



STATE OF HAWAII
HAWAII TEACHER STANDARDS BOARD

650 IWILEI ROAD, SUITE 268
HONOLULU, HAWAII 96817

February 23, 2024

WRITTEN TESTIMONY BEFORE THE HOUSE COMMITTEE ON FINANCE

PERSON TESTIFYING: Felicia Villalobos, Executive Director, on behalf of the Hawai'i Teacher Standards Board

DATE: February 23, 2024

TIME: 10:00am

LOCATION: Conference Room 308 and Video Conference

TITLE OF BILL: HB 1534 HD1 RELATING TO EDUCATION

PURPOSE OF BILL: Establishes the Hawaii Teacher Apprenticeship Program, to be administered by the Hawaii Teacher Standards Board, to support, recruit, develop, and retain teachers for Hawaii's public schools. Appropriates funds.

POSITION: Supports HB 1534 HD1

Chair Yamashita and Members of the Committee:

The Hawai'i Teacher Standards Board strongly supports HB1534, HD1, relating to education. Now that the Federal Department of Labor recognizes Registered Teacher Apprenticeship HTSB has agreed to sponsor our state's Registered Teacher Apprenticeship Program following federal guidelines as well as keeping in compliance with our state Department of Labor and Industrial Relations (DLIR). Support for HTSB being the sponsor has come from the Department of Education, P20, colleges of education within the University of Hawai'i system (including UH Manoa, UHWO, University of Hilo, and LCC), HSTA, and other stakeholders. Our first step is getting this new Registered Teacher Apprenticeship Program approved by our state Department of Labor and Industrial Relations (DLIR). HTSB is working with DLIR to begin the process of the setting up of minimum qualifications for individuals to be accepted into this program, along with the structure of the entire program, including different pathways that would support teachers going into special education, CTE, and Hawaiian Immersion fields, as well as others. HTSB is working with DLIR to set up the requirements not only for future apprentices, but also mentors (cooperating teachers in the classroom with each apprentice), as well as working with our colleges of education within the University of Hawai'i system, HIDO, P20, HSTA, and other stakeholders. HTSB intends to support Grow Our Own teaching efforts for individuals committed to teaching in Hawaii for seven years and starting with our state university system to allow our colleges to apply for inclusion in this program by creating a Memorandum of Understanding (MOU) with HTSB in order to receive federal, state, and other funding, to be a part of this program.

We applaud the legislature for showing their commitment to this program getting started by proposing this bill and appropriating moneys needed to support getting this program started. Many other states have started their Registered Teacher Apprenticeship Programs, and we are learning from them to ensure we start up strong and have everyone's commitment to help this program thrive.

Our goal is to recruit and retain our licensed teachers, and this apprenticeship pathway will support those individuals who want to become teachers with many wrap-around services from the Department of Labor and Industrial Relations, HIDOE, P20, HTSB, HSTA, and others. We will then be able to braid funds from different sources, from the federal level as well as the state level.

We hope that with funds appropriated through the legislature, not only would we be able to offer stipends of \$3,000 to mentors (otherwise known as cooperating teachers) who will be in the same classroom with our teacher apprentices for one to three years, as our apprentices go through their programs, but the legislature will also provide enough funds to provide HTSB with one FTE Business Manager Officer I, to ensure fiscal compliance with the federal department of labor regulations, and one FTE Institutional Analyst EO II to gather, interpret, and report program data for the state Registered Teacher Apprenticeship Program.

Thank you for allowing us to testify on this bill.

JOSH GREEN, M.D.
GOVERNOR

SYLVIA LUKE
LIEUTENANT GOVERNOR



JADE T. BUTAY
DIRECTOR

WILLIAM G. KUNSTMAN
DEPUTY DIRECTOR

STATE OF HAWAII
KA MOKU'ĀINA O HAWAII
DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS
KA 'OIHANA PONO LIMAHANA

February 23, 2024

To: The Honorable Kyle T. Yamashita, Chair,
The Honorable Lisa Kitagawa, Vice Chair and
Members of the House Committee on Finance

Date: Friday, February 23, 2024
Time: 10: 00 a.m.
Place: Conference Room 308, State Capitol

From: Jade T. Butay, Director
Department of Labor and Industrial Relations (DLIR)

Re: H.B. 1534 HD1 RELATING TO EDUCATION

DLIR **supports the intent** of this measure, suggests a minor amendment, and defers to the Department of Education and the Hawaii Teachers Standard Board regarding administrative and budgetary issues. HB1534 HD1 proposes to establish the Hawaii Teacher Apprenticeship Program administered by the Hawaii Teachers Standard Board to recruit and retain teachers for Hawaii's public schools. The DLIR supports the expansion of the Registered Apprenticeship Program to non-traditional programs including teacher apprenticeship.

