



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

**Date:** 01/30/2024

**Time:** 02:00 PM

**Location:** 309 VIA VIDEOCONFERENCE

**Committee:** House Education

**Department:** Education

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

**Title of Bill:** HB 1614 RELATING TO TEACHERS.

**Purpose of Bill:** Increases the bonus for teachers who achieve and maintain a current national board certification from \$5,000 to \$15,000. Appropriates funds.

**Department's Position:**

The Hawaii State Department of Education (Department) provides comments on HB 1614, which increases the bonus for teachers who achieve and maintain a current national board certification from \$5,000 to \$15,000. At this time the Department has nearly 385 National Board Certified Teachers.

The Department recognizes that the National Board for Professional Teaching Standards is the highest professional distinction available in education for teachers and is an excellent recruitment and retention tool.

The Department supports the additional funding that will support the teacher bonuses. However, funding for this initiative was not included in the priorities of the Department's Board-approved budget.

Thank you for the opportunity to provide testimony on HB 1614.



**STATE OF HAWAII**  
**Executive Office on Early Learning**  
2759 South King Street  
HONOLULU, HAWAII 96826

January 29, 2024

**TO:** Representative Justin H. Woodson, Chair  
Representative Trish La Chica, Vice Chair  
House Committee on Education

**FROM:** Yuuko Arikawa-Cross, Director  
Executive Office on Early Learning

**SUBJECT: Measure:** H.B. No. 1614 – RELATING TO TEACHERS  
**Hearing Date:** Tuesday, January 30, 2024  
**Time:** 2:00 pm  
**Location:** Conference Room 309

**EXECUTIVE OFFICE ON EARLY LEARNING'S POSITION: Support Intent**

The Executive Office on Early Learning (EOEL) supports the intention of H.B. No. 1614 and defers to the Department of Education regarding implementation.

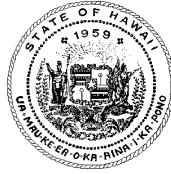
EOEL is dedicated to delivering high-quality early learning programs and services to all keiki across the State. The quality of classroom interactions between teacher and child contributes substantially to children's learning and development. Consequently, qualified teachers stand as a cornerstone of high-quality early learning.

The National Board for Professional Teaching Standards certification is one of the nation's most advanced credentials available for educators. The State committed to promoting board-certification by offering bonuses to individuals who obtained and maintained certification since 2004. This bill would offer further incentives to foster a greater number of educators to obtain certification, thereby enhancing the quality of interactions with students and the facilitation of their learning.

Mahalo for the opportunity to testify in support of this measure.

JOSH GREEN, M. D.  
GOVERNOR

SYLVIA LUKE  
LT. GOVERNOR



WILBERT S. HOLCK  
CHIEF NEGOTIATOR

**STATE OF HAWAII**  
**OFFICE OF COLLECTIVE BARGAINING**  
**EXECUTIVE OFFICE OF THE GOVERNOR**  
235 S. BERETANIA STREET, SUITE 1201  
HONOLULU, HAWAII 96813-2437

Statement of  
**WILBERT S. HOLCK**  
Chief Negotiator, Office of Collective Bargaining

Before the  
HOUSE COMMITTEE ON EDUCATION  
Tuesday, January 30, 2024  
2:00 p.m.  
State Capitol, Conference Room 309

In consideration of  
**HB 1614, Relating to Teachers**

**(WRITTEN TESTIMONY ONLY)**

Chair Woodson, Vice-Chair La Chica and the members of the committee:

The Office of Collective Bargaining (OCB) respectfully opposes H.B. 1614, which increases the bonus for teachers who achieve and maintain a current national board certification from \$5,000 to \$15,000.

Wages, hours and other terms and conditions of employment are subject to negotiations as provided in Hawaii Revised Statutes, §89-9.

