



**TESTIMONY OF
THE DEPARTMENT OF THE ATTORNEY GENERAL
KA 'OIHANA O KA LOIO KUHINA
THIRTY-THIRD LEGISLATURE, 2025**

ON THE FOLLOWING MEASURE:
H.B. NO. 1346, RELATING TO EDUCATION.

BEFORE THE:
HOUSE COMMITTEE ON EDUCATION

DATE: Thursday, January 30, 2025 **TIME:** 2:00 p.m.

LOCATION: State Capitol, Room 309

TESTIFIER(S): Anne E. Lopez, Attorney General, or
Amanda Donlin, Deputy Attorney General, or
Fiamma Rago, Deputy Attorney General

Chair Woodsen and Members of the Committee:

The Department of the Attorney General (Department) provides the following comments regarding this bill.

This bill is intended to provide automatic step increases in teacher salaries for each year of satisfactory service completed, subject to available funds. However, this bill conflicts with section 89-9(a), Hawaii Revised Statutes (HRS), which makes "wages" a mandatory subject of negotiations.

Pursuant to section 89-2, HRS, the term "wages" includes the number of incremental and longevity steps. As the bill is written, it would contradict chapter 89, HRS, because wages are subject to collective bargaining negotiations. When there is contrary legislation, pursuant to section 89-19, HRS, adjustments made in accordance with chapter 89 shall take precedence over all contrary legislation.

The current wording of the bill is similar to section 302A-626, HRS, formerly section 297-34, HRS, which was enacted prior to Hawaii's collective bargaining laws for public employment. Section 302A-626, HRS, was repealed by Act 87, Session Laws of Hawaii 2016. This repeal provided consistency within the law because section 302A-626, HRS, was rendered obsolete by the collective bargaining law, which required longevity steps and movement between steps in the salary range to be negotiated

through collective bargaining. Reinserting the wording in chapter 302A, however, through this bill, could once again create a conflict.

To be consistent with chapter 89, HRS, the Department recommends that, in subsection (a) of the new section proposed to be added to chapter 302A by section 2 of this bill on page 2, lines 12-13, the wording, "Pursuant to a collective bargaining agreement negotiated for bargaining unit (5)," be replaced with, "Notwithstanding any law to the contrary, if negotiated into a collective bargaining agreement, pursuant to section 89-9,"

Thank you for the opportunity to present this testimony.



STATE OF HAWAII
DEPARTMENT OF EDUCATION
KA 'OIHANA HO'ONA'AUAO
P.O. BOX 2360
HONOLULU, HAWAII 96804

Date: 01/30/2025

Time: 02:00 PM

Location: 309 VIA VIDEOCONFERENCE

Committee: House Education

Department: Education

Person Testifying: Keith T. Hayashi, Superintendent of Education

Bill Title: HB 1346 RELATING TO EDUCATION.

Purpose of Bill: Pursuant to a collective bargaining agreement negotiated for Bargaining Unit (5) and subject to the availability of funds, provides annual salary step increases for public school teachers who have completed a year's satisfactory service and comply with specified requirements.

Department's Position:

The Hawaii State Department of Education (Department) respectfully provides comments on HB 1346.

The Department appreciates the Legislature's efforts to improve the Department's ability to attract and retain quality employees to support Hawaii's K-12 public schools. Providing automatic step increases in teacher salaries for each year of satisfactory service completed has the potential to be a powerful tool to achieve that goal.

The measure explicitly provides automatic step increases for teachers for each year of satisfactory service. Bargaining Unit 5 (BU5) covers more than just teachers, but also includes librarians, counselors, and resource teachers.

If the Legislature proceeds with authorizing this measure, the Department recommends an adjustment to the language to include all members of BU5.

