



**S E A C**  
**Special Education Advisory Council**

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**Special Education  
Advisory Council**

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Catherine Payne, Chairperson  
Hawaii State Board of Education  
P. O. Box 2360  
Honolulu, HI 96804

RE: VI. A. Board Action on extra compensation for classroom teachers  
in special education, hard-to-staff geographical locations, and  
Hawaiian language immersion programs

Dear Chair Payne and Members of the Committee,

The Special Education Advisory Council (SEAC) is in strong support of the Department's request for approval from the Board to provide a \$10,000 pay differential to qualified and licensed special education teachers working directly with students in the classroom. Hawaii's decades-long shortage of these critical personnel have negatively impacted the academic performance of special education students--the lowest-performing high needs subgroup--and hampered their ability to receive the least restrictive educational placement with individualized supports.

The chronic shortage of qualified teachers for our most vulnerable students has also led to additional hardships for those teachers still in the field who must double up their IEP coordination and paperwork to fill in the gap. A pay differential will compensate in part these teachers' long hours and extra responsibilities, and hopefully ensure an adequate number of qualified and licensed personnel.

Some of the SATEP teachers of special education students may have come from a general education background without foundational training in special education. SEAC supports additional legislative funding for professional development to build the skills needed to individualize education for each student with an IEP.

Thank you for this opportunity to provide testimony on such a critically important issue.

Respectfully,

Martha Guinan  
SEAC Chair

Ivalee Sinclair  
Legislative Committee Chair