a NCSP, will directly benefit our keiki and their ohana. First, this amendment would help to alleviate staffing shortages. The National Association of School Psychologists recommends a ratio of 1 school psychologist to every 500 students; however, many school psychologists in the State have more than 1,500 students. Second, a school psychologist who is nationally certified is legally and ethically required to follow uniform national standards guiding the practice of school psychology, which includes providing students with high quality, evidence-based practices in the areas of academic achievement, mental and behavioral health, school and community safety, family-school partnerships, and due process protection against malpractice.

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

Not only will this incentive motivate more School Psychologists to achieve this arduous professional standard, but it will additionally have a positive influence on the recruitment efforts of School Psychologists in Hawaii, as well as in retaining highly qualified professionals in our schools, which is a significant need that will only further benefit our keiki. Equitably allocating stipends for nationally certified staff across all educators will help address this shortage we are currently experiencing. With additional federal funds available for schools, it is a good time to expand the Hawai'i Revised Statutes to include School Psychologists.

In the state of Hawaii, incentive is given to public school teachers who have achieved National Board Certification under the National Board for Professional Teaching Standards. Through the passing of this bill,

Hawaii will also be able to recognize School Psychologists who hold national designations through this incentive program.

Respectfully Submitted,

Melissa Dawson,  
School Psychologist

February 22, 2023

## HB54 School Psychologist National Certification Incentive Program

Aloha Chair and Members of the committee,

I support HB54 in its amending Chapter 302A of the Hawai'i Revised Statutes to establish within the department a school psychologist national certification incentive program. Mental and behavioral health experts are needed in schools now more than ever. This proposed amendment will support the recruitment and retention of highly qualified school psychologists, who are mental and behavioral health experts.

Recruiting and retaining school psychologists with an NCSP, and promoting eligible school psychologists to obtain an NCSP, will benefit keiki and their 'Ohana. First and foremost, it will support the State's ongoing efforts to address critical staffing shortages. The National Association of School Psychologists recommends a ratio of 1 school psychologist to every 500 students; however, many school psychologists in the State have more than 1,500 students. Equitably allocating stipends for nationally certified staff across all educators will help address this shortage, and with additional federal funds available for schools, it is a good time to expand the Hawai'i Revised Statutes to include school psychologists. Second, a school psychologist who is nationally certified is legally and ethically required to follow uniform national standards guiding the practice of school psychology, which includes providing keiki and youth with high quality, evidence-based practices in the areas of academic achievement, mental and behavioral health, school and community safety, family-school partnerships, and due process protection against malpractice.

As a school psychologist with an NCSP, I participate in on-going professional development opportunities, which is required for maintain my certification. It encourages maintaining a high standard of practice. I feel that this is an important factor to consider to ensure that our keiki are being supported by mental and behavioral health experts who hold certifications at the national level. There is a significant shortage of School Psychologists in the state. We estimate there are a total of 60 School Psychologists, which equate to approximately five schools sharing one School Psychologist. Pay equities targeting critical educator shortages were legislatively enacted last year, so there is precedent for addressing salaries and bonuses in the legislature.

In closing, I am in support of passing bill, HB54 to help meet the needs of our students in Hawai'i.

Respectfully Submitted,  
Jamie Ergina, Ed.S., NCSP



Dear Hawai'i State Legislature,

We **strongly oppose HB 54**. We believe its committee members are subject to government corruption, sell votes, and **"pay to play."** The measure is subject to bias and we question its objectivity. For example:

JUSTIN H. WOODSON	\$ 5,150	HSTA
	\$ 3,000	HGEA
ERNESTO GANADEN	\$ 500	HGEA
	\$ 500	HSTA
NATALIA HUSSEY-BURDICK	\$ 1,000	HSTA
	\$ 500	HCAN
LISA MARTEN	\$ 2,500	HSTA
SCOT MATAYOSHI	\$ 3,000	HCPE
	\$ 3,458	HGEA
	\$ 1,250	HSTA
LINDA ICHiyAMA	\$ 3,000	HGEA
	\$ 2,000	HSTA
JEANNE KAPELA	\$ 4,500	HSTA
LOWEN	\$ 3250	HGEA
	\$ 5,000	AFL-CIO
	\$ 4,000	HSTA
JOHN MIZUNO	\$ 7,450	HSTA
	\$ 950	HGEA
AMY PERRUSO	\$ 5,500	HSTA
	\$ 500	HGEA
CHRIS TODD	\$ 2,600	HSTA
	\$ 1,000	HGEA



draft

Sincerely,

KOPAka KAIMANA



**HB-54-HD-1**

Submitted on: 2/22/2023 9:20:05 AM

Testimony for FIN on 2/23/2023 10:00:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Kari Arneson	Individual	Support	Written Testimony Only

