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STATE OF HAWAII
STATE PUBLIC CHARTER SCHOOL COMMISSION
(‘AHA KULA HO‘ĀMANA)

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DATE: January 24, 2020

TO: Charter School Governing Board Chairs (via email)
Charter School Directors and Vice Principals (via email)

FROM: Sione Thompson, Executive Director 
State Public Charter School Commission

SUBJECT: Status of Teacher Differential

Due to the volume of calls and questions regarding the Department of Education’s (DOE) implementation of teacher differentials, the Commission would like to provide our Charter School Community with this update on the current status of teacher differentials that have been approved by the Board of Education (BOE) and implemented by the DOE.

Most recently, the DOE implemented the teacher differentials, effective January 7, 2020, as explained in the attached memo from the DOE. This differential is applicable only to teachers teaching in DOE schools, with the following exceptions:

1. Public charter school teachers employed by a charter school **but assigned to positions funded through Department allocated Special Education funds** are eligible for payment of the Special Education differential; and
2. Public charter school teachers employed by a charter school but **assigned to positions funded through Department allocated Special Education funds are eligible for payment of the Hard to Staff differential**. These charter school teachers must be teaching in a Special Education teacher, Special Education Teacher/Pre-school, or General Education/Article VI Teacher titled position.

What this means, is that currently no funding has been provided at this time that would allow charter schools to pay for the differentials for all other charter school teachers (Hawaiian Immersion Qualified, Hard to Staff tiered locations) who meet the requirements of the differential as defined by the DOE. The governor's executive budget proposal for the current legislative session includes funding for the differentials for this school year and next school year. **However, this proposal must still go through the legislative process and is subject to**

legislative approval. If funding for the differentials is approved, **this funding would not be available until the end of the session in May and possibly into the early summer.**

Additionally, we are also aware of the disparity that this differential, as currently defined, has created among Hawaiian Immersion teachers in Kaiapuni Schools and charter school funded SpED teachers. We have received much feedback from Hawaiian Immersion schools which have teachers that meet the qualifications (fully licensed with UH Hilo/UH Mānoa Hawaiian 490 credit) that would make them eligible for the differential payment and some who have taught for years as a Hawaiian Immersion teacher that are not eligible since they do not have this certification and/or course work. Additionally, some of charter schools have budgeted and chosen to provide additional SpED teachers over and above what the Department funds. This also has created a disparity at our charter schools as these additional SpED teachers are not being paid the differential.

The Commission will continue to advocate for charter schools to our leaders and legislators regarding the lack of current funding and the disparity and lack of funding for all of our charter school teachers who should also receive a differential. We will provide status updates on this matter throughout the legislative session.

Attached: Department of Education Memo on Shortage Differential Implementation, dated December 20,2019



STATE OF HAWAII
DEPARTMENT OF EDUCATION
P.O. BOX 2360
HONOLULU, HAWAII 96804

OFFICE OF TALENT MANAGEMENT

December 20, 2019

TO: Principals (All)
Teachers (All)

FROM: Cynthia A. Covell *Cynthia A. Covell*
Assistant Superintendent

SUBJECT: Shortage Differential Implementation For Classroom Teachers in Special Education, Hard-To-Staff Locations, and Hawaiian Language Immersion Programs

On December 5, 2019, the Hawaii State Board of Education approved the Hawaii State Department of Education's (Department) proposal to provide additional compensation for classroom teachers in three high-need areas: Special Education, Hard-to-Staff locations, and Hawaiian Language Immersion programs. Shortage differentials for teaching positions in these areas are to take effect on January 7, 2020.

General criteria applicable to all shortage differentials:

- Applicable to Bargaining Unit 5 positions, regardless of 10-month or 12-month designation;
- Applicable to teachers teaching in Department schools, unless otherwise stated;
- Individuals must be in classroom teaching positions that are providing direct instruction and services to students, unless otherwise stated;
- Individuals must possess the appropriate subject area(s)/teaching field(s) on a Provisional, Standard, or Advanced license issued by the Hawaii Teacher Standards Board (HTSB);
- Amount will be adjusted based on the position's full-time equivalency (FTE);
- Effective date of the differential payout will be based on when individuals obtain the appropriate subject area(s)/teaching field(s) on licenses issued by HTSB; and
- Individuals must be on a paid status and cannot be on leave without pay.

In addition to the general criteria, each differential has supplementary requirements that must be met in order to be eligible for the incentive. Explanations regarding the additional criteria needed for each differential are outlined in the following section.

Additional criteria applicable to specific shortage differentials:

I. Special Education (\$10,000 Annual Shortage Differential)

- a. Possess a valid Provisional, Standard, or Advanced license issued by the HTSB with the subject area/teaching field of Special Education, regardless of specialty and grade span; and
- b. Assigned to school-level Special Education Teacher or Special Education Teacher/Pre-School titled positions.