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

JOSH GREEN, M.D.  
GOVERNOR



CATHY K. IKEDA  
CHAIRPERSON

STATE OF HAWAII  
STATE PUBLIC CHARTER SCHOOL COMMISSION  
(‘AHA KULA HO‘ĀMANA)

<http://CharterCommission.Hawaii.Gov>  
1111 Bishop Street, Suite 516, Honolulu, Hawaii 96813  
Tel: (808) 586-3775 Fax: (808) 586-3776

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FOR: HB 1614 Relating to Teachers  
DATE: January 30, 2024  
TIME: 2:00 P.M.  
COMMITTEE: Committee on Education  
ROOM: Conference Room 309 & Videoconference  
FROM: PJ Foehr, Interim Executive Director  
State Public Charter School Commission

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Chair Woodson, Vice Chair La Chica, and members of the Committee:

The State Public Charter School Commission (“Commission”) appreciates the opportunity to offer **SUPPORT with comments on HB 1614** which increases the bonus for all teachers who achieve and maintain national board certification to \$15,000 and appropriate funds for the bonus increase.

The Commission respectfully requests that the Committee consider including language to explicitly specify that public charter school teachers are included in the increase of this incentive. Charter school teachers serve the public education system and should receive the same incentives available to all teachers.

The Commission is available to work with this committee, the DOE, and our public charter schools in moving this legislation forward.

Thank you for the opportunity to provide this testimony.



## TESTIMONY FROM THE DEMOCRATIC PARTY OF HAWAII

### HOUSE COMMITTEE ON EDUCATION

JANUARY 30, 2024

### HB 1614, RELATING TO TEACHERS

### POSITION: SUPPORT

The Democratic Party of Hawaii **supports** HB 1614, relating to teachers. Pursuant to the “Education” section of the official Democratic Party of Hawaii platform, the party believes, “Educators should be paid professional salaries to ensure that all children are taught by qualified teachers.”

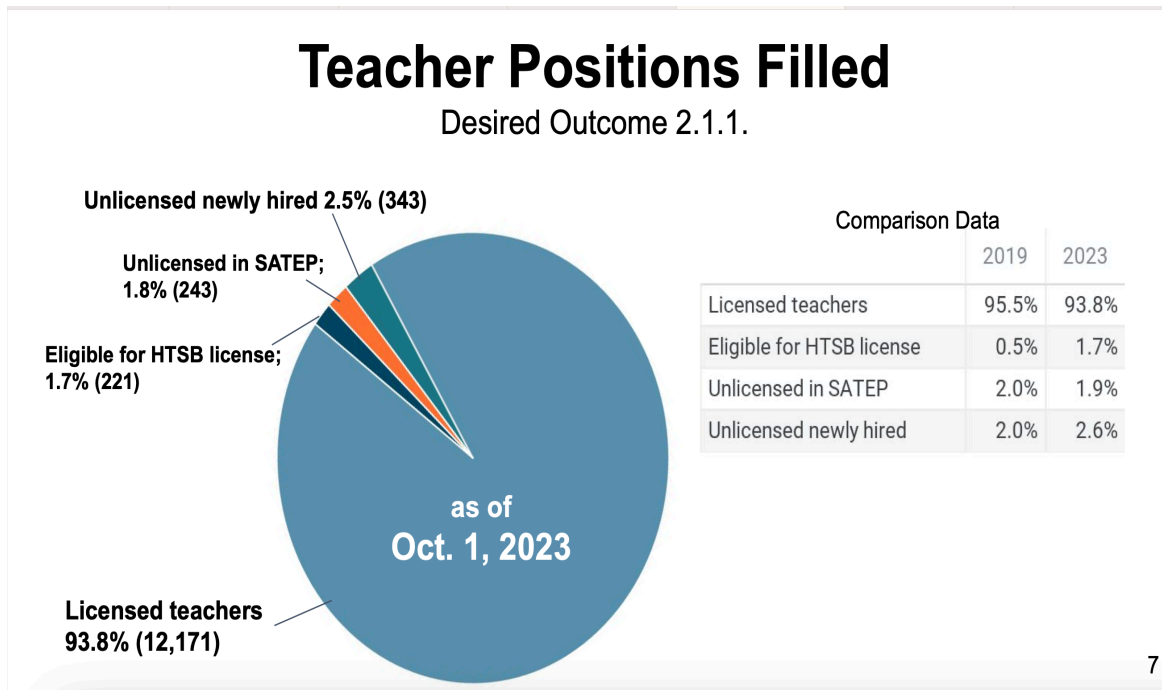
Teachers are the most important professionals in increasing student achievement. According to numerous studies, however, Hawaii’s average teacher salaries are the lowest in the nation when adjusted for cost of living. A 2020 study conducted by APA Consulting on behalf of the Hawaii Department of Education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

