

Honolulu, Hawaii

FEB 09 , 2026

RE: H.B. No. 1825
H.D. 1

Honorable Nadine K. Nakamura
Speaker, House of Representatives
Thirty-Third State Legislature
Regular Session of 2026
State of Hawaii

Madame:

Your Committee on Education, to which was referred H.B. No. 1825 entitled:

"A BILL FOR AN ACT RELATING TO THE HAWAII TEACHER STANDARDS BOARD,"

begs leave to report as follows:

The purpose of this measure is to authorize the Department of Education and charter schools to employ unlicensed individuals on an emergency basis for up to five years, rather than three years, pursuant to rules adopted by the Hawaii Teacher Standards Board.

Your Committee received testimony in support of this measure from the Department of Education; Executive Office on Early Learning; Hawai'i State Teachers Association; Hawai'i Coalition for Immigrant Rights; Ka'ū Voices; and numerous individuals. Your Committee received testimony in opposition to this measure from the Hawai'i Teacher Standards Board. Your Committee received comments on this measure from the State Public Charter School Commission.

Your Committee finds that the State's ongoing teacher shortage exacerbates the need for qualified educators. Your Committee notes that employing unlicensed individuals as teachers on an emergency basis helps to address the staffing shortage while these individuals work to attain teacher licensure. However,



completing the licensure program while teaching full-time is challenging and under existing law, a well-performing teacher that is unable to obtain a teacher's license by the third year of work as an emergency hire must be let go and replaced with a new individual.

Your Committee further finds that extending the emergency hire period to five years would allow individuals more time to obtain their teaching credentials, reduce turnover, and maintain classroom stability. The extended emergency hiring period will also foster stronger school relationships and provide students with consistent support, as teacher effectiveness typically improves with experience over several years.

Your Committee has amended this measure by changing the effective date to July 1, 3000.

As affirmed by the record of votes of the members of your Committee on Education that is attached to this report, your Committee is in accord with the intent and purpose of H.B. No. 1825, as amended herein, and recommends that it pass Second Reading in the form attached hereto as H.B. No. 1825, H.D. 1, and be referred to your Committee on Labor.

Respectfully submitted on
behalf of the members of the
Committee on Education,


JUSTIN H. WOODSON, Chair



State of Hawaii
House of Representatives
The Thirty-third Legislature

HSCR 78-26

Record of Votes of the Committee on Education

Bill/Resolution No.: HB 1825	Committee Referral: EDN, LAB, CPC	Date: 2/3/26		
<input type="checkbox"/> The committee is reconsidering its previous decision on the measure.				
The recommendation is to: <input type="checkbox"/> Pass, unamended (as is) <input checked="" type="checkbox"/> Pass, with amendments (HD) <input type="checkbox"/> Hold <input type="checkbox"/> Pass short form bill with HD to recommit for future public hearing (recommit)				
EDN Members	Ayes	Ayes (WR)	Nays	Excused
1. WOODSON, Justin H. (C)	/			
2. LA CHICA, Trish (VC)	/			
3. AMATO, Terez	/			
4. EVSLIN, Luke A.	/			
5. GARRETT, Andrew Takuya	/			
6. KAPELA, Jeanne	/			
7. KILA, Darius K.	/			
8. OLDS, Ikaika	/			
9. MURAOKA, Christopher L.			/	
10. SOUZA, Kanani	/			
TOTAL (10)	9	1		
The recommendation is: <input checked="" type="checkbox"/> Adopted <input type="checkbox"/> Not Adopted If joint referral, _____ did not support recommendation. <div style="text-align: center; font-size: small;">committee acronym(s)</div>				
Vice Chair's or designee's signature: <u>Trish La Chica</u>				
Distribution: Original (White) – Committee Duplicate (Yellow) – Chief Clerk's Office Duplicate (Pink) – HMSO				