

STAND. COM. REP. NO. 1876-24

Honolulu, Hawaii

APR 15, 2024

RE: S.C.R. No. 142
S.D. 1

Honorable Scott K. Saiki
Speaker, House of Representatives
Thirty-Second State Legislature
Regular Session of 2024
State of Hawaii

Sir:

Your Committee on Education, to which was referred S.C.R. No. 142, S.D. 1, entitled:

"SENATE CONCURRENT RESOLUTION URGING THE DEPARTMENT OF
EDUCATION TO STUDY THE IMPACT OF TEACHER SALARY STEP
MOVEMENTS ON SALARY SCHEDULE COMPRESSION,"

begs leave to report as follows:

The purpose of this measure is to urge the Department of Education to study the impact of teacher salary step movements on salary schedule compression.

Your Committee received testimony in support of this measure from the Hawai'i State Teachers Association. Your Committee received comments on this measure from the Department of Education.

Your Committee finds that teacher salary step movements play a crucial role in determining the career progression of educators and their compensation within the Hawaii public school system. Your Committee further finds that teachers have not always been provided with regular step movements, resulting in some teachers having decades of experience being "compressed" onto the same salary step as teachers having significantly fewer years of experience. Salary schedule compression has been recognized as an issue affecting the retention and morale of educators in the

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State. Your Committee believes that analyzing the impact of teacher salary step movements on salary schedule compression through a comprehensive study is critical in making informed policy decisions and ensuring fair and competitive compensation for teachers.

As affirmed by the record of votes of the members of your Committee on Education that is attached to this report, your Committee concurs with the intent and purpose of S.C.R. No. 142, S.D. 1, and recommends that it be referred to your Committee on Finance.

Respectfully submitted on
behalf of the members of the
Committee on Education,

for Justin Le Chick

JUSTIN H. WOODSON, Chair