The Department believes that all of its employees serve in equal, yet diverse roles to help ensure student achievement. In light of this, the Department encourages the Legislature to consider including all other Bargaining Units to acknowledge the tremendous team effort it takes to ensure a successful Department. The Department urges the Legislature to consider including step movements for the following Bargaining Units to the measure:

- Bargaining Unit 1 - Blue-Collar Non-Supervisory Employees
- Bargaining Unit 2 - Blue-Collar Supervisory Employees
- Bargaining Unit 3 - White-Collar Non-Supervisory Employees
- Bargaining Unit 4 - White-Collar Supervisory Employees
- Bargaining Unit 6 - Educational Officers
- Bargaining Unit 9 - Registered Professional Nurses
- Bargaining Unit 10 - Institutional, Health, and Correction Officers
- Bargaining Unit 13 - Professional and Scientific Employees

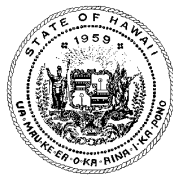
The Department notes that Section 89-9, Hawaii Revised Statutes, requires negotiations between the employer and exclusive representative with respect to wages. The exclusive representatives of the Department's bargaining units, with the exception of BU5, are currently engaged in negotiations with the State of Hawaii (employer) for new collective bargaining agreements, which end on June 30, 2025.

Finally, should the Legislature proceed with authorizing this measure, the Department respectfully requests that the Legislature simultaneously include the funds necessary to implement these step movements into the Department's base budget going forward.

Thank you for the opportunity to testify on HB 1346.

JOSH GREEN, M. D.
GOVERNOR
KE KIA'ĀINA

SYLVIA LUKE
LT. GOVERNOR
KA HOPE KIA'ĀINA



WILBERT S. HOLCK
CHIEF NEGOTIATOR

STATE OF HAWAII
OFFICE OF COLLECTIVE BARGAINING
EXECUTIVE OFFICE OF THE GOVERNOR
235 S. BERETANIA STREET, SUITE 1201
HONOLULU, HAWAII 96813-2437

Statement of
WILBERT S. HOLCK
Chief Negotiator, Office of Collective Bargaining

Before the
HOUSE COMMITTEE ON EDUCATION

Thursday, January 30, 2025
2:00 p.m.
State Capitol, Conference Room 309

In consideration of
HB 1346, Relating to Education

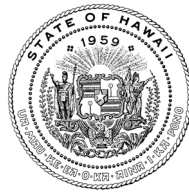
(WRITTEN TESTIMONY ONLY)

Chair Woodson, Vice-Chair La Chica and the members of the committee:

The Office of Collective Bargaining (OCB) respectfully opposes HB 1346, which provides annual salary step increases for public school teachers who have completed a year's satisfactory service and comply with specified requirements.

Wages, hours, and other terms and conditions of employment are subject to negotiations as provided in Hawaii Revised Statutes, §89-9. We note that the 2016 legislature agreed when nearly identical provisions proposed in this measure were repealed.

Thank you for the opportunity to provide testimony on this measure.



JOSH GREEN, M.D.
GOVERNOR

SYLVIA LUKE
LIEUTENANT GOVERNOR

LUIS P. SALAVERIA
DIRECTOR

SABRINA NASIR
DEPUTY DIRECTOR

EMPLOYEES' RETIREMENT SYSTEM
HAWAII EMPLOYER-UNION HEALTH BENEFITS TRUST FUND
OFFICE OF THE PUBLIC DEFENDER

STATE OF HAWAII
DEPARTMENT OF BUDGET AND FINANCE
Ka 'Oihana Mālama Mo'ohelu a Kālā
P.O. BOX 150
HONOLULU, HAWAII 96810-0150

ADMINISTRATIVE AND RESEARCH OFFICE
BUDGET, PROGRAM PLANNING AND MANAGEMENT DIVISION
FINANCIAL ADMINISTRATION DIVISION
OFFICE OF FEDERAL AWARDS MANAGEMENT

TESTIMONY BY LUIS P. SALAVERIA
DIRECTOR, DEPARTMENT OF BUDGET AND FINANCE
TO THE HOUSE COMMITTEE ON EDUCATION
ON
HOUSE BILL NO. 1346

January 30, 2025
2:00 p.m.
Room 309 and Videoconference

RELATING TO EDUCATION

The Department of Budget and Finance (B&F) opposes this bill.

House Bill No. 1346 provides bargaining unit (BU) (5), teachers who have completed a year's satisfactory service and who have complied with the other requirements of Sections 302A-602 to 302A-639 and 302A-701, as applicable, an annual increment negotiated pursuant to a collective bargaining (CB) agreement. In addition, the bill provides longevity step increases for teachers who have served satisfactorily for three years in their maximum increment step or in any longevity step and who have complied with the other requirements of Sections 302A-602 to 302A-639 and 302A-701.

B&F opposes this measure because it is contrary to the CB process. This measure preferentially directs the outcome of CB negotiations for a select BU.

