

JAN 17 2024

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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 State's public  
2 schools have been facing a severe teacher shortage for years  
3 with little support to address this issue. The teaching  
4 workforce in Hawaii is now increasingly made up of out-of-state  
5 teachers, creating a classroom environment where teaching  
6 faculty do not adequately reflect the socioeconomic, racial,  
7 ethnic, and cultural diversity of Hawaii's students.

8           The legislature further finds that the lack of  
9 apprenticeship programs to assist teachers in obtaining the  
10 necessary licenses and gaining workforce experience contributes  
11 to poor teacher retention, lack of diversity, and lack of  
12 recruitment of local teachers in public schools. Hawaii needs a  
13 structured teacher apprenticeship program to boost retention,  
14 diversity, and recruitment among the State's public school  
15 teachers.



1           The purpose of this Act is to establish a teacher  
2 apprenticeship program to support, recruit, develop, and retain  
3 teachers for Hawaii's public schools.

4           SECTION 2. Chapter 302A, Hawaii Revised Statutes, is  
5 amended by adding a new section to part III, subpart D, to be  
6 appropriately designated and to read as follows:

7           "§302A-       Hawaii teacher apprenticeship program. (a)

8 There is established the Hawaii teacher apprenticeship program  
9 to be administered by the Hawaii teacher standards board to  
10 create pathways for individuals to enter the teaching profession  
11 in the State.

12           (b) To participate in the Hawaii teacher apprenticeship  
13 program, an individual shall meet the following minimum  
14 eligibility requirements to become an apprentice teacher, the  
15 individual shall have:

16           (1) Received an associate degree from an accredited  
17 postsecondary institution in the State;

18           (2) Earned a cumulative grade point average of 3.0 in the  
19 degree program for the degree received in accordance  
20 with paragraph (1);



1        (3) Successfully passed a background screening by the  
2                    department; and

3        (4) Been accepted into program by the Hawaii teacher  
4                    standards board.

5        (c) As a condition of participating in the Hawaii teacher  
6 apprenticeship program, an apprentice teacher shall:

7        (1) Commit to spending the first two years of the program  
8                    in the classroom of a mentor teacher using team  
9                    teaching strategies as identified by the Hawaii  
10                   teacher standards board;

11       (2) Fulfill the on-the-job training component and any  
12                   additional requirements and standards;

13       (3) Obtain a teacher's license pursuant to section  
14                   302A-805; and

15       (4) Be hired by the department as an education  
16                   paraprofessional; provided that the compensation for  
17                   the apprentice teacher shall be in accordance with the  
18                   current salary schedule negotiated for bargaining unit  
19                   (6).

20       (d) An apprentice teacher may change schools after the  
21 first year of apprenticeship if the current school the



1 apprentice teacher is employed at has agreed to fund the  
2 remaining year of the apprenticeship.

3 (e) A teacher serving as mentor in the Hawaii teacher  
4 apprenticeship program shall mentor an apprentice teacher using  
5 team teaching strategies and shall, at a minimum, meet the  
6 following requirements:

7 (1) Have at least seven years of teaching experience in  
8 the State; and

9 (2) Satisfy any other requirements as established by the  
10 department and Hawaii teacher standards board.

11 (f) Subject to legislative appropriation, a mentor teacher  
12 may receive a bonus; provided that fifty per cent of the bonus  
13 shall be paid to the mentor teacher after:

14 (1) The first year of mentoring an apprentice teacher; and

15 (2) Completion of the Hawaii teacher apprentice program  
16 with the same apprentice teacher.

17 (g) Upon completion of the Hawaii teacher apprenticeship  
18 program, the apprentice teacher shall be eligible for hire as a  
19 teacher by a department school or public charter school in the  
20 State.



1        (h) The Hawaii teacher standards board may impose  
 2 additional requirements for completion of the Hawaii teacher  
 3 apprenticeship program."

4        SECTION 3. There is appropriated out of the general  
 5 revenues of the State of Hawaii the sum of \$                    or so  
 6 much thereof as may be necessary for fiscal year 2024-2025 to  
 7 establish the Hawaii teacher apprenticeship program pursuant to  
 8 section 302A-        , Hawaii Revised Statutes.

9        The sum appropriated shall be expended by the department of  
 10 education for the purposes of this Act.

11        SECTION 4. In accordance with section 9 of article VII of  
 12 the Hawaii State Constitution and sections 37-91 and 37-93,  
 13 Hawaii Revised Statutes, the legislature has determined that the  
 14 appropriations contained in H.B. No.                    , will cause the state  
 15 general fund expenditure ceiling for fiscal year 2024-2025 to be  
 16 exceeded by \$                    or                    per cent. In addition, the  
 17 appropriation contained in this Act will cause the general fund  
 18 expenditure ceiling for fiscal year 2024-2025 to be further  
 19 exceeded by \$                    or                    per cent. The combined total  
 20 amount of general fund appropriations contained in only these  
 21 two Acts will cause the state general fund expenditure ceiling



1 for fiscal year 2024-2025 to be exceeded by  
2 \$ or per cent. The reasons for exceeding the  
3 general fund expenditure ceiling are that:

4 (1) The appropriation made in this Act is necessary to  
5 serve the public interest; and

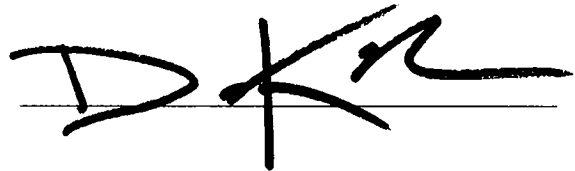
6 (2) The appropriation made in this Act meets the needs  
7 addressed by this Act.

8 SECTION 5. New statutory material is underscored.

9 SECTION 6. This Act shall take effect upon its approval;  
10 provided that section 3 shall take effect on July 1, 2024.

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INTRODUCED BY:

A handwritten signature in black ink, appearing to read "D.K. Al", is written over a horizontal line.

# S.B. NO. 2054

**Report Title:**

Hawaii Teacher Standards Board; Hawaii Teacher Apprenticeship Program; Established; Appropriation; Expenditure Ceiling

**Description:**

Establishes the Hawaii Teacher Apprenticeship Program, to be administered by the Hawaii Teacher Standards Board, to support, recruit, develop, and retain teachers for Hawaii's public schools. Appropriates funds.

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