The U.S. Department of Labor recognizes the DLIR as the State Apprenticeship Agency to register apprenticeship programs in the State of Hawaii. The DLIR maintains responsibility for the approval of Program Standards that conform to the State rules and federal regulations relating to Registered Apprenticeship. If this measure is enacted, the program would need to meet the Registered Apprenticeship Program requirements and obtain approval from the DLIR Director for recognition as a Registered Apprenticeship Program.

DLIR suggests that item (f) should mirror item (d) in Section 2 regarding compliance as follows:

(f) The Hawaii teacher standards board shall determine mentor qualifications and requirements in compliance with the department of labor and industrial relations and federal teacher apprenticeship regulations. Mentors shall receive a stipend of \$3,000 when requirements established pursuant to this subsection are met.

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: 02/23/2024

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 1534, HD1 RELATING TO EDUCATION.

Purpose of Bill: Establishes the Hawaii Registered Teacher Apprenticeship Program, to be administered by the Hawaii Teacher Standards Board. Appropriates funds. Effective 7/1/3000. (HD1)

Department's Position:

The Hawaii State Department of Education (Department) supports HB 1534 HD1, which tasks the Hawaii Teacher Standards Board (HTSB) to administer the Hawaii Registered Teacher Apprenticeship Program but would defer to HTSB as to the implementation of this program.

Apprenticeship programs in the United States have a long history of providing pathways to individuals seeking meaningful employment and, for employers, a pool of highly skilled and qualified individuals. Establishing a Hawaii Registered Teacher Apprenticeship Program administered by the HTSB would create pathways for individuals to enter the teaching profession in Hawaii.

Thank you for the opportunity to provide testimony on HB 1534 HD1.



UNIVERSITY OF HAWAII SYSTEM

‘ŌNAEHANA KULANUI O HAWAII

Legislative Testimony

Hō'ike Mana'o I Mua O Ka 'Aha'ōlelo

Testimony Presented Before the
House Committee on Finance
Friday, February 23, 2024, at 10:00 a.m.

By

Nathan Murata, Dean
College of Education

and

Michael Bruno, Provost
University of Hawai'i at Mānoa

HB 1534 HD1 – RELATING TO EDUCATION

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

Thank you for the opportunity to testify in support of HB 1534 HD1, which establishes a teacher apprenticeship program to support, recruit, develop, and retain teachers for Hawai'i's public schools. As stated in the bill, the program is a valuable strategy in helping to address statewide K-12 teacher shortages in Hawai'i's public schools.

The University of Hawai'i, College of Education is committed to establishing a teacher apprenticeship program statewide. In addition, comments are being offered for HB 1534.

- (1) §302A – The establishment of the Hawai'i Teacher Apprenticeship Program to be administered by the Hawai'i Teacher Standard Board under the guidance of the Department of Labor and Industrial Relations as required by law should be articulated.
- (2) With regards to eligibility for candidates and mentors, we would support the language and requirements be set by the Hawai'i Teacher Standards Board and Department of Labor and Industrial Relations.

Thank you for allowing our testimony on HB 1534 HD1.



HB1534 HD1
RELATING TO EDUCATION
House Committee on Finance

Friday, Feb. 23, 2024

10:00 am

Conference Room 308

The Office of Hawaiian Affairs (OHA) **SUPPORTS HB1534 HD1**, which establishes the Hawai'i Teacher Apprenticeship Program, to be administered by the Hawai'i Teacher Standards Board, to support, recruit, develop, and retain teachers for Hawai'i's public schools. Appropriates funds.

