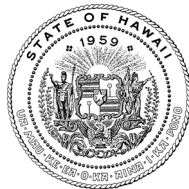


JOSH GREEN, M.D.
GOVERNOR



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

WRITTEN ONLY
TESTIMONY BY LUIS P. SALAVERIA
DIRECTOR, DEPARTMENT OF BUDGET AND FINANCE
TO THE HOUSE COMMITTEE ON FINANCE
ON
HOUSE BILL NO. 875, H.D. 1

February 27, 2023
10:00 a.m.
Room 308 and Videoconference

RELATING TO EDUCATION

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

House Bill (H.B.) No. 875, H.D. 1: 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 4) 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, H.D. 1, 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: 02/27/2023
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 0875, HD1 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. Establishes the Hawaii teacher apprenticeship program special fund. Effective 6/30/3000. (HD1)

Department's Position:

The Hawaii State Department of Education (Department) provides testimony in support of HB 875, HD 1, 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, HD 1.

The Department appreciates the support of this measure in helping to achieve the

recently adopted Board of Education Strategic Plan's desired outcome of filling all teacher positions with qualified hires.

Thank you for the opportunity to provide testimony on HB 875, HD 1.



‘ŌNAEHANA KULANUI O HAWAII’

Legislative Testimony

Hō’ike Mana’o I Mua O Ka ‘Aha’ōlelo

Testimony Presented Before the
House Committee on Finance
Monday, February 27, 2023 at 10:00 a.m.

By

Nathan Murata, Dean
College of Education

And

Michael Bruno, Provost
University of Hawai’i at Mānoa

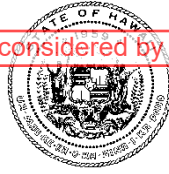
HB 875 HD1 – RELATING TO EDUCATION

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

Thank you for the opportunity to provide testimony on HB 875 HD1 relating to Education.

The University of Hawai’i at Mānoa, College of Education supports HB 875 HD1 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 HD1.



Testimony submitted late may not be considered by the Committee for decision making purposes.

STATE OF HAWAII
HAWAII TEACHER STANDARDS BOARD
650 IWILEI ROAD, SUITE 268
HONOLULU, HAWAII 96817

February 26, 2023

WRITTEN TESTIMONY BEFORE THE HOUSE COMMITTEE ON FINANCE

PERSON TESTIFYING: Felicia Villalobos, Executive Director on behalf of the Hawaii Teacher Standard Board (HTSB)

DATE: February 27, 2023

TIME: 10:00 am

LOCATION: Conference Room 308 and Video Conference

TITLE OF BILL: HB875 HD1 Relating to Education- Teacher Apprenticeship Program

PURPOSE OF BILL: Establishes and appropriates funds for the Hawai'i teacher apprenticeship program to support, recruit, develop, and retain teachers for Hawai'i public schools. Establishes the Hawai'i teacher apprenticeship program special fund.

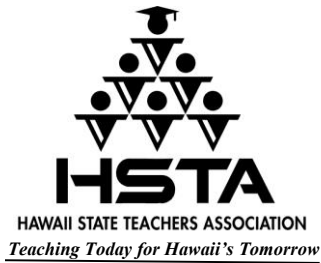
POSITION: Support HB875 HD1

Chair Yamashita, Vice Chair Kitagawa, and Members of the House Committee on Finance:

The Hawaii Teacher Standards Board (HTSB) supports HB875 HD1, which is in direct alignment with HTSB's mission and vision.

Providing every child in Hawaii with qualified teachers and promoting professionalism and teaching excellence are major components of HTSB's mission and vision. HB875 HD1 has the potential to provide future educators with the type of quality training, and financial support that would enable them to enter the classroom well prepared to provide students with a quality education. HTSB feels that this bill is not only a way to recruit and support future educators but has the potential to lead to greater retention within the profession.

Thank you for the opportunity to testify in support of HB875 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 875 HD1 - RELATING TO EDUCATION

MONDAY, FEBRUARY 27, 2023

OSA TUI, JR., PRESIDENT
HAWAII STATE TEACHERS ASSOCIATION

Chair Yamashita and Members of the Committee:

The Hawai'i State Teachers Association **supports HB 875, HD1**, relating to education. The bill establishes and appropriates funds for the Hawai'i teacher apprenticeship program to support, recruit, develop, and retain teachers for schools in Hawai'i.

Our public schools in Hawai'i 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. Passing this bill will also allow our state to draw down federal funds to assist with the Teacher Apprenticeship program.

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



Testimony Presented Before the
House Committee on Finance
Monday, February 27, 2023, at 10:00 a.m.
By
Stephen Schatz, Executive Director
Hawai'i P-20 Partnerships for Education

HB875 HDI – RELATING TO EDUCATION

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

Thank you for the opportunity to provide testimony in support of HB875 HDI relating to the creation of a teacher apprenticeship program.

