



STATE OF HAWAII
DEPARTMENT OF EDUCATION
P.O. BOX 2360
HONOLULU, HAWAII 96804

Date: 02/13/2019
Time: 10:00 AM
Location: 211
Committee: Senate Ways and Means

Department: Education

Person Testifying: Dr. Christina M. Kishimoto, Superintendent of Education

Title of Bill: SB 0012 RELATING TO TEACHER HOUSING.

Purpose of Bill: Authorizes the Hawaii housing finance and development corporation to develop and implement a housing voucher program for full-time teachers employed by the department of education or at a public charter school.

Department's Position:

The Department of Education (Department) supports SB 12, with comments.

SB 0012 aligns with Goal 2 of the Department's Strategic Plan of focusing on increasing the pipeline of new teachers entering the education profession and increasing teacher retention rates.

Housing subsidy vouchers can be a tool to increase the Department's teacher retention, especially in hard-to-fill geographic areas. According to a 2016 report by the Learning Policy Institute, housing incentives was one factor for teachers who left the profession in their consideration in returning to the field of education. The financial assistance provided through the voucher program may help to ease some of the financial burden, magnified by high cost of living in Hawaii.

The Department also notes that it employs half-time teachers. Based on the proposed language, only those individuals working as full-time (1.0 FTE) teachers would be eligible for the housing voucher program. Further, should the committee proceed with this measure, the Department requests consideration for a blank appropriation at this time, to further discuss the funding and additional personnel resources that may be necessary to implement a housing voucher program. Currently, there is a lack of capacity and expertise to administer such a program.

Thank you for this opportunity to provide testimony.

The Hawaii State Department of Education seeks to advance the goals of the Strategic Plan

which is focused on student success, staff success, and successful systems of support. This is achieved through targeted work around three impact strategies: school design, student voice, and teacher collaboration. Detailed information is available at www.hawaiipublicschools.org.



STATE OF HAWAII

DEPARTMENT OF BUSINESS, ECONOMIC DEVELOPMENT AND TOURISM
HAWAII HOUSING FINANCE AND DEVELOPMENT CORPORATION
677 QUEEN STREET, SUITE 300
Honolulu, Hawaii 96813
FAX: (808) 587-0600

IN REPLY REFER TO:

Statement of
Craig K. Hirai
Hawaii Housing Finance and Development Corporation
Before the

SENATE COMMITTEE ON WAYS AND MEANS

February 13, 2019 at 10:00 a.m.
State Capitol, Room 211

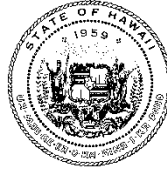
In consideration of
S.B. 12
RELATING TO TEACHER HOUSING.

The HHFDC *offers the following comments* on S.B. 12. HHFDC does not have the appropriate staff and expertise to administer a housing voucher program of this nature.

Following the subject matter committee hearing on this bill, HHFDC consulted with the Hawaii Public Housing Authority on its housing voucher program staffing and workload. The program ID responsible for administration of the Section 8 HMS 222, has 22.50 full time equivalent (FTE) federally-funded positions. According to their 2018 Annual Report, they served 1,722 families with Section 8 housing vouchers.

According to the Department of Education's 2017 Data Book, they had approximately 11,000 classroom teachers. According to the State Public Charter School Commission's 2016-2017 report to the Hawaii Teacher Standards Board, there are approximately 700 charter school teachers. Therefore, HHFDC would require a minimum of 22.50 FTE positions and the associated General Fund appropriations for personal services to staff this proposed teacher housing voucher program, on top of the appropriation of funds needed to fund the vouchers themselves.

Thank you for the opportunity to provide written comments on this bill.



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

February 10, 2019

TESTIMONY BEFORE THE SENATE COMMITTEE ON WAYS AND MEANS

PERSON TESTIFYING: Lynn Hammonds, for the Hawaii Teacher Standards Board

DATE: February 13, 2019

TIME: 10:00 AM

LOCATION: Conference Room 211

TITLE OF BILL: SB 12 RELATING TO TEACHER HOUSING

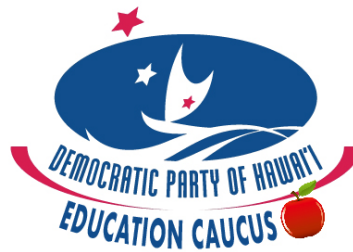
PURPOSE OF BILL: Authorizes the Hawaii housing finance and development corporation to develop and implement a housing voucher program for full-time teachers employed by the department of education or at a public charter school.

POSITION: Support with comments

Chair Dela Cruz, Vice Chair Keith-Agaran, and Members of the Senate Committee on Ways and Means:

The Hawaii Teacher Standards Board supports the intent of a \$500 housing voucher program for fulltime teachers in Hawaii public schools, to be used for their primary residence rent or mortgage payments. The HTSB greatly appreciates the intent of this bill, but hopes that the amount may be increased to cover more of a teacher's housing expense and encourage teachers to remain in Hawaii and remain in the teaching profession in Hawaii public schools.

Thank you for the opportunity to testify



SENATE BILL 12, RELATING TO TEACHER HOUSING

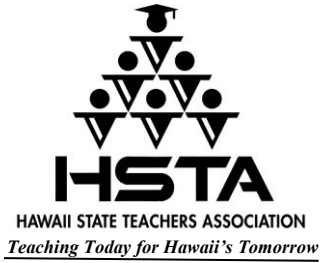
FEBRUARY 13, 2019 · SENATE WAYS AND MEANS
COMMITTEE · CHAIR SEN. DONOVAN M. DELA
CRUZ

POSITION: Support.