In School Year (SY) 2021-2022, Native Hawaiian students made up 23.6% of the public school student population. However, only 10.6% of the classroom teachers were Hawaiian. Numerous studies have shown that students' achievement is impacted by whether they can see themselves in their teachers throughout their education career. We believe that increasing the number of Native Hawaiian classroom teachers in the public school system is a key component to closing achievement gaps that impact Native Hawaiian students.

OHA supports this measure and the way it provides an alternative pathway for homegrown teachers to achieve licensure while upholding quality. OHA believes that the mentorship model also offers the possibility for a culturally responsive option to support prospective teachers of Hawaiian ancestry. **The program could allow Native Hawaiian mentors to help bring up a new generation of kanaka maoli educators.** This kind of model also fosters professional networks that support long careers in the public school system. We see this program as a significant opportunity for the Hawai'i Teacher Standards Board (HTSB) to administer this program in way that increases Native Hawaiian representation in public school faculty. We also agree with the amendments accepted in HD1 from HTSB.

Accordingly, OHA urges this committee to **SUPPORT** this promising program by advancing HB1534 HD1. Mahalo nui for the opportunity to testify on this important issue.



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 Thompson
Secretary-Treasurer

Ann Mahi
Executive Director

TESTIMONY TO THE HAWAII HOUSE COMMITTEE ON FINANCE

Item: **HB1534 HD1 - Relating to education**

Position: **Support**

Hearing: **February 23, 2024, 10:00 a.m., Conference Room 308**

Submitter: **Osa Tui, Jr. – President, Hawai'i State Teachers Association**

Chair Yamashita, Vice Chair Kitagawa and members of the committee,

The Hawai'i State Teachers Association **supports** HB1534 HD1 which establishes the Hawai'i Registered Teacher Apprenticeship Program, to be administered by the Hawai'i Teacher Standards Board.

Teacher shortages in Hawai'i are nothing new. Recent news that teacher vacancies are down this school year mask the fact that the percentage of qualified teachers is also down. The effort must continue to get as many qualified educators into our classrooms as possible.

The Hawai'i Registered Teacher Apprenticeship Program will open doors to many who would not otherwise have a path to becoming a qualified teacher in our state. The traditional route to completing a state-approved teacher education program is to take a semester or more to do student-teaching while forsaking any other work and income during student-teaching. That is a bar too high for many who are not financially able to do so.

According to the U.S. Department of Labor, "Registered Apprenticeship is an industry-driven, high-quality career pathway where employers can develop and prepare their future workforce, and individuals can obtain paid work experience, receive progressive wage increases, classroom instruction, and a portable, nationally-recognized credential. Registered Apprenticeships are industry-vetted and approved and validated by the U.S. Department of Labor or a State Apprenticeship Agency."

In January, the inaugural National Convening on Registered Apprenticeships in Teaching was held. A number of states were highlighted for the progress they have made in just a short amount of time as registered teaching apprenticeships take the country by storm. Here's hoping the Hawai'i Registered Teacher Apprenticeship Program, ultimately benefiting our keiki, can be featured at the next convening.

The Hawai'i State Teachers Association asks your committee to **support** this bill.



Testimony Presented Before the
House Committee on Finance
Friday, February 23, 2024, at 10:00 a.m.

By
Stephen Schatz, Executive Director
Hawai'i P-20 Partnerships for Education

HB1534 HD I– RELATING TO EDUCATION

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

Thank you for the opportunity to testify on HB1534 HD I relating to establishing a Hawai'i Teacher Apprenticeship Program.

Hawai'i P-20 Partnerships for Education (Hawai'i P-20) supports HB1534 HD I and the creation of a Hawai'i Teacher Apprenticeship Program. The State's ability to fill annual teacher vacancies with qualified local candidates has been a challenge for many years. It is critical that Hawai'i public school students are taught by highly-qualified teachers who adequately reflect the socioeconomic, racial, ethnic, and cultural diversity of Hawai'i. A teacher apprenticeship program will create an additional pathway into the teaching profession that ensures teachers enter the classroom well-prepared, increases teacher retention, and contributes to the overall quality of education, while allowing apprentices to earn income while they pursue their teaching degree.

