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# 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 schools  
3 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  
9 seventy-five or more hours of their time during the school year  
10 to 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 duties and time  
15 burden, 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 bonus per year  
17 for each classroom teacher mentor; provided that the bonus shall  
18 be subject to collective bargaining.

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

21 (e) As used in this section:



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

3       "Mentor" means the more-experienced teacher in a  
4 mentor-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 \$                    or so  
7 much thereof as may be necessary for fiscal year 2019-2020 and  
8 the same sum or so much thereof as may be necessary for fiscal  
9 year 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, 2050.



**Report Title:**

Teacher Mentor Incentive Program; Department of Education;  
Appropriation

**Description:**

Establishes and appropriates funds for the Teacher Mentor  
Incentive Program within the Department of Education. Effective  
7/1/2050. (SD1)

*The summary description of legislation appearing on this page is for informational purposes only and is  
not legislation or evidence of legislative intent.*