While the Legislature has the authority to set the scope of CB, the Legislature did this in setting up a process in Chapter 89, HRS. This bill disrupts that process due to its partial return to directly legislated wages and working conditions for public employees.

Thank you for your consideration of our comments.



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Osa Tui, Jr.
President

Logan Okita
Vice President

Cheney Kaku
Secretary-Treasurer

Ann Mahi
Executive Director

TESTIMONY TO THE HAWAI'I HOUSE COMMITTEE ON EDUCATION

Item: **HB 1346 - AUTOMATIC SALARY STEP-INCREASES**

Position: **SUPPORT**

Hearing: **1/30/2025, 2:00PM, ROOM 309**

Submitter: **Osa Tui, Jr. – President, Hawai'i State Teachers Association**

Chair Woodson, Vice Chair La Chica, and members of the committee,

The Hawai'i State Teachers Association stands in strong support of HB 1346, which, pursuant to a collective bargaining agreement negotiated for Bargaining Unit (5), provides annual salary step increases for public school teachers and educational officers who have completed a year's satisfactory service and comply with specified requirements.

HSTA will note that "longevity steps" on the salary schedule were phased out of the Unit 5 collective bargaining agreement at the start of the 1989-1990 school year.

Article XX of the current Unit 5 collective bargaining agreement has language that states:

The parties recognize that annual incremental step movements are a viable recruiting and retention tool. Teachers who are not at the top of the salary schedule and who have effective evaluations shall move to the next highest step of the corresponding class at the beginning of each school year. Annual incremental step movements are subject to funding.

This bill, if passed and funded, will satisfy the last sentence above and go a long way towards recruitment and retention of Hawai'i public school educators. As such, the Hawai'i State Teachers Association asks your committee to **support** this bill.

LATE



HOUSE BILL 1346, RELATING TO EDUCATION

JANUARY 30, 2025 · EDN HEARING

POSITION: Support.

RATIONALE: The Democratic Party of Hawai'i Education Caucus **supports** HB 1346, relating to education, which, pursuant to a collective bargaining agreement negotiated for Bargaining Unit (5) and subject to the availability of funds, provides annual salary step increases for teachers who have completed a year's satisfactory service and comply with specified requirements.

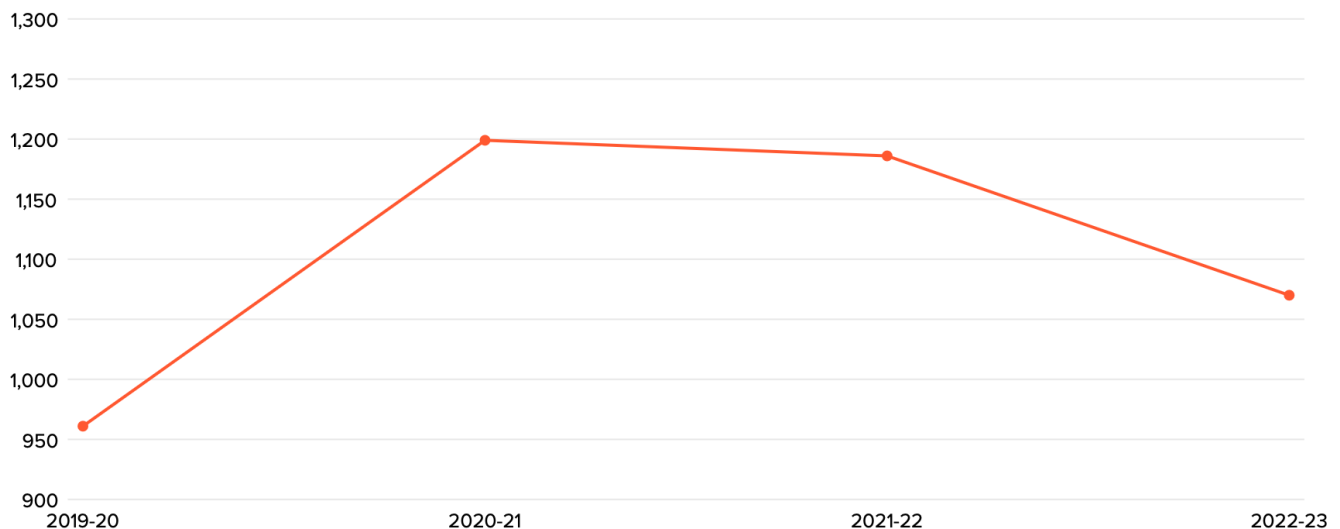
Teachers are the most important professionals in increasing student achievement. According to numerous studies, however, Hawai'i's average teacher salaries are the lowest in the nation when adjusted for cost of living. A 2020 study conducted by APA Consulting on behalf of the Hawai'i Department of Education found that when compared with other high-cost geographic locations, Hawai'i teachers are paid \$7,700 to \$26,000 less than their peers in school districts with similar costs of living, depending on length of service.