Hawai'i P-20 works with education partners across the State to create smoother transitions for students along the education pipeline. While we defer to the Hawai'i Teacher Standards Board as to implementation of the apprenticeship program, this bill would complement Hawai'i P-20's larger effort of collaboration across the State in developing seamless education to workforce pathways for students, including our current "Stay at Home Grow Your Own" Secondary Teacher Pathway Initiative being piloted on the neighbor islands. We look forward to working with HTSB and the Hawai'i Department of Education to ensure the program's success.

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

HB-1534-HD-1

Submitted on: 2/21/2024 1:59:03 PM

Testimony for FIN on 2/23/2024 10:00:00 AM

Submitted By	Organization	Testifier Position	Testify
Mackenzie Brammer	Individual	Support	Written Testimony Only

Comments:

February 21st, 2024

To: Representative Kyle Yamashita, Chair of the Finance Committee

Representative Lisa Kitagawa, Vice Chair of the Finance Committee

From: Mackenzie Brammer

Support of HB1534, Relating to Education

Aloha, my name is Mackenzie Brammer and I am a junior at Kalaheo High School. I strongly support HB1534, relating to education. The purpose of this bill is to establish a teacher apprenticeship program to support, recruit, develop, and retain teachers for Hawaii's public schools. An apprenticeship program allows prospective teachers to undergo training through a teacher preparation program while they work in schools and earn a paycheck. At the end of this apprenticeship, teachers will walk out with paid work experience and a job.

In the traditional student teacher program, teachers don't get paid even though they're essentially working a full time job. With this program, combined with the price of tuition and living, there is an extremely low retention rate of teachers from Hawai'i. Most students that want to become teachers end up moving away so that they can pay lower costs of living that match the teacher salary. According to the National Education Association, "In the 2017-18 school year, 423 teachers left Hawaii for the mainland, a 71 percent increase from five years ago." This number will continue to increase if we don't find a viable solution for these issues soon. I have strongly considered becoming a teacher, but find that it is nearly impossible to make a living off of a teacher's salary if you live alone, have student debt, and don't have a part time job. HB1534 is a step in finding the solution to this problem.

The opportunity to be a mentor teacher may prevent the need for a part-time job, at least for a little while. This program not only creates an improved program for student teachers, it also provides an opportunity for current teachers to become mentors. This opportunity involves a possible bonus, which can make a significant difference in quality of life as a teacher. According to KITV, "Estimates are that more than 60% of teachers have another part-time job all year long,

not just for the summer.” The amount of work that goes into being a teacher is far more than what they get paid, and although this is not a solution to the low teacher salaries, the teacher apprenticeship program could lead us in the right direction.

Lastly, improvements to the teacher shortage will help to prevent students from missing out on important academic experiences. During the 2018–19 school year, Hawaii classrooms had more than 1,000 emergency hires and long-term substitutes to cover vacancies because of our severe teacher shortage. I have experienced multiple classes led by long term subs throughout my years at school. Because of this, I feel that I have lost many valuable learning experiences that I could have benefitted from greatly. According to the HSTA, because of this lack of teachers in Hawai’i, there are over 60,000 students currently being taught by someone who is not a certified teacher. This makes it harder for students to learn and throws off the ideal educational experience. When this happens, many students lose the opportunity to learn important topics that may have paved the way to their future.

It is clear that establishing the teacher apprenticeship program would have multiple positive impacts on teachers and students in Hawaii. HB1534 would help to increase opportunities for higher pay or bonuses, keep residents living in Hawaii, and improve student learning experiences. This bill is important to the success of students and teachers in Hawaii, and because of that I hope that you will consider HB1534.

Thank you for your time and support.

HB-1534-HD-1

Submitted on: 2/22/2024 8:42:01 AM

Testimony for FIN on 2/23/2024 10:00:00 AM

Submitted By	Organization	Testifier Position	Testify
Felicia Sendrey	Individual	Support	Written Testimony Only

Comments:

I am Felicia Sendrey, a junior from Kalaheo High School. I grew up from elementary school with teachers that were always present during every class and I now realize how difficult of a task hiring those teachers was. Now in High School where many teachers retire or move schools, it is quite hard to fill certain positions. So I ask for your support and to vote for House Bill 1534.