RATIONALE: The Democratic Party of Hawai'i Education Caucus supports SB 12, relating to teacher housing, which authorizes the Hawai'i Housing Finance and Development Corporation to develop and implement a housing voucher program for full-time teachers employed by the department of education or at a public charter school.

Currently, Hawai'i teachers experience the lowest salaries for their profession in the nation, when those salaries are adjusted for the cost of living. At the same time, island housing and rental prices are continuing to skyrocket. According to the Honolulu Board of Realtors, the median single-family home price in Honolulu hit a record \$812,500 in September of 2018, for example, while an analysis of rental values performed by ATTOM Data Solutions released earlier this year found that Honolulu's rentals are the second-least affordable in the country relative to wages.

The average Hawai'i public school teacher earns approximately \$58,000, which, on O'ahu qualifies as "low income", per the U.S. Department of Housing and Urban Development. Until teacher pay is significantly increased—as it should be—we believe housing assistance may help curb Hawai'i's teacher shortage crisis, which now stands at 1,029 positions statewide.



LATE

1200 Ala Kapuna Street ♦ Honolulu, Hawaii 96819
Tel: (808) 833-2711 ♦ Fax: (808) 839-7106 ♦ Web: www.hsta.org

Corey Rosenlee
President
Osa Tui Jr.
Vice President
Logan Okita
Secretary-Treasurer
Wilbert Holck
Executive Director

TESTIMONY BEFORE THE SENATE COMMITTEES ON
WAYS AND MEANS

RE: SB 12 - RELATING TO TEACHER HOUSING

WEDNESDAY, FEBRUARY 13, 2019

COREY ROSENLEE, PRESIDENT
HAWAII STATE TEACHERS ASSOCIATION

Chair Dela Cruz, and Members of the Committees:

The Hawaii State Teachers Association **supports SB 12**, relating to teacher housing with suggested amendments to ensure the stipend is monthly.

We suggested amending the bill to only go toward those 1,302 teachers who teach in hard-to-fill schools, including public charter schools, as identified by the Hawaii Department of Education, and the vouchers to not exceed \$500 per month.

Thus our amendment would change the language on page 1, lines 5 – 9.

(a) The corporation may develop and implement a housing voucher program for full-time teachers employed by the department of education or at a public charter school in a hard to fill area. Each housing voucher shall not exceed \$500 per month and may be used toward rent or mortgage payments for the teacher's primary residence.

Hawai'i continues to suffer from a shortage of qualified teachers, especially in our hard-to-fill schools. According to the DOE's STRIVE HI accountability reports, for the 2017-2018 school year, the state saw 1,011 SATEP vacancies, up from 920 SATEP vacancies in 2016-2017, including a slight increase in SPED SATEP vacancies, from 290 in 2016-2017 to 311 in 2017-2018, and now 352 SPED SATEP vacancies for 2018-2019 as report to the BOE by the HIDEOE. Last year in 2018-2019 we saw yet another increase in SATEP vacancies of 1,029 teachers. As we have noted to the Board of Education at previous hearings, SPED teacher attrition has led to a situation in which 1 out of every 6 SPED teachers have not completed a

state-sanctioned teacher training program. Our teacher shortage problem is further clarified in the DOE's 2016-2017 Employment Report, which shows that teacher resignations increased from 781 in 2015-2016 to 850 in 2016-2017 and 1,114 in 2018-2019, with only 294 due to retirement. Similarly in-state SATEP hires decreased from 404 to 387 from 2016-2018, while out-of-state SATEP hires increased from 508 to 572. Teacher attrition is worse in high-poverty areas. In the Nanakuli-Waianae Complex Area, for example, an astounding 18 out of 19 SPED teachers hired for the 2017-2018 school year did not have a special education license.

Financial incentives are a key strategy for the recruitment and retention of teachers, particularly given that Hawai'i's teacher salaries continue to trail the nation when adjusted for cost of living. IF we concentrate on retaining our teachers, the HIDOE would not have to focus so much on the recruitment of teachers. To recruit and retain effective educators, policymakers must find ways to lessen the financial burden of being a public school teacher. Establishing a housing voucher program is a good first step.

In the islands, where new housing rarely becomes available, the percentage of renters who face cost burdens—financial handicaps incurred by people spending over 30 percent of their income on housing—is roughly 57 percent, according to the National Low Income Housing Coalition. Many of those cash-strapped renters are state educators, who are chronically underpaid. To make ends meet, many teachers are forced to pick up second and third jobs, live in cramped studio apartments, and cut back on necessities like medical and dental care. Thus they cannot devote their full attending to their students and the preparation of lessons and grading that they usually complete after school once their students have left for the day. Instead, they are rushing off to their second or even third jobs when they would much rather concentrate on their teaching duties and their students.

Thus, a housing voucher program with monthly stipends would assist teachers in hard-to-fill schools in attaining sustainable and stable residency, while staving off crushing debt burdens. It would also make the teaching profession more attractive by increasing educators' purchasing power through the subsidization of rent and mortgages in the state with the nation's highest housing costs.

To take care of the needs of Hawai'i's hardworking teachers, the Hawaii State Teachers Association asks your committee to **support** this bill.