While that pay gap is decreasing because of the State Legislature's effort to fund differential pay increases and resolve salary compression in recent years, teachers are still underpaid compared to other professions that require a similar level of education. **Restoring guaranteed annual increments, more commonly known as "step increases," would significantly help to alleviate that gap.**

A 2022 survey by the Annenberg Institute at Brown University placed Hawai'i among the 10 states with the lowest teacher-to-population ratio. Moreover, as *Honolulu Civil Beat* reported in August of last year, voluntary teacher separations remain high, at over 1,000 per year (see chart below).

Voluntary teacher separations, 2019 to 2023

The number of teachers annually leaving the DOE remains high but has started to decline following the pandemic.



DOE has not released data for the 2023-24 school year.

Chart: Megan Tagami/Civil Beat • Source: [Hawaii DOE](#)

These trends are further exacerbated by the aging teacher workforce. The Hawai'i State Teachers Association has repeatedly cautioned against being overly optimistic about positive teacher retention data, **with a wave of experienced educators expected to retire in the next few years.**

Strengthening teacher pay improves workforce retention. A Stanford University analysis found that raising wages by 10 percent reduces high school dropout rates by 3 to 4 percent. Similarly, a Florida study showed that pay raises reduced teacher attrition by up to 25 percent for hard-to-fill subject areas. When our state implemented differential pay increases for special education, Hawaiian immersion, and hard-to-staff positions, vacancies in those areas fell dramatically.

To deliver the schools our keiki deserve, we must pay teachers what they're worth. It is the least we can do for the hardworking educators on whom our children's and our society's future depends.

Contact: educationcaucusdph@gmail.com



HAWAII GOVERNMENT EMPLOYEES ASSOCIATION

AFSCME Local 152, AFL-CIO

RANDY PERREIRA, Executive Director • Tel: 808.543.0011 • Fax: 808.528.0922

The Thirty-Third Legislature, State of Hawaii
House of Representatives
Committee on Education

Testimony by
Hawaii Government Employees Association

January 30, 2025

H.B. 1346 — RELATING TO EDUCATION

The Hawaii Government Employees Association, AFSCME Local 152, AFL-CIO respectfully opposes H.B. 1346 which seeks to provide annual salary step increases for public school teachers who have completed a year's satisfactory service and comply with specified requirements pursuant to a collective bargaining agreement negotiated for Bargaining Unit (5).

The HGEA represents over 27,000 other government employees, spanning across nine out of the fifteen bargaining units, whose working conditions, compensation plans, and benefits are equally deserving of the same attention and consideration. Furthermore, our organization represents roughly 7,500 Department of Education and Charter School employees including educational assistants, school security attendants, school food service managers, behavioral health specialists, educational officers, and many administrative and professional employees within the school, district, and state levels. They too provide services that are critical in a child's education and development. We find that this measure is extremely inequitable and unfair to the rest of our State workforce as it prioritizes one bargaining unit over the other fourteen. Our state and county vacancy rates are high and most government employees, regardless of bargaining unit, are underpaid, overworked, and burnt-out.


In accordance with Chapter 89-9, Hawaii Revised Statutes, wages, hours, and other terms and conditions of employment are subject to negotiations between the exclusive representative and employer. The Legislature is not the appropriate body to provide annual salary step increases for employees within bargaining unit 5 – the Legislature's authority is to consider funding cost items (including step movements), after they have been collectively bargained between the exclusive representative and employer. However, if the Legislature chooses to codify an annual wage increase into statute, you will set a precedent where all of the exclusive representatives will feel compelled to come to this body to 'negotiate' wage increases. This will be especially true where the exclusive

representative feels that they can achieve a better outcome via the legislation versus collective bargaining.