For my AP World History class my sophomore year I had to self teach the material as we had substitute teachers the entirety of the school year. And I was faced with the AP World History Exam at the end of the semester which I told myself I needed to pass. With the limited amount of resources I got from the class I had to turn to online resources such as Youtube videos, Quizlets, and other online textbooks. All of the other students in the class were just like me, they took this class as a way to prepare for college and yet we got an entirely different experience instead. I hope the committees take this into consideration when deciding to vote for or against this bill, because this bill can help solve an ever present problem in the Hawai`i Education system.

According to Honolulu Civil Beat approximately 1,200 teachers retire or leave the Hawai`i Education system every year. In all of the 50 states of the U.S., Hawai`i's Teacher salary is ranked last in the nation when compared to cost of living. Through this bill we can improve teacher's salaries, but also bring more teachers to Hawai`i in order for our students to be taught well and thoroughly.

I ask you for your support of House Bill 1534 so students don't have to experience a class that is taught by substitute teachers for the duration of the class. Thank you for the opportunity to provide testimony and I ask again for your support.

HB-1534-HD-1

Submitted on: 2/22/2024 11:05:05 AM

Testimony for FIN on 2/23/2024 10:00:00 AM

Submitted By	Organization	Testifier Position	Testify
Jenna Nguyen	Individual	Support	Written Testimony Only

Comments:

February 22nd, 2024

Representative Kyle T. Yamashita, Chair
Representative Lisa Kitagawa, Vice Chair
Members of the House Committee on Finance

Support of HB1534 HD1, Relating to Education

Aloha, my name is Jenna Nguyen, a student attending Kalaeo High School. I ask that you vote in favor of House Bill 1534 HD1. This bill is to create an apprenticeship program to encourage more teachers in Hawaii. As a student who has attended schools in both Hawaii and the mainland, there is a clear gap between the two that should not exist, qualitatively and quantitatively.

Hawaii has experienced a devastating shortage of teachers in recent years. Hawaii State Teachers Association (HSTA) provides a number of statistics pertaining to this shortage: 70% more teachers have left their jobs since 2012, and in the 2018-2019 school year Hawaii had over 1,000 emergency long-term substitutes. None of these issues should exist in any school district. A teacher's very purpose is to mentor a student in their learning, to aid them where they lack in strength. A class with no teacher defeats the purpose of school. Without enacting this bill, we threaten our keiki's learning, putting them significantly behind students in other states, more than they already are. Therefore, we must put an end to this statewide shortage.

Not only is Hawaii short on teachers, Hawaii is lacking teachers who are effectively trained. Over 60,000 keiki are not taught by a Hawaii Qualified Teacher each year, according to HSTA. How will our keiki thrive in and outside of school if they are taught by a teacher who lacks experience? Through personal experience, Hawaii teachers lack retention and control over their students compared to other schools. Replacement teachers and long-term substitute teachers are far too common, and students are forced to not only adapt to a new style of learning, but also walk their own teacher through their class material if they are unfamiliar with the topic. Students must start again from square one when they are halfway through the school year, negatively impacting their learning. Permanent teachers who are effectively and formally trained to teach are crucial especially in Hawaii.

HB1534 HD1 is of utmost importance to Hawaii's education system that must be passed. Enacting HB1534 HD1 will put an end to this statewide shortage, placing more teachers in schools to effectively increase the quality of our keiki's education. School allows our keiki, our future, to thrive on their own in the harsh reality of our world; funding for this bill is an absolute necessity.

Mahalo for your time and consideration. I hope my voice will aid in the enactment of this bill.

HB-1534-HD-1

Submitted on: 2/22/2024 12:35:25 PM

Testimony for FIN on 2/23/2024 10:00:00 AM

Submitted By	Organization	Testifier Position	Testify
Falatunatuna Leasiolagi	Individual	Support	Written Testimony Only

Comments:

02/23/2024

To: Representative Kyle T. Yamashita, Chair

Representative Lisa Kitagawa, Vice Chair

Members of the House Committee on Finance

From: Falatunatuna Leasiolagi

Subject: Support of House Bill 1534 RELATING TO EDUCATION

Aloha, my name is Falatunautna Leasiolagi. I am a senior at Kalaheo highschool in the Windward District and I would like to testify in support of House Bill 1534 RELATING TO EDUCATION.

