



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

Date: 02/03/2026

Time: 02:00 PM

Location: 309 VIA VIDEOCONFERENCE

Committee: EDN

Department: Education

Person Testifying: Keith T. Hayashi, Superintendent of Education

Title of Bill: HB1893, RELATING TO EDUCATION.

Purpose of Bill: Clarifies that public charter school teachers are eligible for incentives under the Teacher National Board Certification Incentive Program. Increases the bonus per year for each public school teacher and public charter school teacher who maintains current national board certification from \$5,000 to \$10,000.

Department's Position:

The Hawai'i State Department of Education (Department) supports HB 1893 to recognize and provide financial incentives for teachers in Hawai'i who achieve and maintain National Board Certification. National Board Certification is widely regarded as a mark of accomplished teaching practice and contributes to teacher leadership and professional growth.

Public charter school teachers are employees of their respective charter schools rather than the Department. For successful implementation, public charter schools must be responsible for verifying eligibility, providing funding, and processing the incentive for eligible teachers.

Thank you for the opportunity to provide testimony on HB 1893.



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**Osa Tui, Jr.**  
President

**Logan Okita**  
Vice President

**Cheney Kaku**  
Secretary-Treasurer

**Andrea Eshelman**  
Executive Director

## TESTIMONY TO THE HAWAI'I HOUSE COMMITTEE ON EDUCATION

**Item: HB 1893 – Relating to Education**

**Position: Support**

**Hearing: Tuesday, February 3, 2025, 2:00 pm, Room 309**

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

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

The Hawai'i State Teachers Association (HSTA) **strongly supports** H.B. 1893, which clarifies the eligibility of public charter school teachers for the National Board Certification incentive program and increases the annual bonus for all certified teachers from \$5,000 to \$10,000.

National Board Certification is widely recognized as the most respected professional credential in K-12 education. It requires a rigorous process of self-reflection and assessment that significantly improves teaching practice and student outcomes.

By doubling the annual incentive, this bill acknowledges the immense dedication required to achieve and maintain this elite certification. It provides a meaningful financial reward that helps our most accomplished educators offset Hawai'i's high cost of living.

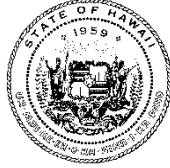
This increase is also a critical retention tool. Incentivizing board certification encourages our best teachers to stay in the classroom here in Hawai'i rather than seeking opportunities elsewhere.

We also strongly support the clarification that our public charter school educators are fully eligible for these incentives. All public school students deserve access to teachers who have met these high national standards, regardless of whether they attend a departmental or charter school.

H.B. 1893 preserves the additional \$5,000 bonus for those teaching in hard-to-fill, high-turnover, or priority schools. This ensures that our most experienced and highly-qualified teachers are incentivized to serve in the communities where they are needed most.

By investing in our National Board Certified Teachers, we are investing in the quality of education for all of Hawai'i's keiki. We respectfully urge the committee to pass this measure.

Mahalo.



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

February 3, 2026

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

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

**DATE:** February 3, 2025

**TIME:** 2:00 pm

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

**TITLE OF BILL:** HB 1893 Department of Education; Teacher National Board Certification Incentive Program; Public Charter School Teachers

**POSITION:** Supports HB 1893

**Chair Woodson and Members of the House Committee on Education:**

**The Hawai'i Teacher Standards Board (HTSB) strongly supports HB1893**, relating to education, which clarifies that public charter school teachers are eligible for incentives under the Teacher National Board Certification Incentive Program and increases the annual bonus for all National Board Certified Teachers (NBCTs) in public and public charter schools from \$5,000 to \$10,000.

**HTSB fully supports our National Board Certified Teachers and affirms that charter schools should receive the same dedicated funding for NBCT bonuses that the Hawai'i Department of Education (HIDOE) currently receives for NBCTs in district public schools. Just as HIDOE should not be required to use per-pupil funds to cover these bonuses, neither should our public charter schools. Ensuring equitable access to NBCT incentive funds strengthens the teaching profession across all public education systems in Hawai'i.**

Incentivizing national board certification is especially important given Hawai'i's high cost of living and the significant challenges we face in teacher recruitment and retention. Each year, our public schools—including charter schools—begin the school year with **1,000 to 1,200** qualified teacher vacancies. Retaining highly effective teachers is essential, and NBCTs are among the most impactful educators in the nation. Research consistently shows that National Board Certified Teachers improve student learning outcomes and contribute to stronger school communities.

Increasing the NBCT bonus will help retain these exceptional educators and encourage more teachers to pursue the rigorous national board certification process. Retaining highly qualified teachers reduces the need for ongoing recruitment and creates a stable, experienced workforce. These educators also serve as mentors and leaders—an especially valuable asset as Hawai'i works to establish a Registered Teacher Apprenticeship Program to strengthen teacher preparation and support.

Thank you for the opportunity to testify on this measure. For the reasons stated above, the Hawai'i Teacher Standards Board respectfully **asks for your support of HB1893.**

JOSH GREEN, M.D.  
GOVERNOR



MAKALAPUA ALENCASTRE, ED. D.  
CHAIRPERSON

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

<http://CharterCommission.Hawaii.Gov>  
1164 Bishop Street, Suite 1100, Honolulu, Hawaii 96813  
Tel: (808) 586-3775 Fax: (808) 586-3776

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FOR:	HB 1893 Relating to Education
DATE:	February 3, 2026
TIME:	2:00 P.M.
COMMITTEE:	Committee on Education
ROOM:	Conference Room 309 & Videoconference
FROM:	Ed H. Noh, Ed. D., 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 testimony in **SUPPORT of HB 1893** which clarifies that public charter school teachers are eligible for the incentives provided under the Teacher National Board Certification Incentive Program.

