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Executive Director

TESTIMONY TO THE HAWAI'I SENATE COMMITTEE ON EDUCATION

Item: SB 2880 – Relating to Education

Position: Support

Hearing: Wednesday, February 11, 2026, 1:30 pm, Room 229

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

Dear Chair Kim, Vice Chair Kidani and members of the committee,

The Hawai'i State Teachers Association (HSTA) **strongly supports** S.B. 2880, which clarifies that public charter school teachers are eligible for incentives under the Teacher National Board Certification Incentive Program. National Board Certification is widely recognized as the most respected professional credential in K-12 education, requiring a rigorous process of self-reflection and assessment that significantly improves teaching practice and student outcomes. By explicitly including charter school educators in the statute, this measure ensures that all public school teachers who meet these high national standards are recognized and supported for their dedication to exemplary teaching practice.

By ensuring our charter school educators are fully eligible for these incentives, we are better able to attract and retain the most accomplished educators for all of Hawai'i's keiki. This inclusion is a critical step in acknowledging the dedication required to achieve and maintain this certification across the entire public school system

Mahalo.



STATE OF HAWAII

HAWAII TEACHER STANDARDS BOARD

650 IWILEI ROAD, SUITE 268

HONOLULU, HAWAII 96817

February 11, 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 11, 2025

TIME: 1:30 pm

LOCATION: Conference Room 229 and Video Conference

TITLE OF BILL: SB 2880 Department of Education; Teacher National Board Certification Incentive Program; Public Charter Schools; Teachers

POSITION: Supports SB 2880

Chair Kim, Vice-Chair Kidani and Members of the Senate Committee on Education:

The Hawai'i Teacher Standards Board (HTSB) strongly supports SB2880, 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 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 SB2880**.



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

Date: 02/11/2026

Time: 01:30 PM

Location: CR 229 & Videoconference

Committee: EDU

Department: Education

Person Testifying: Keith T. Hayashi, Superintendent of Education

Title of Bill: SB2880, RELATING TO EDUCATION.

Purpose of Bill: Clarifies that public charter school teachers are eligible for incentives under the Teacher National Board Certification Incentive Program.

Department's Position:

The Hawaii State Department of Education (Department) supports SB 2880 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, provide funding, and process the incentive for eligible teachers.

Thank you for the opportunity to provide testimony on SB 2880.

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

FOR: SB 2880 RELATING TO EDUCATION
DATE: February 11, 2026
TIME: 1:30 P.M.
COMMITTEE: Committee on Education
ROOM: Conference Room 229 & Videoconference
FROM: Ed H. Noh, Ed. D., Executive Director
State Public Charter School Commission

Chair Mercado Kim, Vice Chair Kidani, and members of the Committee:

The State Public Charter School Commission (“Commission”) appreciates the opportunity to offer testimony in **SUPPORT of SB 2880** 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 Legislature 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 this committee in contacting the public charter schools to determine the necessary funding for this incentive.

Thank you for the opportunity to provide this testimony.

SB-2880

Submitted on: 2/7/2026 11:38:44 PM

Testimony for EDU on 2/11/2026 1:30:00 PM

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

Comments:

Aloha,

I KĀKO‘O this bill, please support our charter school teachers as they deserve the same appreciation as their regular DOE counterparts. Charter school teachers work equally as hard and with less resources, they should get whatever benefits they can.

Mahalo,

M. Leilani DeMello

‘Ōla‘a, Puna, Hawai‘i