Right now in this current generation, the lack of teachers is a known issue that has been increasing over time due to various reasons such as student perception of what a teacher does, their pay, their commitment, and their overall significance. However despite the treacherous truths that teachers face, their relevance is nothing to joke about which is why they are so important. Without them people wouldn't have easy access to necessary education or knowledge. They are one of the key figures that help a child grow from a kid to an adult.

Allowing apprenticeships to take place as stated in the description of the bill. Establishes the Hawai'i Registered Teacher Apprenticeship Program, to be administered by the Hawai'i Teacher Standards Board. Appropriates funds. Effective 7/1/3000. This would not only help with the funding issue but it would also help with the lack of teachers. There is a crisis on the line with the teacher shortage.

“The lack of apprenticeship programs to assist teachers in obtaining the necessary licenses and gaining workforce experience contributes to poor teacher retention, lack of diversity, and lack of recruitment of local teachers”(HB1534). Allowing this bill to take place would allow teachers to become teachers without paying for college which would inquire more opportunities for them along with wanting to take this route due to the fact that right now current student teacher programs are unpaid resulting in many prospective teachers moving out of Hawai'i because of the cost of living. This would increase the chances of making teachers want to stay instead of leaving for better opportunities out of state.

Hawaii may I remind you is one of the most expensive states to live in other than California and New York. Teachers can't sustain a proper income with the wage received from being a teacher. Especially if the teacher doesn't have the proper degree making them become a sub which gets paid less which is something that they didn't want initially. A personal example of this is one of my teachers, her name is Ms. Souza and she's been teaching AP world history and regular world history for at least a full year. She didn't get paid as much as a regular teacher and instead got paid the same amount as a sub despite her work ethic. Which is why apprenticeship is so important

During the 2018–19 school year, Hawaii classrooms had more than 1,000 emergency hires and long-term substitutes to cover vacancies because our teacher shortage is so severe

Thank you for your time and consideration, and I truly hope that you will support House Bill 1534.

HB-1534-HD-1

Submitted on: 2/22/2024 12:35:26 PM

Testimony for FIN on 2/23/2024 10:00:00 AM

Submitted By	Organization	Testifier Position	Testify
Jessibelle Kahauolopua-Young	Individual	Support	Written Testimony Only

Comments:

Representative Justin H Woodson, Chair

Representative Trish La Chica, Vice-Chair

Members of the Education Committee

Aloha! My name is Jessibelle Kahauolopua-Young, and I am a student leader at Kalaheo High School. I participated in the recent Student Secondary Conference, visiting the State Capitol at the beginning of this month. I am testifying in strong support of House Bill 1534, Relating to Education. This bill should be passed because it would strongly benefit our education community and reduce our teacher shortage.

Passing this bill and establishing the Hawai'i Registered Teacher Apprenticeship Program would greatly benefit upcoming teachers, as it would provide pay to them during training. This would increase prospective teachers to stay in Hawaii for college and pursue their career here, as a result reducing our teacher shortage. Since 2012, the number of teachers leaving Hawaii has increased by more than 70 percent (HSTA). From the passing of this bill, the number of Hawaii residents that aspire to be teachers staying in Hawaii instead of moving to the mainland for better opportunities would increase.

During the 2018–19 school year, Hawaii classrooms had more than 1,000 emergency hires and long-term substitutes to cover vacancies because our teacher shortage is so severe (HSTA). The teacher shortage here in Hawaii is a major concern, as it affects over 170,000 public school students, the future leaders of our generation. By passing this bill, we can address this concern and improve Hawaii's education system.

Thank you for your time and consideration, I truly hope that you will support House Bill 1534.

HB-1534-HD-1

Submitted on: 2/22/2024 12:47:21 PM

Testimony for FIN on 2/23/2024 10:00:00 AM

Submitted By	Organization	Testifier Position	Testify
Nyla Bonisa	Individual	Support	Written Testimony Only

Comments:

To: Chairperson Kyle T. Yamashita

Vice Chairperson Lisa Kitagawa

Members of the FIN Committee

From: Nyla Bonisa

Subject: Support of House Bill 1534, RELATING TO THE EDUCATION.