While that pay gap is decreasing because of the State Legislature’s effort to fund differential pay increases and resolve salary compression in recent years, teachers are still underpaid compared to other professions that require a similar level of education. **Increasing bonuses for national board certified teachers would help to alleviate that gap.**

The national board for professional teaching standards certification is the highest professional distinction available in education for teachers. According to

the National Board for Professional Teaching Standards, research shows that students of board-certified teachers learn more than their peers who are not board certified and that the positive impact of being taught by a board-certified teacher is even greater for racially and economically disadvantaged children. As of January 2023, there are 775 national board certified teachers in Hawai'i. The legislature established a bonus of \$5,000 in 2004 to incentivize teachers to become board-certified. That basic NBCT bonuses has not been increased in recent years, however, even as the cost of living has continued to soar.

Additionally, low teacher pay adversely impacts the State's ability to recruit and retain quality classroom leaders. **While Gov. Josh Green recently said in his State of the State address that the teacher shortage had been cut by 50 percent, this figure is not entirely accurate.** In fact, by other measures, the teacher shortage is getting worse. According to a presentation provided to the Hawai'i Board of Education by DOE officials on January 13, 2024, **the number of licensed teachers employed by our state's public school system has fallen from 95.5 percent of total positions in 2019 to 93.8 percent in 2023.**



As of October 1, 2023, the department had over 800 teaching positions that were filled by educators who fell into the categories of unlicensed newly hired (emergency hires), unlicensed but in the process of completing a state approved

teacher education program, or eligible for a teaching license that has not yet been acquired. **While the DOE may only be actively recruiting for roughly 200 positions, that is almost certainly because many positions are currently filled by unlicensed teachers and emergency hires.**

Strengthening teacher compensation, as this bill modestly proposes, improves educator retention. A Stanford University analysis found that raising teacher wages by 10 percent reduces high school dropout rates by 3 to 4 percent. Similarly, a Florida study showed that pay raises reduced teacher attrition by as much as 25 percent for hard-to-fill subject areas, with children's learning growth gaining from more exposure to experienced educators. When our state implemented differential pay increases for special education, Hawaiian immersion, and hard-to-staff positions, vacancies in those areas fell dramatically.

To deliver the schools our keiki deserve, we must pay teachers what they're worth. It is the least we can do for the hardworking educators on whom our children's and our society's future depends.

Mahalo nui loa,

**Kris Coffield**

*Co-Chair, Legislative Committee*

(808) 679-7454

kriscoffield@gmail.com

**Abby Simmons**

*Co-Chair, Legislative Committee*

(808) 352-6818

abbyalana808@gmail.com



## **HOUSE BILL 1614, RELATING TO TEACHERS**

JANUARY 30, 2024 · EDN HEARING

**POSITION:** Support.

**RATIONALE:** The Democratic Party of Hawai'i Education Caucus **supports** HB 1614, relating to teachers, which increases the bonus for teachers who achieve and maintain a current national board certification from \$5,000 to \$15,000.

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

While that pay gap is decreasing because of the State Legislature's effort to fund differential pay increases and resolve salary compression in recent years, teachers are still underpaid compared to other professions that require a similar level of education. **Increasing bonuses for national board certified teachers would help to alleviate that gap.** The national board for professional teaching standards certification is the highest professional distinction available in education for teachers. According to the National Board for Professional Teaching Standards, research shows that students of board-certified teachers learn more than their peers who are not board certified



and that the positive impact of being taught by a board-certified teacher is even greater for racially and economically disadvantaged children. As of January 2023, there are 775 national board certified teachers in Hawai'i. The legislature established a bonus of \$5,000 in 2004 to incentivize teachers to become board-certified. That basic NBCT bonuses has not been increased in recent years, however, even as the cost of living has continued to soar.

