



To: House Labor & Public Employment Committee
Re: Support for HB 1202
From: Deborah Bond-Upson, HE'E Interim Director
Date: February 26, 2025

Hui for Excellence in Education, or "HE'E," is a statewide coalition of diverse stakeholders committed to working collaboratively to identify opportunities to improve public education. We work to provide Hawai'i families and organizations with a resource for educational policy.

Highly qualified and experienced educators are the most important factor, after family support, of student success. It is well documented that teachers reach greatest efficacy after 5 years of teaching. Yet studies show that only a little over half of new teachers in Hawai'i stay in the profession past their fifth year.

Disparities in teacher salary recognition have created challenges in recruiting and retaining experienced educators. By ensuring that all teachers, regardless of where they previously taught, receive salary ratings equivalent to their peers in Hawai'i's Department of Education, HB1202 helps to attract and retain high-quality educators in our schools.

Retaining and attracting experienced teachers is one of the highest priorities for education effectiveness in Hawai'i. We strongly support this measure to help to extend the teaching service of our valued teachers.

We thank you for this opportunity to share our thoughts.

HE'E Coalition Members and Participants

Academy 21	Joint Venture Education Forum
Alliance for Place Based Learning	Junior Achievement of Hawaii
American Civil Liberties Union	Kamehameha Schools
Atherton YMCA	Kanu Hawai'i
Education Institute of Hawai'i	Kaua'i Ho'okele Council
*Faith Action for Community Equity	Keiki to Career Kaua'i
Fresh Leadership LLC	Kupu A'e
Girl Scouts Hawai'i	*Leaders for the Next Generation
*HawaiiKidsCAN	Learning First
*Hawai'i Afterschool Alliance	McREL's Pacific Center for Changing the Odds
*Hawai'i Appleseed Center for Law and Economic Justice	Native Hawaiian Education Council
*Hawai'i Association of School Psychologists	Our Public School
Hawai'i Athletic League of Scholars	*Pacific Resources for Education and Learning
*Hawai'i Children's Action Network	*Parents and Children Together
Hawai'i Education Association	*Parents for Public Schools Hawai'i
Hawai'i Nutrition and Physical Activity Coalition	Special Education Provider Alliance
*Hawai'i State PTSA	*Teach for America
Hawai'i State Student Council	The Learning Coalition
Hawai'i State Teachers Association	US PACOM
Head Start Collaboration Office	University of Hawai'i College of Education
It's All About Kids*INPEACE	*Youth Service Hawai'i

Voting Members () Voting member organizations vote on action items while individual and non-voting participants may collaborate on all efforts within the Coalition.*