While our organization supports the notion of providing better compensation for our teachers, it must be done via the bargaining process. It is inappropriate and unfair for any one bargaining unit to be singled out for special treatment, no matter the circumstances.

Thank you for the opportunity to provide testimony in opposition of H.B. 1346.

Respectfully submitted,

A handwritten signature in black ink, appearing to read 'Randy Perreira', is written over the typed name.

Randy Perreira
Executive Director

HB-1346

Submitted on: 1/29/2025 9:53:35 AM

Testimony for EDN on 1/30/2025 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Lisa Vegas	Individual	Support	Written Testimony Only

Comments:

As a special education teacher, we are constantly being told to do more work. Every year it's a new change to the system, additional information needs to be collected and placed in the Individualized Education Program (IEP), more details need to be included in the IEP, and more clarification. Every time there's a lawsuit or due process hearing, the state mandates special education teachers to do more. Teachers are leaving the profession because it is extremely difficult to manage all the documents, meetings, and oh yeah, teach. When I say teach, I mean nurture, counsel, parent, coach, and so much more. By having the yearly step increases, hopefully, teachers who really care about educating our keiki will be able to afford to stay in the profession. Thank you for your time and consideration.

HB-1346

Submitted on: 1/29/2025 11:59:59 AM

Testimony for EDN on 1/30/2025 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Michael Olderr	Individual	Support	Written Testimony Only

Comments:

The only way we can hope to retain teachers in our state is to ensure they are paid enough to live here. We can have all the programs and incentives we want, but it doesn't mean a lot if teachers can't afford to pay rent or buy school supplies for their classes. I support this bill.

HB-1346

Submitted on: 1/29/2025 1:30:57 PM

Testimony for EDN on 1/30/2025 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Joyce Haase	Individual	Support	Written Testimony Only

Comments:

Aloha State of Hawai'i House of Representatives,

I am writing in support of HB 1346. This annual step increase of teacher's (BU 5) salary will alleviate much confusion in the Hawai'i Department of Education and keep the teacher's salary relatively in line with cost of living annual increases. We should not have to waste time negotiating annual salary increases, they should be a matter of course and this HB1346 is a helpful start.

I am writing as an individual and I am writing as a 15 year teacher on the island of Molokai. Mahalo for your time.

Joyce Haase

HB-1346

Submitted on: 1/29/2025 1:55:01 PM

Testimony for EDN on 1/30/2025 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Briann Starkey	Individual	Support	Written Testimony Only

Comments:

TESTIMONY BEFORE THE HOUSE COMMITTEE ON EDUCATION

RE: HB 1346

Wednesday, January 29, 2025

Aloha Senators.

My name is Briann Starkey and I am submitting testimony as an individual in support of HB1346. I am a kumu kaiapuni at Kula Kaiapuni ‘o Kualapu‘u on the island of Moloka‘i and have been an educator for 19 years. I am in support of this Bill for annual step increases. Annual step increases will help keep our teacher retention rates down and gain motivation to stay in Hawaii.

Mahalo for your time.

LATE

Aloha Chair Woodson and the Education Committee,

My name is John Fitzpatrick and I am a teacher at Kūlanihāko'i High School. I am in strong support of HB 1346 which would provide automatic step increases to our educators who work extremely hard in order to help our haumana grow into well rounded and empowered citizens.

Last year the "[middle class tax cut](#)" will give someone making \$400,000 a cumulative \$53,000 tax break by the year 2031. [Here is the middle class tax cut calculator provided by the governor](#). How can we pass a tax cut for approximately 6,000 high income earners but not give teachers living paycheck by paycheck their hard earned annual step increases?

If you do the math, $\$53,000 \times 6,000 = \$318,000,000$. More than enough to fund the annual step increases that would cost an estimated \$25,000,000.

<https://tax.hawaii.gov/blog/blog16-estimated-impacts-of-2024-tax-cut-bill/>

According to our contract Article XX- Salaries section N it recognizes that annual step increases is a "viable recruiting and retention tool." In this last contract negotiation the money man representing the executive branch said there was no money to provide annual step increases and that is why our current contract has step increases every other year. **I am not sure how \$900,000,000 was placed into a rainy day fund two years ago but the DOE could not find a way to fund annual step increases.**

I do have to ask if Superintendent Hayashi put in a request during budget to ask for the appropriate monies to fund annual step increases.

