

Honolulu, Hawaii

, 2025

**FEB 05**RE: H.B. No. 1346  
H.D. 1

Honorable Nadine K. Nakamura  
Speaker, House of Representatives  
Thirty-Third State Legislature  
Regular Session of 2025  
State of Hawaii

Madame:

Your Committee on Education, to which was referred H.B. No. 1346 entitled:

"A BILL FOR AN ACT RELATING TO EDUCATION,"

begs leave to report as follows:

The purpose of this measure is to provide automatic step increases in teacher salaries for each year of satisfactory service completed, subject to available funds.

Your Committee received testimony in support of this measure from the Hawai'i State Teachers Association; Democratic Party of Hawai'i Education Caucus; and five individuals. Your Committee received testimony in opposition to this measure from the Department of Budget and Finance; Office of Collective Bargaining; and Hawaii Government Employees Association, AFSCME Local 152, AFL-CIO. Your Committee received comments on this measure from the Department of the Attorney General and Department of Education.

Your Committee finds that the recruitment and retention of qualified teachers is essential to the success of the Hawaii's public education system. To address matters of teacher recruitment and retention, it is critical that teacher salaries remain competitive to attract qualified individuals who are responsible for the education of the State's children. Your

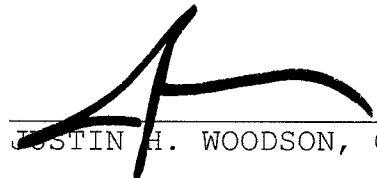


Committee believes that applying salary differentials for teachers will help to incentivize qualified teachers to fill teacher vacancies and reduce associated labor shortages.

Your Committee has amended this measure by changing the effective date to July 1, 3000.

As affirmed by the record of votes of the members of your Committee on Education that is attached to this report, your Committee is in accord with the intent and purpose of H.B. No. 1346, as amended herein, and recommends that it pass Second Reading in the form attached hereto as H.B. No. 1346, H.D. 1, and be referred to your Committee on Labor.

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

  
JUSTIN H. WOODSON, Chair



State of Hawaii  
House of Representatives  
The Thirty-third Legislature

**HSCR 181**

**Record of Votes of the Committee on Education**

<b>Bill/Resolution No.:</b> <b>HB 1346</b>	<b>Committee Referral:</b> <b>EDN, LAB, FIN</b>	<b>Date:</b> <b>1/30/23</b>		
<input type="checkbox"/> The committee is reconsidering its previous decision on the measure.				
<b>The recommendation is to:</b> <input type="checkbox"/> Pass, unamended (as is) <input checked="" type="checkbox"/> Pass, with amendments (HD) <input type="checkbox"/> Hold <input type="checkbox"/> Pass short form bill with HD to recommit for future public hearing (recommit)				
<b>EDN Members</b>	<b>Ayes</b>	<b>Ayes (WR)</b>	<b>Nays</b>	<b>Excused</b>
1. WOODSON, Justin H. (C)	/			
2. LA CHICA, Trish (VC)	/			
3. AMATO, Terez	/			
4. EVSLIN, Luke A.	/			
5. GARRETT, Andrew Takuya	/			
6. KAPELA, Jeanne				X
7. KILA, Darius K.	/			
8. OLDS, Ikaika		/		
9. SAYAMA, Jackson D.	/			
10. MURAOKA, Christopher L.	/			
11. SOUZA, Kanani	/			
<b>TOTAL (11)</b>	<b>9</b>	<b>1</b>		<b>1</b>
<b>The recommendation is:</b> <input checked="" type="checkbox"/> Adopted <input type="checkbox"/> Not Adopted If joint referral, _____ did not support recommendation. <div style="text-align: center; font-size: small;">committee acronym(s)</div>				
<b>Vice Chair's or designee's signature:</b> _____ <i>Trish La Chica</i>				
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