

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 KŪKĀKŪKA

STATE OF HAWAII | KA MOKU'ĀINA O HAWAII
OFFICE OF COLLECTIVE BARGAINING
KE KE'ENA MĀLAMA LIMAHANA 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 LABOR
Thursday, February 12, 2026
9:30AM
State Capitol, Conference Room 309

In consideration of
HB1893 HD1, RELATING TO EDUCATION

(WRITTEN TESTIMONY ONLY)

Chair Sayama, Vice Chair Lee, and the members of the committee:

The Office of Collective Bargaining (OCB) appreciates the intent of HB1893, HD1 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.

Thank you for the opportunity to provide testimony on this measure.



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

Date: 02/12/2026

Time: 09:30 AM

Location: 309 VIA VIDEOCONFERENCE

Committee: LAB

Department: Education

Person Testifying: Keith T. Hayashi, Superintendent of Education

Title of Bill: HB1893, HD1, 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. Effective 7/1/3000. (HD1)

Department's Position:

The Hawaii State Department of Education (Department) supports HB 1893, HD1, to recognize and provide financial incentives for teachers in Hawaii 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, HD1.



STATE OF HAWAII

HAWAII TEACHER STANDARDS BOARD

650 IWILEI ROAD, SUITE 268

HONOLULU, HAWAII 96817

February 12, 2026

WRITTEN TESTIMONY BEFORE THE HOUSE COMMITTEE ON EDUCATION

PERSON TESTIFYING: Mitzie Higa, Licensing Specialist, on behalf of the Hawai'i Teacher Standards Board (HTSB)

DATE: February 12, 2025

TIME: 09:30am

LOCATION

TITLE OF BILL: HB1893HD1 Department of Education; Teacher National Board Certification Incentive Program; Public Charter Schools Teachers

POSITION: Supports HB 1893 HD1

Chair Sayama and Members of the House Committee on Labor:

The Hawai'i Teacher Standards Board (HTSB) strongly supports HB1893HD1, relating to education, which clarifies that public charter school teachers are eligible for incentives under the Teacher National Board Certification Incentive Program.

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.

Providing this NBCT bonus to our public charter schools as we do our HIDOE schools, 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 leader; 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 HD1.**



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Executive Director

TESTIMONY TO THE HAWAI'I HOUSE COMMITTEE ON LABOR

Item: HB 1893, HD1 – Relating to Education

Position: Support

Hearing: Thursday, February 12, 2026, 9:30 am, Room 309

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

Dear Chair Sayama, Vice Chair Lee, and members of the committee,

The Hawai'i State Teachers Association (HSTA) **strongly supports** H.B. 1893, HD1, 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, HD1 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.

HB-1893-HD-1

Submitted on: 2/10/2026 9:32:37 PM

Testimony for LAB on 2/12/2026 9:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Kimo Cashman	Individual	Support	Written Testimony Only

Comments:

Aloha Chair, Vice Chair, and Members of the Committee,

I am in strong support of HB 1893, which clarifies eligibility for public charter school teachers under the Teacher National Board Certification Incentive Program and increases the annual incentive for maintaining National Board Certification from \$5,000 to \$10,000. This measure promotes equity across Hawai‘i’s public education system by recognizing that charter school teachers serve public school students and meet rigorous professional standards. National Board Certification is a nationally recognized marker of accomplished teaching, and increasing the incentive more accurately reflects the time, cost, and commitment required to earn and maintain certification, while strengthening Hawai‘i’s ability to recruit and retain highly qualified educators. I urge your support of this measure. Mahalo.

Ke Aloha,

Dr. Kimo Alexander Cashman

HB-1893-HD-1

Submitted on: 2/10/2026 9:53:27 PM

Testimony for LAB on 2/12/2026 9:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Logan Okita	Individual	Support	Written Testimony Only

Comments:

TESTIMONY BEFORE THE HOUSE COMMITTEE ON LABOR

RE: HB 1893, HD1 – RELATING TO EDUCATION Thursday, February 12, 2026, 9:30 a.m.

Dear Chair Sayama, Vice Chair Lee, and members of the committee,

I am writing in **strong support** of HB 1893, HD1, which clarifies the eligibility for incentives under the Teacher National Board Certification Incentive Program and increases the bonus to \$10,000 per year.

Decades of research have found that National Board Certified teachers have been shown to increase student achievement and the positive impact is even greater for BiPOC and low-income students. They are leaders in their classrooms, schools, and communities throughout the country. I began my journey to become a NBCT in my fourth year of teaching because after I completed my Master’s degree an aunt who was a retired teacher said it would be an even better way to show that I am committed to teaching. She had not gone through the process and I found that it was even more than that. It was the best professional development I have experienced in my 20 years of teaching. It requires reflection on your own practice, reflection on student growth, and being vulnerable about acknowledging where you need to improve in order to help your students.

I certified in 2012, maintained my certification in 2021, and am currently working on submitting my materials to maintain my certification for another five years. For this submission I need to show how I identified my needs for improvement, have continued to improve my practice through the resulting professional learning, and how it is impacting students. I have been out of the classroom as a Response to Intervention Coach for most of the time since my last maintenance submission and I am looking forward to not only telling about what I have learned about the Science of Reading and instructional coaching, but showing how my learning has impacted how I teach my reading groups and support my colleagues in their classrooms.

Clarifying the eligibility for the bonus will encourage NBCTs to remain at or transfer to our public charter schools where their reflective practices can promote the innovative styles they are designed for. Increasing the amount of the bonus will encourage more educators in Hawai‘i to pursue certification.

Mahalo,

Logan Okita, MEd, NBCT

Nimitz Elementary School