
A BILL FOR AN ACT

RELATING TO TEACHER RETENTION.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF HAWAII:

1 SECTION 1. The legislature finds the State needs to
2 provide monetary incentives to recruit teachers and promote
3 longevity in the field. The purpose of this Act is to establish
4 the Onipa'a Teacher Bonus Program which provides monetary awards
5 to licensed and certified teachers who practice in the State for
6 an extended period of time.

7 SECTION 2. Chapter 302A, Hawaii Revised Statutes, is
8 amended by adding a new section to be appropriately designated
9 and to read as follows:

10 "§302A- Onipa'a Teacher Bonus Program. (a) The department
11 shall establish a teacher bonus program which provides bonuses
12 to teachers in the department of education who exemplify high
13 teacher standards and accomplished teaching through means deemed
14 appropriate by the board of education. Each school must submit
15 a report concerning the use of money distributed by the
16 department. The department must provide a summary of the
17 reports to the board and the legislature.

- 1 (b) The program shall be outlined by the following
2 provisions:
- 3 (1) Beginning after the effective date of this Act, a
4 teacher that is considered a full-time employee of the
5 department and teaches for two school years in such
6 school shall be eligible to apply for the bonuses
7 pursuant in this section.
- 8 (2) The department shall award bonuses to any eligible
9 teacher who applies and meets the requirements of this
10 section.
- 11 (3) The department shall develop and administer the Onipa'a
12 Teacher Bonus Program. The program shall consist of a
13 series of bonuses available to eligible teachers who
14 meet the qualifications of this section. Such bonuses
15 include the "Ola Professional Performance" bonus and
16 the "Ola Loa Longevity" bonuses.
- 17 (4) The department shall maintain the records related to
18 the program and any teacher receiving a bonus pursuant
19 to the program, including tracking teacher
20 demographics, the number of years a teacher has
21 taught, the annual income a teacher receives from



1 teaching, the school and location a teacher teaches
2 at, and any other information the department may
3 require. The department shall share such information
4 except as aggregate data that does not include
5 personally identifiable information for any particular
6 teacher.

7 (5) The board may adopt and promulgate rules and
8 regulations to carry out this section.

9 (6) The "Ola Professional Performance" bonus awards shall
10 be awarded to an eligible teacher who has been
11 practicing within the State for at least two school
12 years.

13 (A) This award shall total no more than two thousand
14 five hundred dollars.

15 (7) The "Ola Loa Longevity" bonus awards shall be awarded
16 to an eligible teacher who has been practicing within
17 the State for at least five school years. The teacher
18 shall be eligible for receiving this bonus award on a
19 recurring basis every five years.

20 (A) Each issued award shall total no more than five
21 thousand dollars.



1 (c) As used in this section:

2 "Bonus" means a non-base, building payment that is in
3 addition to a teacher's regular salary and that is awarded based
4 on outstanding service and awarded to a full-time teacher who
5 satisfies the licensing and certification as outlined in chapter
6 302A-805, Hawaii Revised Statutes.

7 "Department" means the department of education.

8 "Board" means the board of education."

9 SECTION 3. In accordance with section 9 of article VII, of
10 the Constitution of the State of Hawaii and sections 37-91 and
11 37-93, Hawaii Revised Statutes, the legislature has determined
12 that the appropriation contained in this Act will cause the
13 state general fund expenditure ceiling for fiscal year 2024-2025
14 to be exceeded by or per cent. The reasons for
15 exceeding the general fund expenditure ceiling are that the
16 appropriation made in this Act are necessary to serve the public
17 interest and to meet the needs provided for by this Act.

18 SECTION 4. There is appropriated out of the Hawaii state
19 department of education in the sum of or so much thereof
20 as may be necessary for fiscal year 2024-2025 for the funding of
21 the Onipa'a Teacher Bonus Program.



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

3 SECTION 5. New statutory material is underscored.

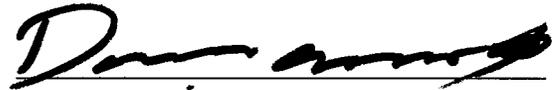
4 SECTION 6. This Act shall take effect upon its approval.

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INTRODUCED BY:



JAN 23 2024



H.B. NO. 2602

Report Title:

Teacher retention; Teacher bonus program

Description:

Establishes the Onipa'a Teacher Bonus Program to address teacher retention and award teachers for outstanding and extended service in the state department of education.

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