- N.** The parties recognize that annual incremental step movements are a viable recruiting and retention tool. Teachers who are not at the top of the salary schedule and who have effective evaluations shall move to the next highest step of the corresponding class at the beginning of each school year. Annual incremental step movements are subject to funding.

After eight years of teaching I am currently on Step 9 because of your hard work obtaining reprising which fixed the fact that teachers were denied annual step increases or any steps at all. **By the end of our current contract any teacher that started in 2021-2022 and before and not at the top of the salary schedule will be compressed by three years** (No step increase last year because we did not negotiate a contract, No step increase in the 2024-2025 school year, and no step increase in the

2026-2027 school year).

I have been a head faculty representative at Maui Waena and often talk with our new teachers. When they are recruited they are shown our salary schedule and assume there are annual step increases. Last year I educated two of our new teachers that moved from Chicago that we do not have annual step increases and they were appalled because teachers in Chicago get annual step increases so they assumed we did too. They are considering moving back to the mainland because we do not have annual step increases. Annual step increases are a **“viable recruiting and retention”** tool because we have to provide competitive wages across the country in order to retain our new hires.

Not being able to recruit and retain highly qualified teachers severely affects our haumana (students) and keiki (children). There are so many vacancies that our students do not get the basic skills they need by the time they get to the high school level. **Often times students get long term subs that only have a high school diploma or even worse, they have to go to the cafeteria because there is no one to watch their class.**

We can see that students really need highly effective, qualified, and caring teachers in order to recover from the COVID pandemic. Highly skilled and experienced teachers affect students behaviors and their academic skills.

I am currently teaching integrated science to 9th graders and we had a lab that required them to calculate averages. Many of my students did not know what an average was so I had to teach them how to calculate an average and what it was. This is a skill they would have likely learned in 5th grade and definitely during middle school.

Last week one of my students said to me **“Mister, I don’t know why they** (referring to a group of students that were really loud and disrespectful) **are so loud and disrespectful to you and our class. You are the best science teacher I have ever had. All my science teachers in middle school dipped out on us.”**

In our salary schedule, **Exhibit B**, there are 12 steps to get to the top of the pay scale. According to our last three contracts, if teachers are lucky, we will get a step every other year. This means it will take a teacher 24 years to get to the top of the salary schedule and another 5 years to obtain their high 5 for retirement.

If this bill passes we will be at the top of the pay scale in 11 years and be able to retire at the top of the pay scale in 16 years instead of 29. This looks far less daunting and

can definitely be used as a recruiting and retention tool so our haumana has a highly qualified teacher in everyone of their classrooms.

I agree with HGEA and would whole heartedly support our principals, vice principals, custodians, office staff, and chefs getting annual step increases as well. We need highly qualified and skilled principals and they work extremely hard trying to run schools that are underfunded and do not have all the puzzle pieces. Imagine having 20 teaching classroom positions at your school and you could only find 15 teachers to teach your students. Then you recruit 2 teachers from the mainland. One month in one of your two recruits leaves because they could not find a room to rent. Then at the end of the semester the other teacher leaves to be a host or hostess, a videographer on a boat, or a flight attendant because they can make more money with less responsibilities. These types of situations principals are dealing with every day, every week, and every month. They deserve a pay raise for even trying to solve an impossible puzzle because it is impossible to hire all of the puzzle pieces.

I am hopeful annual step increases will help teachers stay past 5 years and dedicate their lives to the profession.

If we have annual step increases I am hopeful during negotiations we can focus on raising the salary schedule to be more competitive with other professions so we can recruit teachers from Hawaii with our grow your own program. [Average Teacher Salary Lower Today Than Ten Years Ago, NEA Report Finds](#) On average a teacher from Hawai'i makes 86% of what other professions that require a similar degree make (Economic Policy Institute, 2023). In order to attract teachers we need to have a competitive salary with other professions.

Our last contract gave a brand new teacher coming out of college a 2% raise which doesn't even come close to keeping up with inflation caused by the Covid pandemic. New teachers may live in their cars, in a tent, on other teachers' couches, and have to survive off of instant ramen.

I do foresee some saying that this should occur during contract negotiations and bargaining. I am not sure how we break the cycle of our employer saying there is no money for annual step increases during bargaining and us coming to the legislature to ask for annual step increases. I am just a teacher and not a lawyer, but an alternative to this bill would possibly be to put money in the state budget earmarked for principal, teacher, and educational assistants annual step increases so our employer can no longer say there is no funding and can re-open our contract and provide a step increase for last year, the 2024-2025 school year, and the 2026-2027 school year.