The Commission appreciates the efforts of the House to clearly articulate the availability of this incentive for public charter school teachers. In addition, the Commission humbly requests the committee consider amending this measure by providing an appropriation to charter schools for the payment of this incentive.

The Commission is available to assist the House and this committee in contacting the public charter schools to determine the amount needed to fund this incentive.

Thank you for the opportunity to provide this testimony.

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

**SYLVIA LUKE**  
LT. GOVERNOR  
KA HOPE KIA'ĀINA



**J.N. MUSTO, PhD**  
CHIEF NEGOTIATOR  
KE PO'O KUKĀKUKA

**STATE OF HAWAII | KA MOKU'ĀINA O HAWAII**  
**OFFICE OF COLLECTIVE BARGAINING**  
**KE KE'ENA MĀLAMA LIMAHAHA AUPUNI**  
**OFFICE OF THE GOVERNOR**  
**KE KE'ENA O KE KIA'ĀINA**  
235 S. BERETANIA STREET, SUITE 1201  
HONOLULU, HAWAII 96813-2437

Statement of  
**J.N. Musto, PhD**  
Chief Negotiator, Office of Collective Bargaining

Before the  
**HOUSE COMMITTEE ON EDUCATION**  
Tuesday, February 3, 2026  
2:00PM  
State Capitol, Conference Room 309

In consideration of  
**HB1893 RELATING TO EDUCATION**

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

The Office of Collective Bargaining (OCB) appreciates the intent of HB1893 which increases the bonus for teachers who achieve and maintain a current national board certification from \$5,000 to \$10,000 and clarifies the eligibility of public charter school teachers for the bonus. However, we must respectfully oppose this measure specifically to the increase of the teacher incentive bonus amount.

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

We are available to answer any questions or provide further information as needed.

**HB-1893**

Submitted on: 1/30/2026 2:49:18 PM

Testimony for EDN on 2/3/2026 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
HOLLAND HENDERSON	Individual	Support	Written Testimony Only

## Comments:

Please pass HB1893. With the cost of living skyrocketing in Hawaii it is more difficult than ever to keep highly qualified teachers in our public schools. National Board Certified teachers bring expertise that is crucial to our students and schools, and we cannot afford to lose them because they are not receiving compensation for the immense amount of work that goes into achieving and maintaining NBCT.



**HB-1893**

Submitted on: 1/30/2026 5:49:14 PM

Testimony for EDN on 2/3/2026 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Johnnie-Mae L. Perry	Individual	Support	Written Testimony Only

Comments:

I, Johnnie-Mae L. Perry Support

1893 HB RELATING TO EDUCATION.	EDN	309 VIA VIDEOCONFERENCE	Feb 3, 2026 2:00 PM
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**HB-1893**

Submitted on: 1/30/2026 5:49:51 PM

Testimony for EDN on 2/3/2026 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
M. Leilani DeMello	Individual	Support	Written Testimony Only

Comments:

Aloha,

I KĀKO‘O this bill in an effort to support our charter school teachers in being eligible for the Teacher National Board Certification Incentive Program. Our teachers deserve to have the same opportunities as their non-charter counterparts.

Mahalo,

M. Leilani DeMello

‘Ōla‘a, Puna, Hawai‘i

**HB-1893**

Submitted on: 2/2/2026 9:38:37 PM

Testimony for EDN on 2/3/2026 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Shiloh Francis	Individual	Support	Written Testimony Only

Comments:

I write in support of HB1893 for nationally board certified teachers in public charter schools to be eligible for incentives with an increased bonus per year. I am a National Board Certified teacher in Hawai'i that has worked at both public and public charter schools. I think the distribution of funds should be the same in both cases. I know first hand that obtaining and renewing of national boards requires teachers to deeply reflection on our teaching practices by implementing data-driven instructional strategies that improve student outcomes. Honoring the work of highly qualified teachers will help lead to better teacher retention and can only be considered beneficial for all our students and schools (both public and public charter) across Hawai'i.

**HB-1893**

Submitted on: 2/3/2026 7:46:53 AM

Testimony for EDN on 2/3/2026 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Jonathan Gillentine	Individual	Support	Written Testimony Only

Comments:

Dear Chair Woodson and members of the House Committee on Education:

I am writing in strong support of HB1893, relating to incentives for National Board Certified Teachers, notably for those in public charter schools. It is important that we retain these professional who have already demonstrated a commitment to creativity and innovation and have now shown their commitment to excellence and professionalism through certification.

Speaking personally, I certified in 2003, renewed my certification in 2013, and even in retirement, maintained my certification in 2023. National Board Certification gave me the momentum as a classroom teacher to facilitate professional development courses to dozens of my peers and early childhood education colleagues in Windward and Honolulu, from 2004 to 2015, at no cost. We must continue to encourage our teachers to excel and collaborate in imaginative ways, just as I was able to do. Thank you for this opportunity to submit testimony.

Aloha pumehana

Jonathan Gillentine, PhD, NBCT