
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 the current teacher
2 mentoring program within the department of education and the
3 schools of education at colleges and universities in Hawaii lack
4 adequate, ongoing compensation for classroom mentors who
5 contribute additional time, duties, and expertise to support
6 pre-service and school-level mentees. This situation results in
7 stressed relationships with mentees and a lack of willingness to
8 voluntarily engage in mentoring. Mentors must dedicate seventy-
9 five or more hours of their time during the school year to
10 mentor-training classes, in-class observations, written
11 evaluations, frequent feedback, meetings, analysis of
12 reflections, connecting work-to-school systems, sharing
13 resources for lesson development, and guiding high-quality
14 interactions with students. The additional time burden and
15 duties as well as a lack of incentives discourage classroom
16 teachers' commitment to mentoring pre-service or beginning
17 teachers and coaching marginal veteran teachers.



1 The legislature further finds that establishing a monetary
2 bonus for mentors in the teacher mentor program would increase
3 satisfaction for both mentors and mentees; encourage mentors to
4 commit to investing in their mentees; and attract and retain
5 high-quality, motivated classroom teacher mentors to participate
6 in the program.

7 SECTION 2. Chapter 302A, Hawaii Revised Statutes, is
8 amended by adding a new section to be appropriately designated
9 and to read as follows:

10 "§302A- Teacher mentor incentive program. (a) There is
11 established within the department a teacher mentor incentive
12 program.

13 (b) The incentive program shall include a mentoring
14 component in which mentors assist mentees by sharing their
15 expertise and experiences in teaching.

16 (c) The incentive program shall provide a \$1,500 bonus per
17 year for each classroom teacher mentor.

18 (d) The department shall establish standards and
19 requirements for the incentive program.

20 (e) As used in this section:



1 "Mentor" means the more-experienced teacher in a mentor-
2 mentee relationship under the incentive program.

3 "Mentee" means the less-experienced teacher in a mentor-
4 mentee relationship under the incentive program."

5 SECTION 3. There is appropriated out of the general
6 revenues of the State of Hawaii the sum of \$250,000 or so much
7 thereof as may be necessary for fiscal year 2019-2020 and the
8 same sum or so much thereof as may be necessary for fiscal year
9 2020-2021 for the teacher mentor incentive program of the
10 department of education.

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

13 SECTION 4. New statutory material is underscored.

14 SECTION 5. This Act shall take effect on July 1, 2019.

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INTRODUCED BY:

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H.B. NO. 1530

Report Title:

Teacher Mentor Incentive Program; Department of Education

Description:

Establishes the Teacher Mentor Incentive Program within the Department of Education.

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