Additionally, low teacher pay adversely impacts the State's ability to recruit and retain quality classroom leaders. **While Gov. Josh Green recently said in his State of the State address that the teacher shortage had been cut by 50 percent, this figure is not entirely accurate.**

In fact, by other measures, the teacher shortage is getting worse. According to a presentation provided to the Hawai'i Board of Education by DOE officials on January 13, 2024, **the number of licensed teachers employed by our state's public school system has fallen from 95.5 percent of total positions in 2019 to 93.8 percent in 2023.** As of October 1, 2023, the department had over 800 teaching positions that were filled by educators who fell into the categories of unlicensed newly hired (emergency hires), unlicensed but in the process of completing a state approved teacher education program, or eligible for a teaching license that has not yet been acquired. **While the DOE may only be actively recruiting for roughly 200 positions, that is almost certainly because many positions are currently filled by unlicensed teachers and emergency hires.**

Strengthening teacher compensation, as this bill modestly proposes, improves educator retention. A Stanford University analysis found that raising teacher wages by 10 percent reduces high school dropout rates by 3 to 4 percent. Similarly, a Florida study showed that pay raises reduced teacher attrition by as much as 25 percent for hard-to-fill subject areas, with children's learning growth gaining from more exposure to experienced educators. When our state implemented differential pay increases for special education, Hawaiian immersion, and hard-to-staff positions, vacancies in those areas fell dramatically.

To deliver the schools our keiki deserve, we must pay teachers what they're worth. It is the least we can do for the hardworking educators on whom our children's and our society's future depends.

**Kris Coffield · Chairperson, DPH Education Caucus · (808) 679-7454 · [kriscoffield@gmail.com](mailto:kriscoffield@gmail.com)**



TESTIMONY FROM THE DEMOCRATIC PARTY OF HAWAI'I LABOR CAUCUS

HOUSE COMMITTEE ON EDUCATION · JANUARY 30, 2024

HB 1614, RELATING TO TEACHERS

POSITION: SUPPORT

The Democratic Party of Hawai'i Labor Caucus **supports** HB 1614, relating to teachers. Teachers are the most important professionals in increasing student achievement. According to numerous studies, however, Hawai'i's average teacher salaries are the lowest in the nation when adjusted for cost of living. A 2020 study conducted by APA Consulting on behalf of the Hawai'i Department of Education found that when compared with other high-cost geographic locations, Hawai'i teachers are paid \$7,700 to \$26,000 less than their peers in school districts with similar costs of living, depending on length of service.

While that pay gap is decreasing because of the State Legislature's effort to fund differential pay increases and resolve salary compression in recent years, teachers are still underpaid compared to other professions that require a similar level of education. Restoring guaranteed annual increments, more commonly known as "step increases," would significantly help to alleviate that gap.

The national board for professional teaching standards certification is the highest professional distinction available in education for teachers. According to the National Board for Professional Teaching Standards, research shows that students of board-certified teachers learn more than their peers who are not board certified and that the positive impact of being taught by a board-certified teacher is even greater for racially and economically disadvantaged children. As of January 2023, there are 775 national board certified teachers in Hawai'i. The legislature established a bonus of \$5,000 in 2004 to incentivize teachers to become board-

certified. That basic NBCT bonuses has not been increased in recent years, however, even as the cost of living has continued to soar.

Additionally, low teacher pay adversely impacts the State's ability to recruit and retain quality classroom leaders. By some measures, the teacher shortage is getting worse. According to a presentation provided to the Hawai'i Board of Education by DOE officials on January 13, 2024, the number of licensed teachers employed by our state's public school system has fallen from 95.5 percent of total positions in 2019 to 93.8 percent in 2023.

As of October 1, 2023, the department had over 800 teaching positions that were filled by educators who fell into the categories of unlicensed newly hired (emergency hires), unlicensed but in the process of completing a state approved teacher education program, or eligible for a teaching license that has not yet been acquired. While the DOE may only be actively recruiting for roughly 200 positions, that is almost certainly because many positions are currently filled by unlicensed teachers and emergency hires.

Strengthening teacher compensation, as this bill modestly proposes, improves educator retention. A Stanford University analysis found that raising teacher wages by 10 percent reduces high school dropout rates by 3 to 4 percent. Similarly, a Florida study showed that pay raises reduced teacher attrition by as much as 25 percent for hard-to-fill subject areas, with children's learning growth gaining from more exposure to experienced educators. When our state implemented differential pay increases for special education, Hawaiian immersion, and hard-to-staff positions, vacancies in those areas fell dramatically.

To deliver the schools our keiki deserve, we must pay teachers what they're worth. It is the least we can do for the hardworking educators on whom our children's and our society's future depends.

