

---

---

# 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 Hawaii public  
2 schools have been facing a severe teacher shortage for years  
3 with little support to mitigate this issue. According to the  
4 Hawaii state teachers association, during the 2018-2019 school  
5 year, there were more than one thousand emergency hires and  
6 long-term substitutes due to the severe teacher shortage issue.  
7 Additionally, the number of teachers leaving Hawaii to find jobs  
8 elsewhere has increased by more than seventy per cent since  
9 2012, and the teaching workforce in Hawaii has become  
10 increasingly out-of-state teachers, creating a classroom  
11 environment where teaching faculty do not adequately reflect the  
12 socioeconomic, racial, ethnic, and cultural diversity of  
13 Hawaii's students.

14           The legislature further finds that the lack of  
15 apprenticeship programs and other services that assist teachers  
16 in obtaining the necessary licenses and gaining workforce  
17 experience contribute to poor teacher retention, diversity, and



1 local recruitment in public schools. Hawaii needs a structured,  
2 amply-funded teacher apprenticeship program to boost retention,  
3 diversity, and recruitment among Hawaii's public school  
4 teachers.

5 The legislature also finds that a "grow your own" teacher  
6 apprenticeship program has the potential to increase the  
7 retention rate of Hawaii's public school teachers by providing  
8 better mentoring experiences and financially supporting student  
9 teachers while they complete their workforce training. A  
10 teacher apprenticeship program also has the potential to  
11 increase local recruitment of teachers, developing teachers who  
12 are already in the community by providing them with the  
13 resources to succeed in their respective fields. This, in turn,  
14 benefits students by ensuring that they are taught by educators  
15 who understand their needs and the needs of the broader school  
16 community.

17 The purpose of this Act is to create and sustain a teacher  
18 apprenticeship program in order to support, recruit, develop,  
19 and retain teachers for Hawaii's public schools.



1 SECTION 2. Chapter 302A, Hawaii Revised Statutes, is  
2 amended by adding two new sections to be appropriately  
3 designated and to read as follows:

4 "§302A-A Hawaii teacher apprenticeship program. (a)

5 There is established the Hawaii teacher apprenticeship program  
6 to be administered by the department to support, recruit,  
7 develop, and retain teachers in the department's schools.

8 (b) The goals of the Hawaii teacher apprenticeship program  
9 shall be to:

- 10 (1) Recruit teachers that reflect the diversity of the  
11 student population and community;
- 12 (2) Support teachers and the placement of prospective  
13 teachers in high-need schools;
- 14 (3) Provide prospective teachers last-dollar support for  
15 postsecondary education, including tuition, student  
16 fees, books, technology, credentialing fees,  
17 transportation, and support for passing state testing  
18 requirements for licensure; provided that the  
19 individual is enrolled in a state-approved teacher  
20 education program at a University of Hawaii campus and  
21 qualifies for Hawaii resident tuition; provided



1           further that the individual makes a formal commitment  
2           to teach in the Hawaii public school system for a  
3           minimum of three consecutive years as a licensed  
4           teacher immediately following completion of a state-  
5           approved teacher education program; provided further  
6           that if the individual fails to complete the state-  
7           approved teacher education program, or to satisfy the  
8           teaching requirement within the designated number of  
9           years, the individual shall repay the funds received  
10          to the department, as set by the terms and conditions  
11          of the department;

12          (4) Provide financial incentives for teachers, including  
13          professional learning opportunities;

14          (5) Partner with institutions of higher education to  
15          provide tutoring, academic counseling, assistance with  
16          credential requirements, and support for taking and  
17          passing state testing requirements for licensure; and

18          (6) Other initiatives to support, recruit, develop, and  
19          retain teachers, as determined by the department.



1 (c) The department may adopt rules pursuant to chapter 91  
2 to implement and administer the Hawaii teacher apprenticeship  
3 program.

4 (d) Moneys repaid by individuals pursuant to subsection  
5 (c) (3) shall be deposited in the Hawaii teacher apprenticeship  
6 program special fund established under section 302A-B.

7 **§302A-B Hawaii teacher apprenticeship program special**  
8 **fund.** (a) There is established the Hawaii teacher

9 apprenticeship program special fund into which shall be  
10 deposited legislative appropriations and all moneys received as  
11 repayment from individuals due to a breach in contractual  
12 agreements under the Hawaii teacher apprenticeship program  
13 established under section 302A-A.

14 (b) The special fund shall be administered and used by the  
15 department to support the goals of the Hawaii teacher  
16 apprenticeship program and related costs."

17 SECTION 3. There is appropriated out of the general  
18 revenues of the State of Hawaii the sum of \$ or so  
19 much thereof as may be necessary for fiscal year 2023-2024 and  
20 the same sum or so much thereof as may be necessary for fiscal  
21 year 2024-2025 to be deposited into the Hawaii teacher



1 apprenticeship program special fund established pursuant to  
2 section 302A-B, Hawaii Revised Statutes.

3 SECTION 4. There is appropriated out of the Hawaii teacher  
4 apprenticeship program special fund established pursuant to  
5 section 302A-B, Hawaii Revised Statutes, the sum of  
6 \$ or so much thereof as may be necessary for fiscal  
7 year 2023-2024 and the same sum or so much thereof as may be  
8 necessary for fiscal year 2024-2025 to establish and support the  
9 Hawaii teacher apprenticeship program established pursuant to  
10 section 302A-A, Hawaii Revised Statutes.

11 The sums appropriated shall be expended by the department  
12 of education for the purposes of this Act.

13 SECTION 5. In codifying the new sections added by section  
14 2 of this Act, the revisor of statutes shall substitute  
15 appropriate section numbers for the letters used in designating  
16 the new sections in this Act.

17 SECTION 6. New statutory material is underscored.

18 SECTION 7. This Act shall take effect on July 1, 2023.

19



H.B. NO. 875

1

INTRODUCED BY:

*Amy Kurose*

JAN 23 2023



# H.B. NO. 875

**Report Title:**

Hawaii Teacher Apprenticeship Program; Established;  
Appropriation

**Description:**

Establishes and appropriates funds for the Hawaii teacher apprenticeship program to support, recruit, develop, and retain teachers for Hawaii public schools.

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