Aloha. My name is Nyla Bonisa, and I am a junior at Kalaheo High School in Kailua. I would like to ask for your support for House Bill 1534. I strongly believe that this bill is important and should be implemented because it will allow for teachers to be paid during this program, for our schools to be fully staffed, and to have teachers who are passionate about education.

This teacher apprenticeship program will allow for teachers to get paid while they are at this training. This is beneficial for the teachers in the program, as they will be able to have an income. Currently, in Hawaii, it is extremely hard for teachers to live because their pay rates are so low. According to KITV, “Estimates are that more than 60% of teachers have another part-time job all year long, not just for the summer.” (2022) Not only will this program provide pay for teachers, but it will also give them the experience of teaching before they enter the workforce, which is a good opportunity for them to gain knowledge.

In addition, this program will help to fully staff our schools in Hawaii. As a student, I have seen that there is a lack of staff at not only my school, but other schools across the island. Honolulu Civil Beat states “Approximately 1,200 teachers retire or leave the Hawaii system each year.” The main reason for this is that teachers cannot survive the high living costs in Hawaii, so they leave Hawaii for other states that do pay more. This is significant because if there are not enough teachers staffing our schools, it can ultimately affect the learning of students, as they won't have consistent teachers.

Moreover, a benefit of this program is that it will give people the opportunity to become teachers. Many times, people who want to go into the education field don't because teaching usually doesn't pay enough for people to live. As a result of this, Hawaii has to go beyond people in Hawaii and find people in other states to fill the role of teachers in our schools. There are pros and cons to this happening. A beneficial factor to this is that we will have staffed classrooms. However, on the con side, since we are bringing teachers from other places, they won't have the same love for the community and aina.

To conclude, Hawaii has always emphasized its love for our community and our keiki. There are so many benefits to this apprenticeship program that will help teachers and students. By passing this bill, we will allow for staffed classrooms, the opportunity to pay teachers in the program, and this program will help to find teachers who truly care about teaching students. I humbly ask for your support for House bill 1534.

Thank you for your time and consideration,

Nyla Bonisa

HB-1534-HD-1

Submitted on: 2/22/2024 12:56:28 PM

Testimony for FIN on 2/23/2024 10:00:00 AM

Submitted By	Organization	Testifier Position	Testify
Joshua Won	Individual	Support	Written Testimony Only

Comments:

To:

Dear Financial Committee
Representative Kyle T. Yamashita, Chair
Representative Lisa Kitagawa, Vice Chair
Members of the Financial Committee

From: Joshua Won

Support of House Bill NO. 1534 – Relating to Housing Education

Aloha, my name is Joshua Won, and I stand before you today to express my unequivocal support for House Bill No. 1534. This legislative proposal is a beacon of hope in addressing our state's critical teacher shortage which has been steeply ascended over years.

According to the Hawaii State Teachers Association (HSTA), there has been a surge in the departure of qualified teachers from our island. Since 2012, there has been an over 70 percent increase in the attrition of educators, leaving a substantial impact on our educational system. Each year, over 60,000 of our keiki face the profound disadvantage of not being taught by Hawaii Qualified Teachers (HQT). This is not merely a statistic; it represents a generation of youth at risk of missing out on the quality education they rightly deserve.

House Bill No. 1534 offers an innovative solution to this crisis through the establishment of a "Teacher Apprenticeship Program." This initiative cultivates a robust pipeline of dedicated and skilled educators. By allowing aspiring teachers to engage in a hands-on teacher preparation program while simultaneously working in our schools, we can create a dual-benefit system. These individuals not only gain invaluable experience and insight into the profession but also earn a paycheck, mitigating the financial barriers that often deter talented individuals from pursuing teaching careers.

The apprenticeship model proposed in this bill is particularly commendable as it ensures that the teacher workforce better reflects the rich socioeconomic, racial, ethnic, and cultural diversity of Hawaii's student population. Diversity among teachers is not just about representation; it's about the proliferation of perspectives, varied instructional strategies, and the ability to cater to a wide range of student needs and backgrounds. This leads to a more inclusive, effective, and empathetic educational environment.

