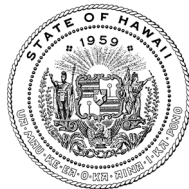


JOSH GREEN, M.D.  
GOVERNOR



LUIS P. SALAVERIA  
DIRECTOR

SABRINA NASIR  
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  
*Ka 'Oihana Mālama Mo'ohelu a Kālā*  
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

TESTIMONY BY LUIS P. SALAVERIA  
DIRECTOR, DEPARTMENT OF BUDGET AND FINANCE  
TO THE HOUSE COMMITTEE ON LABOR & GOVERNMENT OPERATIONS  
ON  
HOUSE BILL NO. 875

**February 7, 2023**  
**9:00 a.m.**  
**Room 309 and Videoconference**

RELATING TO EDUCATION

The Department of Budget and Finance (B&F) offers comments on this bill.

House Bill (H.B.) No. 875: 1) establishes the Hawai'i Teacher Apprenticeship Program (HTAP) to be administered by the Department of Education (DOE) to support, recruit, develop, and retain teachers in the DOE's schools; 2) establishes the HTAP Special Fund (HTAPSF) into which funds shall be deposited, including funds appropriated by the Legislature and all moneys received as repayment from individuals due to a breach in contractual agreements under the HTAP established under Section 302A-A; 3) appropriates an undetermined amount of general funds for FY 24 and FY 25 for deposit into the HTAPSF; and 5) appropriates an undetermined amount of special funds for FY 24 and FY 25 to establish and support the HTAP.

As a matter of general policy, B&F does not support the creation of any special fund which does not meet the requirements of Section 37-52.3, HRS. Special funds should: 1) serve a need as demonstrated by the purpose, scope of work and an explanation why the program cannot be implemented successfully under the general

fund appropriation process; 2) reflect a clear nexus between the benefits sought and charges made upon the users or beneficiaries or a clear link between the program and the sources of revenue; 3) provide an appropriate means of financing for the program or activity; and 4) demonstrate the capacity to be financially self-sustaining. Regarding H.B. No. 875, it is difficult to determine whether the proposed special fund would be self-sustaining.

Thank you for your consideration of our comments.

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:** 02/07/2023  
**Time:** 09:00 AM  
**Location:** 309 VIA VIDEOCONFERENCE  
**Committee:** House Labor & Government  
Operations

**Department:** Education

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

**Title of Bill:** HB 0875 RELATING TO EDUCATION.

**Purpose of Bill:** Establishes and appropriates funds for the Hawaii teacher apprenticeship program to support, recruit, develop, and retain teachers for Hawaii public schools.

**Department's Position:**

The Hawaii State Department of Education (Department) provides testimony in support of HB 875 and the creation of a teacher apprenticeship program.

The ongoing shortage of teachers both locally and nationally has made it challenging to accomplish the objective of having qualified teachers in every classroom. To address this challenge, the Department has utilized a variety of recruitment strategies and continues to actively explore other incentives and new pathways into the teaching profession.

In 2018, the Department and our partners from the University of Hawaii, Leeward Community College, and INPEACE, a non-profit organization supporting native pacific education, initiated a pilot program within the Nanakuli-Waianae complex area to help educational assistants in their journey toward earning college degrees and becoming special education teachers. While not expressly described as a teacher apprenticeship, the pilot program closely aligns with the goals outlined in HB 875.

The Department appreciates the support of this measure in helping to achieve the recently adopted Hawaii State Board of Education Strategic Plan's desired outcome of filling all teacher positions with qualified hires.

Thank you for the opportunity to provide testimony in support of HB 875.



**UNIVERSITY OF HAWAII SYSTEM**

**‘ŌNAEHANA KULANUI O HAWAII**

Legislative Testimony

Hō'ike Mana'o I Mua O Ka 'Aha'ōlelo

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Testimony Presented Before the  
House Committee on Labor and Government Operations  
Tuesday, February 7, 2023 at 9:00 a.m.

By

Nathan Murata, Dean  
College of Education

And

Michael Bruno, Provost  
University of Hawai'i at Mānoa

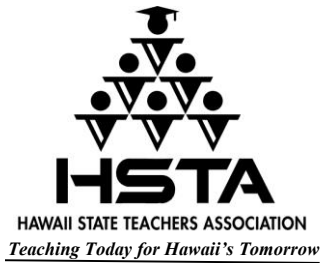
HB 875 – RELATING TO EDUCATION

Chair Matayoshi, Vice Chair Garrett, and Members of the Committee:

Thank you for the opportunity to provide testimony on HB 875, relating to Education.