Mahalo,

**Jason Bradshaw**

*Chairperson, Democratic Party of Hawai'i Labor Caucus*

**HB-1614**

Submitted on: 1/28/2024 9:05:36 AM

Testimony for EDN on 1/30/2024 2:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Michael EKM Olderr	Individual	Support	Written Testimony Only

Comments:

Teachers are criminally undervalued in all 50 states, so I support this bill as it financially encourages good teachers and can give them a reason to stay and work on the islands. My only complaint is that the bonus should be doubled what is proposed in the bill, as I don't think 15 goes far enough, especially living in in Hawaii.

**HB-1614**

Submitted on: 1/28/2024 11:15:04 AM

Testimony for EDN on 1/30/2024 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
John Fitzpatrick	Individual	Support	Remotely Via Zoom

Comments:

Aloha Honorable Chair Woodson and the Education Committee,

My name John Fitzpatrick (Mistah Fitz) and I teach integrated science at Kūlanihāko‘i. As a teacher who does not yet have my National Board Certificate I stongly support HB 1614 which increases the National Board Certificate bonus from \$5,000 to \$15,000.

According to the NBCT webpage "There is a decade of research to support the impact that Board-certified teachers have on students. Students of Board-certified teachers learn more than their peers without Board-certified teachers. Studies have also found that the positive impact of having a Board-certified teacher is even greater for BiPOC and low-income students."

Becoming a National Board Certified Teacher is an enormous commitment and every teacher I have met in the Hawai‘i has said how much it has improved their teaching. It is also not a one time certification and you are done. You need to recertify every five years and keep up to date on best practices.

If this bill is passed I would definetely persue this prestigous certification because a \$15,000 bonus would help me be financially stable as an educator in the state of Hawai‘i.

Furthermore, we could possibly recruit national board certified teachers from across the country in order to fill our teaching vacancies. A teacher with years of service might be able to pay their bill after being placed near the bottom of the pay scale when starting in Hawaii.

Please increase the bonus from \$5,000 to \$15,000 in order to help our students gain skills to be amazing and empowered citizens.

Mahalo,  
Mistah Fitz

**HB-1614**

Submitted on: 1/29/2024 10:29:43 AM

Testimony for EDN on 1/30/2024 2:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Erin Mendelson	Individual	Support	Written Testimony Only

Comments:

Dear Legislators,

Two years ago, I returned to the classroom to complete my Maintenance of Certificate for my National Boards in Exceptional Learners. I value this accomplishment. I wanted to ensure that I continued to hold this high standard of teaching excellence. It is a reflective process that has improved my ability to address the unique needs of all types of students. I appreciate and depend upon the \$5000. Thank you for valuing teachers!

Erin Mendelson

K-12 Teacher

January 29, 2024

Person Submitting Testimony: Hannibal E. Starbuck

To: House Committee on Education

Re: Hearing on January 30, 2024, 2:00 PM Conference Room 309

Subject: HB1614 Relating to National Board Certification Bonus Increase

Aloha Chair Woodson, Vice Chair La Chica, and Members of the Committee:

I am submitting this testimony in strong support of HB1614 as it relates to increasing the bonus for National Board Certified Teachers (NBCT) from \$5000 to \$15,000 per year. I began teaching science at Baldwin High School in Fall of 2006. I achieved NBCT status in 2017 and it was no easy ordeal. Both the reimbursement for the four components and the yearly bonus helped in my decision to pursue this honorable designation. It is no easy ordeal to reach this certification and teachers must balance their professional duties while giving countless hours to this process. I commend teachers who take on this process. Yes, there are many teachers who are excellent in their practice who do not attempt this process and also excellent teachers who attempt to reach certification and do not pass right away. There is a chance to redo some components in order to achieve NBCT status. Is it necessary for teachers to add this to their resume? No. However, it is a valid measure and recognition of excellence in practice.

I completed and passed my NBCT Maintenance of Certification in 2022. In order to maintain NBCT status this must be done every 5 years—it used to be 10 years. I say this because it forces the teachers to continually reflect on their practice in order to best serve our keiki in our schools in Hawai'i nei. The current reward for this effort is a bonus of \$5000 unless the teacher is in a school that falls into a special category. \$5000 today is not what it used to be in 2004 when this was put into law (HRS 302A-706). Since then additions to the bonus were allocated for teachers in focus, priority, or superintendent's zone schools; schools with a high turnover rate; or hard-to-fill schools. Unfortunately, this does not affect most teachers who have the NBCT status in Hawai'i.