Hawai'i P-20 Partnerships for Education (Hawai'i P-20) supports HB875 HDI.

Hawai'i's public schools have continued to face a severe shortage of qualified teachers. This bill would create an apprenticeship program that would increase recruitment and retention of local teachers by providing financial support for postsecondary education, as well as support for licensing and in-classroom experience. If passed, HB875 HDI would complement ongoing efforts across the State to strengthen the teacher workforce pipeline.

Hawai'i P-20 works with education partners across the State to strengthen the education pipeline from early childhood through postsecondary education and training. We collaborate with our partners to create seamless pathways along the pipeline in order to better prepare our students to meet current and future workforce needs.

Hawai'i P-20 is committed to strengthening the teacher workforce pipeline. We are dedicating resources to begin a pilot program for neighbor-island high school students who want to pursue a teaching career in Hawai'i. Although we have a lot to learn about apprenticeships in teaching, we are optimistic that implementing a structured apprenticeship model can be part of the solution. We look forward to supporting this initiative and are committed to working with our partners to help solve the State's teacher shortage.

Thank you for the opportunity to submit testimony on this measure.

Feb. 25, 2023

To: Representative Kyle Yamashita, Chair
Representative Lisa Kitagawa, Vice-Chair
Senate Committee on Finance

Subject: **Measure** – HB875 HD1 RELATING TO EDUCATION
Hearing Date – Feb. 27, 2023
Time - 10:00 AM
Location - Room 308

This testimony is in support of HB875 HD1 with comments.

My name is Dr. Terry Lock. I am with the University of Hawai'i at Mānoa (UHM) College of Education (COE) and serve as the director of the Hawai'i Early Childhood Educator Excellence and Equity (ECE³) Project.

I am in support of HB875 HD1 as a teacher apprenticeship program is one solution to address the teacher shortage problem in our state public school system in Hawai'i.

In addition, to address the very critical shortage in teaching staff among community-based preschools and child care programs, including Head Start and Early Head Start, in our state, there needs to be a state early childhood educator apprenticeship program.

Currently, the project that I oversee has conducted research on early childhood educator apprenticeship programs and provided funding to UH System's Honolulu Community College's early childhood education program to work closely with Keiki O Ka Āina (KOKA) to design Hawai'i's first Early Childhood Education Apprenticeship Program.

Therefore, I am in support of HB875 HD1 and would recommend that our state also support early childhood educator apprenticeships.

Mahalo for the opportunity to testify in support of HB875 HD1 with comments.

House Rep. Kyle T. Yamashita, Chair
House Rep. Lisa Kitagawa, Vice-Chair
FIN (House Committee on Finance)

Budde Cabael, MSW Candidate
PO Box 823
Kahuku, HI. 96731
(808)351-7272

February 22, 2023

Support for HB875, Relating to Education

Aloha Chair, Yamashita, Vice-Chair Kitagawa, and Members of the Committee,

My name is Budde Cabael and I am completing my final year as a graduate student at the University of Hawaii at Manoa, Thompson School of Social Work and Public Health where I will earn a Master of Social Work with a specialty focus on Child and Family Practice. I am testifying in support of HB875. As an outdoor educator and program administrator at Waimea Valley, a previous substitute teacher for the Windward school district, also a previous part time teacher at Kahuku High and Intermediate School, and a former ethics instructor for children, youth, and adults my teaching experience is robust and established in exceeding two decades. The historical and cultural trauma inherited by the children that populate our public schools has influenced the observable distrust for systemic representatives like our teachers. That apparent barrier for effective instruction is exacerbated for out of state teachers of our keiki, being either surmountable or a wall that they figuratively smash into. The difference of either outcome depends on their awareness of that barrier and determination to achieving community trust and acceptance. While in my undergraduate coursework, I had aspirations of earning my teaching license and entering the Hawaii public school system. My reservations were fueled by the experience of friends who entered public school teaching and felt overwhelmed by the insufficient support and economic strain during their workforce training.

Establishing and supporting the design of a Hawaii teacher apprenticeship program intended to support, recruit, develop and retain teachers for Hawaii public schools as HB875 proposes, will initiate a cyclical motion of empowerment. Community educators will have a clear path to teaching licensure and long term placement. Students will be led by members of their respective communities, and the quality of continuity of instruction will strengthen Hawaii's schools overall. Again, I repeat my support for HB875, Relating to Education.

Mahalo me ka oia 'i 'o (sincerest thanks),
Budde Cabael

HB-875-HD-1

Submitted on: 2/27/2023 8:03:22 AM

Testimony for FIN on 2/27/2023 10:00:00 AM

Submitted By	Organization	Testifier Position	Testify
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 HD1.

me ke aloha 'āina,
Nanea Lo, Mō'ili'ili