The University of Hawaii at Mānoa, College of Education supports HB 875 which will create and sustain a teacher apprenticeship program in order to support, recruit, develop, and retain teachers for Hawaii's public schools. This bill will provide prospective teachers last-dollar support of postsecondary education, including tuition, student fees, books, technology, credentialing fees, transportation, and support for passing state testing requirements for licensure. This grows our own teacher apprenticeship program provides the financial incentives for teachers to expand their learning opportunities.

Thank you for allowing our testimony on HB 875.



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Logan Okita.  
Vice President  
Lisa Morrison  
Secretary-Treasurer  
Ann Mahi  
Executive Director

TESTIMONY BEFORE THE HOUSE COMMITTEE ON LABOR &  
GOVERNMENT OPERATIONS

RE: HB 875 - RELATING TO EDUCATION

TUESDAY, FEBRUARY 7, 2023

OSA TUI, JR., PRESIDENT  
HAWAII STATE TEACHERS ASSOCIATION

Chair Matayoshi and Members of the Committee:

The Hawai'i State Teachers Association **supports HB 875**, relating to education. The bill establishes and appropriates funds for the Hawai'i teacher apprenticeship program to support, recruit, develop, and retain teachers for Hawaii's schools.

Hawai'i's public schools have been struggling for years with a severe shortage of qualified teachers. During the 2018-2019 school year, there were more than 1,000 emergency hires due to this shortage. Add to this the number of teachers who either leave the profession every year, or relocate to the continent to find work in places where the cost of living is not so high. This has resulted in far few local teachers in classrooms who reflect the socioeconomic, racial, ethnic, and cultural diversity of our students.

An apprenticeship, like the one envisioned in this bill, would help the State take a step toward addressing this serious teacher shortage. This bill has the potential to help increase local teacher recruitment and retention by providing assistance in licensing and gaining in-classroom experience. It could also provide better mentoring experiences and financial support for students working to become qualified licensed teachers here in Hawaii.

**We believe it a teacher apprenticeship program could be an essential tool for recruiting, supporting, and retaining high-quality local teachers.**

To take care of the needs of Hawai'i's public schools and our students, the Hawaii State Teachers Association asks your committee to **support** this bill.

**HB-875**

Submitted on: 2/6/2023 4:40:28 PM

Testimony for LGO on 2/7/2023 9:00:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Raymond Rodriguez	Hawaii Teacher Standards Board	Comments	In Person

Comments:

Raymond (RJ) Rodriguez, Hawaii Teacher Standards Board (HTSB), Licensing Specialist. I will be present and available for questions regarding teacher licensure. I will be speaking as HTSB staff and not on behalf of the Board.

**HB-875**

Submitted on: 2/6/2023 4:45:44 PM

Testimony for LGO on 2/7/2023 9:00:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Felicia Villalobos	Hawaii Teacher Standards Board	Comments	In Person

Comments:

Aloha Committee Chair Woodson, Vice Chair Marten, and Committee Members,

The Hawaii Teacher Standards Board has not taken a position on HB 875, but HTSB staff or I will be there to answer any questions the Committee may have regarding this bill and its impact on licensure.

Sincerely,

Felicia Villalobos

HTSB Executive Director



**HB-875**

Submitted on: 2/7/2023 3:22:50 AM

Testimony for LGO on 2/7/2023 9:00:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Nanea Lo	Individual	Support	Written Testimony Only

Comments:

Hello,

My name is Nanea Lo. I'm born and raised in the Hawaiian Kingdom a Kanaka Maoli.

I'm writing in SUPPORT of HB875.

HB875 focuses on developing a Teacher Apprenticeship program, in order to recruit, develop, and retain teachers for Hawai'i public schools. Hawaii public schools have been facing a severe teacher shortage for years with little support to mitigate this issue. The number of teachers leaving Hawaii to find jobs elsewhere has increased by more than seventy per cent since 2012, and the teaching workforce in Hawaii has become increasingly out-of-state teachers, creating a classroom environment where teaching faculty do not adequately reflect the socioeconomic, racial, ethnic, and cultural diversity of Hawaii's students.

This bill is extremely important to creating and building a system that empowers our local teachers, and supports them financially through Federal Funding while they are going through the process of becoming a certified teacher for our public schools.

Support HB875.

me ke aloha 'āina,

Nanea Lo, Mō'ili'ili