I taught science for 17 years, but this year I am serving as a temporarily assigned (TA) vice principal at Baldwin High School and I am entering into a program to become certified as a vice principal. For now, and possibly for the future, I am no longer in the teacher's bargaining unit and I no longer receive this bonus for my NBCT status. You might say I don't have a horse in this race anymore. This is not true. I know that increasing this bonus will attract the best and brightest to our schools and will motivate Hawai'i teachers to seek National Board Certification. This will increase the level of professionalism and excellence in our schools as we recruit and retain the teachers we need in order to best prepare our keiki and give them the education they deserve.

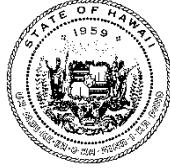
Mahalo,



Hannibal E. Starbuck

Olinda, Maui

JOSH GREEN, M.D.  
GOVERNOR  
KE KIA'ĀINA



FELICIA VILLALOBOS  
EXECUTIVE DIRECTOR

**LATE**

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

January 29, 2024

**WRITTEN TESTIMONY BEFORE THE HOUSE COMMITTEE ON EDUCATION**

**PERSON TESTIFYING:** Mitzie Higa, Licensing Specialist, on behalf of the Hawai'i Teacher Standards Board (HTSB)

**DATE:** January 30, 2024

**TIME:** 2:00 pm

**LOCATION:** Conference Room 309 and Video Conference

**TITLE OF BILL:** HB 1614 Teachers; Certification; Bonus; Appropriation; Expenditure Ceiling (\$)

**PURPOSE OF BILL:** Increases the bonus for teachers who achieve and maintain a current national board certification from \$5,000 to \$15,000. Appropriates funds.

**POSITION:** Supports HB 1614

Chair Woodson, Vice Chair La Chica, and Members of the Committee on Education:

**The Hawai'i Teacher Standards Board (HTSB) supports HB1614**, relating to teachers. The purpose of this Act is to increase the bonus for all teachers who achieve and maintain national board certification to \$15,000 and appropriate funds for the bonus increase.

HTSB supports our National Board Certified Teachers (NBCT) and agrees that incentivizing national board certification for teachers is a highly recommended, especially due to our state's high cost of living. Accordingly, the purpose of this Act is to increase the bonus for all teachers who achieve and maintain national board certification to \$15,000, instead of the current \$5,000, and appropriate funds for the bonus increase.

With current qualified teacher vacancies in our public schools, including public charter schools, ranging from 1,000 to 1,200 at the beginning of each school year, retaining high quality teachers is a problem. This incentive helps keep our NBCT teachers here, and increasing the bonus for them will encourage even more of our teachers to pursue the rigorous process of becoming a National Board Certified Teacher while also encouraging them to stay. If we retain our highly qualified teachers, we will not have to worry about recruiting more teachers as much. These teachers would then be encouraged to mentor other teachers, especially with our upcoming efforts to begin a Registered Teacher Apprenticeship Program in Hawai'i.

Thank you for the opportunity to testify on HB 1614.





1200 Ala Kapuna Street • Honolulu, Hawaii 96819  
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**LATE**

**Osa Tui, Jr.**  
President

**Logan Okita**  
Vice President

**Lisa Thompson**  
Secretary-Treasurer

**Ann Mahi**  
Executive Director

## TESTIMONY TO THE HAWAII HOUSE COMMITTEE ON EDUCATION

Item: **HB1614 - Relating to teachers**  
Position: **Support**  
Hearing: **January 30, 2024, 2:00 p.m., Conference Room 309**  
Submitter: **Osa Tui, Jr. – President, Hawai'i State Teachers Association**

Chair Woodson, Vice Chair La Chica, and members of the committee,

The Hawai'i State Teachers Association **supports** HB1614 relating to education. This bill increases the bonus for teachers who achieve and maintain a current National Board certification from \$5,000 to \$15,000.

According to the National Board for Professional Teaching Standards, Hawai'i currently has 789 total National Board Certified Teachers with 345 more pursuing this prestigious distinction. NBCT candidates go through a rigorous process of self-reflection on their teaching practice, often organized into cohorts to get through. It is often referred to as the most effective professional development that a teacher can go through.

It would be wonderful if more of our teachers were incentivized to pursue NBCT status so that our keiki can benefit from the experience and expertise that their teachers can gain as a result.

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