Please support our haumana, our future, and help us address the teacher shortage crisis. Pass HB 1346 so we can work on having highly qualified teacher in every classroom, principals no longer have impossible puzzles, and our keiki can catch up after the learning loss from the pandemic and the Lahaina fires.

Mahalo,
John Fitzpatrick

Exhibit B: 2023-2024 10 Month Teacher Pay Scale

EXHIBIT B

TEACHER'S ANNUAL RATE SALARY SCHEDULE (10-MONTH)

Effective the First Work Day of the 2023-2024 School Year

	CLASS II TEACHER	CLASS III TEACHER	CLASS IV TEACHER	CLASS V TEACHER	CLASS VI TEACHER	CLASS VII TEACHER
Initial Classification	BA	BA+30 or MA				Doctorate
Reclassification		Class II + 15 credits	Class III + 15 credits	Class IV + 15 credits	Class V + 15 credits	Class VI + 15 credits
14B ⁵	T02-14B 73,843	T03-14B 79,750	T04-14B 82,940	T05-14B 86,257	T06-14B 89,708	T07-14B 95,090
14A ⁵	T02-14A 69,663	T03-14A 75,235	T04-14A 78,246	T05-14A 81,375	T06-14A 84,631	T07-14A 89,707
14 ⁵	T02-14 67,633	T03-14 73,044	T04-14 75,967	T05-14 79,005	T06-14 82,164	T07-14 87,096
13 ⁵	T02-13 65,663	T03-13 70,916	T04-13 73,754	T05-13 76,703	T06-13 79,771	T07-13 84,558
12 ⁵	T02-12 63,751	T03-12 68,852	T04-12 71,607	T05-12 74,471	T06-12 77,448	T07-12 82,096
11 ⁵	T02-11 61,895	T03-11 66,847	T04-11 69,520	T05-11 72,300	T06-11 75,191	T07-11 79,702
10 ⁵	T02-10 60,090	T03-10 64,900	T04-10 67,494	T05-10 70,194	T06-10 73,000	T07-10 77,383
9 ⁵	T02-09 58,342	T03-09 63,009	T04-09 65,530	T05-09 68,151	T06-09 70,877	T07-09 75,130
8 ⁵	T02-08 56,643	T03-08 61,173	T04-08 63,618	T05-08 66,165	T06-08 68,811	T07-08 72,941
7 ⁵	T02-07 54,993	T03-07 59,392	T04-07 61,768	T05-07 64,238	T06-07 66,807	T07-07 70,816
6 ⁵	T02-06 53,391	T03-06 57,661	T04-06 59,969	T05-06 62,368	T06-06 64,861	T07-06 68,753
5 ⁵	T02-05 51,835	T03-05 55,982	T04-05 58,222	T05-05 60,549	T06-05 62,973	T07-05 66,750
(ENTRY LEVEL) 4 ⁵	T02-04 50,325	T03-04 54,351	T04-04 56,526	T05-04 58,785	T06-04 61,139	T07-04 64,806

⁵Step 4 (Entry Level) have not completed a State Approved Teacher Education Program (SATEP). Steps 5-14B must have completed a SATEP and be eligible for a license.

Exhibit BB 12 Month Teacher Pay Scale

EXHIBIT BB

TEACHER'S ANNUAL RATE SALARY SCHEDULE (12-MONTH)

Effective the First Work Day of the 2023-2024 School Year

	CLASS II TEACHER	CLASS III TEACHER	CLASS IV TEACHER	CLASS V TEACHER	CLASS VI TEACHER	CLASS VII TEACHER
Initial Classification	BA	BA+30 or MA				Doctorate
Reclassification		Class II + 15 credits	Class III + 15 credits	Class IV + 15 credits	Class V + 15 credits	Class VI + 15 credits
14B ⁵	TM02-14B 88,402	TM03-14B 95,472	TM04-14B 99,296	TM05-14B 103,264	TM06-14B 107,395	TM07-14B 113,838
14A ⁵	TM02-14A 83,396	TM03-14A 90,068	TM04-14A 93,674	TM05-14A 97,419	TM06-14A 101,318	TM07-14A 107,395