There may be situations where individuals are assigned to provide direct instruction and services to students in a Special Education setting, but they may not be in a position titled Special Education Teacher. In addition, individuals may be in district-level positions but are assigned to provide direct instructions and services to students at specific schools, or their positions may be itinerant in nature. In such cases, the Principal or Educational Specialist supervising the position will need to submit an exception request to the Office of Talent Management (OTM) for review in order to have the teacher qualify for the differential. Visit the following link to fill out an exception request: <http://bit.ly/tchdiff>.

Please note that if an individual is granted an exception and remains in the same position with the same job title and duties in the next school year, a new exception request will need to be submitted.

Due to the special school status of the Hawaii School for the Deaf and the Blind, all classroom teacher type positions (including Special School Teacher titled positions) will be considered eligible for the differential, provided the individual meets all other specified criteria.

Public Charter School (PCS) teachers employed by their PCS but assigned to positions funded through Department allocated Special Education funds are eligible for this differential. The PCS teachers must be teaching in a Special Education Teacher or Special Education Teacher/Pre-School Teacher titled position. The Department will process and pay for the shortage differentials for eligible teachers in these types of Department funded positions.

II. Hard-to-Staff Locations (\$3,000 - \$8,000 Annual Shortage Differential)

- a. Possess a valid Provisional, Standard, or Advanced license issued by the HTSB, regardless of subject area/teaching field and current teaching assignment; and
- b. Assigned to a school-level position at a school identified as hard-to-staff, regardless if the position is a classroom or certificated support personnel position.

The following chart depicts the qualifying complexes and the corresponding annual differential amount.

Tier	Qualifying Hard-to-Staff Complexes	Annual Differential
1	Hawaii District: Keaau and Pahoia	\$3,000
2	Hawaii District: Kealakehe, Kohala, and Konawaena Maui District: Lahainaluna	\$5,000
3	Hawaii District: Honokaa and Kau	\$7,500
4	Maui District: Hana, Lanai, and Molokai Leeward District: Nanakuli and Waianae Special Schools: Olomana School and HSDB	\$8,000

PCS teachers employed by their PCS but assigned to positions funded through Department allocated Special Education funds are eligible for this differential. The PCS teachers must be teaching in a Special Education Teacher, Special Education Teacher/Pre-School, or General Education/Article VI Teacher titled position. The Department will process and pay for the shortage differentials for eligible teachers in these types of Department-funded positions.

III. **Hawaiian Language Immersion (\$8,000 Annual Shortage Differential)**

- a. Possess a valid Provisional, Standard, or Advanced license issued by the HTSB with the subject area/teaching field of either Hawaiian Language Immersion or Kaiapuni-Kaiapuni Hawaii, regardless of grade span, or

Possess a valid Provisional, Standard, or Advanced license issued by the HTSB, regardless of subject area/teaching field and current teaching assignment, and have been deemed fluent in Hawaiian language; and

- b. Assigned to school-level position identified as being a part of the Hawaiian Language Immersion Program.

If there are individuals in Hawaiian Language Immersion Program teaching lines, but the positions were not previously identified as such, the Principal will need to submit an exception request to the OTM for review in order to have the teachers qualify for the differential. Visit the following link to fill out an exception request: <http://bit.ly/tchdiff>.

Please note that if an individual is granted an exception and remains in the same position with the same job title and duties in the next school year, a new exception request will need to be submitted.

Due to Ke Kula Kaiapuni o Anuenue and Ke Kula o Ehunuiakaimalino being full immersion schools, all classroom teacher type positions will be considered eligible for the differential, provided the individual meets all other specified criteria.

To view a list of frequently asked questions and answers, individuals are encouraged to log onto the Department's intranet website and view the document titled *Teacher Compensation Shortage Differential – Frequently Asked Questions*. It can be found on the Office of Talent Management's webpage under the *What's New* section or at <http://bit.ly/2PYE1JR>.

Should you have any further questions, please contact Kimberly Miyamoto, Personnel Specialist, at (808) 441-8437, or via e-mail at Kimberly.Miyamoto@k12.hi.us. Should you have any questions regarding being deemed fluent in Hawaiian language, please contact Anela Iwane, Educational Specialist, at (808) 784-6070, or via e-mail at Anela.Iwane@k12.hi.us.

CAC:km

- c: Superintendent
- Deputy Superintendent
- Assistant Superintendents
- Complex Area Superintendents
- Office of Fiscal Services - Budget Branch
- Office of Hawaiian Education, Director
- Hawaii State Teachers Association
- Hawaii Government Employees Association, Unit 06
- Hawaii Public Charter Schools Commission
- OTM – Director, Personnel Assistance Branch; Director, Personnel Development Branch;
Director, Personnel Management Branch; Administrator, Recruitment Section;
Certificated Personnel Regional Officers; Certificated Records and Transactions