Comments:

HB54/SB675, School Psychologist National Certification Incentive Program

Aloha Chair and Members of the Committee,

I support SB2823 in its amending Chapter 302A of the Hawai'i Revised Statutes to establish within the department a school psychologist national certification incentive program. Mental and behavioral health experts are needed in schools now more than ever. This proposed amendment will support the recruitment and retention of highly qualified school psychologists, who are mental and behavioral health experts.

- There are currently significant shortages of School Psychologists in the State. We estimate there are approximately 60, which equate to 5 schools sharing 1 School Psychologist on average
- This additional bonus will make School Psychologist wages more competitive with other States, which will help address recruitment and retention challenges
- Recruiting and retaining highly certified School Psychologists will ensure our keiki receive the mental and behavioral health services they desperately need
- The treasury currently has a very large surplus (more than \$2 billion), as well as additional federal monies pledged to the State for education (\$73 million for school year 2023-2024), which can be used to fund this proposed expansion of the national certification bonus program
- Pay equities targeting critical educator shortages were legislatively enacted last year, so there is precedent for addressing salaries and bonuses in the legislature

At this point both of our licensure bills have died before really having any chance to make it. Please, kokua, pay us the respect and recognition that we deserve in the state of Hawai'i and consider this bill, if not for the reasons above.

Respectfully Submitted,

Kari Arneson



To the Hawai'i House of Representatives:

I am writing to the legislators of the state of Hawaii to implore the House of Representatives to consider and ultimately enact HB54. As a hardworking, nationally certified school psychologist in the Kea'au- Ka'u- Pahoia Complex on the Big Island, I have one of many perspectives that should be considered and amplified prior to any decision making on this matter.

Most recently, I was working in Washington state as a state and nationally licensed school psychologist. There, I made a competitive salary of \$77,000 for 10 months as well as an annual \$5,000 bonus for holding national certification. In all other states in the union, the many districts in one state create an opportunity for competitive salaries and working conditions for a coveted and necessary position. Here in Hawaii, I make \$64,000 for 12 months with no annual bonus for the national certification. I moved here to be close to my spouse's family (local to Kaua'i and Hawai'i islands) and with a comparable cost of living to Seattle, Washington, I was expecting comparable compensation. With my current compensation, I am not able to comfortably afford my simple lifestyle, and I do not feel adequately compensated for my effort or expertise. I hold a National Certification to ensure the staff and families that I work with that I have received adequate and approved training, that I continue my education with professional development, and that I adhere to NASP ethical and practice standards.

Other factors to consider include the shortages of School Psychologists in the state of Hawai'i; NASP recommends one school psychologist per 500 students, and our state currently has one per 5 schools. This additional bonus will make School Psychologist wages more competitive with other States, which will help address recruitment and retention challenges. Additionally, recruiting and retaining highly certified School Psychologists will ensure our keiki receive the mental and behavioral health services they desperately need

We propose this House Bill 54 in response to pay equities targeting critical educator shortages were legislatively enacted last year, so there is precedent for addressing salaries and bonuses in the legislature. I want nothing more than to remain among my loved ones on the island and continue to support the keiki in our community, but my colleagues and I require adequate staffing and compensation to do so. I appreciate your consideration and look forward to the ratification of House Bill 54.

Sincerely,

Arianna Henry, Ed.S., NCSP

**HB-54-HD-1**

Submitted on: 2/22/2023 10:59:51 AM

Testimony for FIN on 2/23/2023 10:00:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Fely Ebner	DOE	Support	Written Testimony Only

Comments:

I feel that students in Hawaii schools deserve highly qualified professionals who should be distinguished for attaining a national certification. Other educators in the state receive bonuses for their national certification as well, such as teachers. Please support this bill for Hawaii School Psychologists.

Thank you for your consideration.

Fely Ebner

School Psychologist

Aiea Moanalua Radford Complex

Central District

**HB-54-HD-1**

Submitted on: 2/22/2023 8:02:46 PM

Testimony for FIN on 2/23/2023 10:00:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Johnnie-Mae L. Perry	Individual	Support	Written Testimony Only

Comments:

I, Johnnie-Mae L. Perry SUPPORT HB 54 RELATING TO EDUCATION. To include the Waianae community.