
A BILL FOR AN ACT

RELATING TO EDUCATION.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF HAWAII:

1 SECTION 1. The legislature finds that Hawaii public
2 schools have been facing a severe teacher shortage for years
3 with little support to mitigate this issue. According to the
4 Hawaii state teachers association, during the 2018-2019 school
5 year, there were more than one thousand emergency hires and
6 long-term substitutes due to the severe teacher shortage issue.
7 Additionally, the number of teachers leaving Hawaii to find jobs
8 elsewhere has increased by more than seventy per cent since
9 2012, and the teaching workforce in Hawaii has become
10 increasingly out-of-state teachers, creating a classroom
11 environment where teaching faculty do not adequately reflect the
12 socioeconomic, racial, ethnic, and cultural diversity of
13 Hawaii's students.

14 The legislature further finds that the lack of
15 apprenticeship programs and other services that assist teachers
16 in obtaining the necessary licenses and gaining workforce
17 experience contribute to poor teacher retention, diversity, and



1 local recruitment in public schools. Hawaii needs a structured,
2 amply-funded teacher apprenticeship program to boost retention,
3 diversity, and recruitment among Hawaii's public school
4 teachers.

5 The legislature also finds that a "grow your own" teacher
6 apprenticeship program has the potential to increase the
7 retention rate of Hawaii's public school teachers by providing
8 better mentoring experiences and financially supporting student
9 teachers while they complete their workforce training. A
10 teacher apprenticeship program also has the potential to
11 increase local recruitment of teachers, developing teachers who
12 are already in the community by providing them with the
13 resources to succeed in their respective fields. This, in turn,
14 benefits students by ensuring that they are taught by educators
15 who understand their needs and the needs of the broader school
16 community.

17 The purpose of this Act is to create and sustain a teacher
18 apprenticeship program in order to support, recruit, develop,
19 and retain teachers for Hawaii's public schools.



1 SECTION 2. Chapter 302A, Hawaii Revised Statutes, is
2 amended by adding two new sections to be appropriately
3 designated and to read as follows:

4 "§302A-A Hawaii teacher apprenticeship program. (a)

5 There is established the Hawaii teacher apprenticeship program
6 to be administered by the department to support, recruit,
7 develop, and retain teachers in the department's schools.

8 (b) The goals of the Hawaii teacher apprenticeship program
9 shall be to:

- 10 (1) Recruit teachers that reflect the diversity of the
11 student population and community;
12 (2) Support teachers and the placement of prospective
13 teachers in high-need schools;
14 (3) Provide prospective teachers last-dollar support for
15 postsecondary education, including tuition, student
16 fees, books, technology, credentialing fees,
17 transportation, and support for passing state testing
18 requirements for licensure; provided that:
19 (A) The individual is enrolled in a state-approved
20 teacher education program at a University of



- 1 Hawaii campus and qualifies for Hawaii resident
2 tuition;
- 3 (B) The individual makes a formal commitment to teach
4 in the Hawaii public school system for a minimum
5 of three consecutive years as a licensed teacher
6 immediately following completion of a state-
7 approved teacher education program; and
- 8 (C) If the individual fails to complete the state-
9 approved teacher education program, or to satisfy
10 the teaching requirement within the designated
11 number of years, the individual shall repay the
12 funds received to the department, as set by the
13 terms and conditions of the department;
- 14 (4) Provide financial incentives for teachers, including
15 professional learning opportunities;
- 16 (5) Partner with institutions of higher education to
17 provide tutoring, academic counseling, assistance with
18 credential requirements, and support for taking and
19 passing state testing requirements for licensure; and



1 (6) Support other initiatives to support, recruit,
2 develop, and retain teachers, as determined by the
3 department.

4 (c) The department may adopt rules pursuant to chapter 91
5 to implement and administer the Hawaii teacher apprenticeship
6 program.

7 (d) Moneys repaid by individuals pursuant to subsection
8 (b) (3) shall be deposited in the Hawaii teacher apprenticeship
9 program special fund established under section 302A-B.

10 **§302A-B Hawaii teacher apprenticeship program special**
11 **fund.** (a) There is established the Hawaii teacher
12 apprenticeship program special fund into which shall be
13 deposited legislative appropriations and all moneys received as
14 repayment from individuals due to a breach in contractual
15 agreements under the Hawaii teacher apprenticeship program
16 established under section 302A-A.

17 (b) The special fund shall be administered and used by the
18 department to support the goals of the Hawaii teacher
19 apprenticeship program and related costs."

20 SECTION 3. There is appropriated out of the general
21 revenues of the State of Hawaii the sum of \$ or so



1 much thereof as may be necessary for fiscal year 2023-2024 and
 2 the same sum or so much thereof as may be necessary for fiscal
 3 year 2024-2025 to be deposited into the Hawaii teacher
 4 apprenticeship program special fund established pursuant to
 5 section 302A-B, Hawaii Revised Statutes.

6 SECTION 4. There is appropriated out of the Hawaii teacher
 7 apprenticeship program special fund established pursuant to
 8 section 302A-B, Hawaii Revised Statutes, the sum of
 9 \$ or so much thereof as may be necessary for fiscal
 10 year 2023-2024 and the same sum or so much thereof as may be
 11 necessary for fiscal year 2024-2025 to establish and support the
 12 Hawaii teacher apprenticeship program established pursuant to
 13 section 302A-A, Hawaii Revised Statutes.

14 The sums appropriated shall be expended by the department
 15 of education for the purposes of this Act.

16 SECTION 5. In codifying the new sections added by section
 17 2 of this Act, the revisor of statutes shall substitute
 18 appropriate section numbers for the letters used in designating
 19 the new sections in this Act.

20 SECTION 6. New statutory material is underscored.



1 SECTION 7. This Act shall take effect on June 30, 3000.



H.B. NO. 875 H.D. 1

Report Title:

Hawaii Teacher Apprenticeship Program; Hawaii Teacher
Apprenticeship Program Special Fund; Established; Appropriation

Description:

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)

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not legislation or evidence of legislative intent.*