Moreover, this bill aligns with the fundamental values of our state - values that embrace community, 'ohana, and the spirit of 'aloha.' By investing in our residents through this apprenticeship program, we are not only addressing the immediate need for teachers but also fostering community ties and ensuring that our educators have a deep understanding of and commitment to the communities they serve.

House Bill No. 1534 is not just a legislative measure; it is a commitment to our children's future, a reinforcement of our community values, and a step towards sustainable educational prosperity in Hawaii. I urge the committee and all stakeholders to support this bill wholeheartedly.

Mahalo for your time and consideration.

HB-1534-HD-1

Submitted on: 2/22/2024 8:24:51 PM

Testimony for FIN on 2/23/2024 10:00:00 AM

Submitted By	Organization	Testifier Position	Testify
David Na	Individual	Support	Written Testimony Only

Comments:

To: Representative Kyle T. Yamashita, Chair

Representative Lisa Kitagawa, Vice Chair

Members of the House Committee of Finance

From: David Na, Kalaheo HS

Aloha! My name is David Na, from Kalaheo High School. I strongly support House bill 1534, and would like to further express this through my testimony.

As a public high school student, I obviously have a vested interest in the quality of my teachers, and education. Many of my peers can testify that a teacher can make or break a class, or even a subject. The way they mentor students, identify their weaknesses and strengths, give feedback, and handle a classroom are integral parts that contribute to a positive environment, where I can feel like I want to become better at the skills they teach.

However, at the same time I testify that while I have had the fortune of having passionate and compassionate teachers, that others have not, which motivates them to turn away from academia entirely.

HB1534 is a bill that I believe is needed, has been needed, and will bring a fresh crop of educators and leaders.

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Submitted By	Organization	Testifier Position	Testify
Gabriel Wickley	Individual	Support	Written Testimony Only

Comments:

Opposition of bill HB1534, relating to education

Chairs Perruso and Woodson, Vice Chairs Kapela and La Chica, and Members of the Committees:

Hello, I am Gabriel Wickley, and I am a student of Kalaheo High School. I support bill HB1534, as I believe that the teacher shortage is causing educational issues on multiple levels.

Last year, I applied for my first AP course. It was challenging, as the course description reads. But adding on to the challenges was the constant switching out of teachers. Between substitutes and full time teachers employed, there were about five or six different people teaching the class. Each one of these had different teaching styles, and so a course like AP which was organized very well became inconsistent and was learned to a more varying extent than intended. I also sympathize with the regular core education classes, where some students struggle with the common curriculum, and likely face great difficulty from having no permanent teacher. Thus, not only the amount, but the skill and commitment of teachers is important, and this apprenticeship program accomplishes this.

More teachers could also expand on the courses available to students in schools. Many teachers in Kalaheo teach multiple subjects to expose students to more learning opportunities. In our school, this is commendable. But some teachers wish that more of the subjects can be taught with our limited teachers, or that more teachers could take up the extra work. Although my school offers a great selection of AP courses, I still find myself applying online for some courses not offered at the school. A teacher apprenticeship program would not only allow students to rely more on the courses in their school, but would ease pressure on teachers trying to provide more than they can because of staff shortage.

There is an apprentice, or learning teacher in one of my classes. They have, to my limited understanding as a student, taken a program similar to the one provided by HB1534. However, a brief talk with the person revealed that there were actually few to no economic incentives from this program. They had only been doing such a program for personal reasons, from friends and their desire to learn to teach better. I think that it is a good thing for teachers to be motivated by the prospects of future students, and those who possess the

fortune of being motivated by friends and close ones. But to many upcoming teachers, a program that does not offer any clear career benefits is more of a novelty. The benefit of providing a shortcut to earning a teaching license to those who pass HB1534's program is far more appealing, and will make learning teachers more abundant than just an exceptional case.

In my experience as a student, the current system of training and producing teachers is lacking, as there are not enough qualified, dedicated teachers to support students as well as they could. I hate to hear about students switching teachers, or going to other schools for a class, so I kindly ask for you to vote for HB1534.