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## HOUSE CONCURRENT RESOLUTION

URGING THAT THE TENURE PROVISIONS OF THE HAWAII STATE TEACHERS ASSOCIATION CONTRACT WITH THE STATE BE AMENDED TO DECREASE THE HIGH TURNOVER RATE OF TEACHERS IN RURAL AREA SCHOOLS, AND PREVENT THOSE SCHOOLS FROM BEING DISPROPORTIONATELY STAFFED WITH INEXPERIENCED, UNTENURED TEACHERS.

1           WHEREAS, for the past 35 years, the Hawaii State Teachers  
2 Association's (HSTA) contract with the State has allowed tenured  
3 teachers priority in applying for teaching vacancies; and  
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5           WHEREAS, this provision seems to have resulted in:  
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7           (1) A high teacher turnover rate in rural area schools,  
8           because tenured teachers are likely to move to schools  
9           in more centralized areas; and  
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11           (2) Rural area schools having a disproportionate number of  
12           inexperienced, untenured teachers;  
13

14 and  
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16           WHEREAS, the high turnover rate and disproportionate  
17 staffing in rural area schools ultimately result in:  
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19           (1) A lack of continuity in both student learning and  
20           teacher experience in the classroom because  
21           probationary teachers must take leave to attend  
22           required training sessions during the school year;  
23

24           (2) Student populations that may be unable to reach their  
25           highest academic potential and are not ready for  
26           higher learning because they have not been prepared  
27           adequately in the lower grades; and



1 (3) A now difficult job for the teachers who must provide  
2 remedial instruction to these students in higher  
3 grades;

4  
5 and

6  
7 WHEREAS, change is needed within Hawaii's public school  
8 system to raise the level of student achievement and success,  
9 and one such change should be the availability of highly  
10 qualified teachers for all students throughout the state; now,  
11 therefore,

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13 BE IT RESOLVED by the House of Representatives of the  
14 Twenty-fourth Legislature of the State of Hawaii, Regular  
15 Session of 2007, the Senate concurring, that the Legislature  
16 urges that amendments be made to the tenure provisions of the  
17 Hawaii State Teachers Association contract with the State to  
18 decrease the high turnover rate of teachers in rural area  
19 schools, and prevent these schools from being disproportionately  
20 staffed with inexperienced, untenured teachers; and

21  
22 BE IT FURTHER RESOLVED that these amendments include the  
23 following:

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- 25 (1) A two-year suspension of all transfer requests by  
26 tenured teachers to fill school vacancies;
  - 27
  - 28 (2) The initial filling of all position vacancies,  
29 wherever they occur, with a probationary teacher;  
30 provided that at the end of the teacher's probationary  
31 period and prior to being awarded tenure, the teacher  
32 must vacate the position which must then be filled by  
33 a tenured teacher; and
  - 34
  - 35 (3) The offer of the position vacated by the tenured  
36 teacher to the probationary teacher; provided that  
37 upon acceptance of the vacant position, the  
38 probationary teacher receives tenure;

39  
40 and



# H.C.R. NO. 211

1 BE IT FURTHER RESOLVED that, in addition to making  
2 amendments to the tenure provisions, the Department of Education  
3 and HSTA are requested to explore and implement monetary and  
4 other incentives, including:

- 5
- 6 (1) Granting teachers in all the schools listed as  
7 "geographic hard-to-fill and hard-to-staff", according  
8 to Appendix XVI of the 2005-2007 memorandum of  
9 understanding between HSTA and the State, the \$3,000  
10 annual salary supplements currently being provided to  
11 teachers in some of the schools; and
- 12
- 13 (2) Providing or developing a variety of affordable  
14 housing opportunities for teachers who serve in  
15 geographic hard-to-fill and hard-to-staff schools;

16  
17 and

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19 BE IT FURTHER RESOLVED that certified copies of this  
20 Concurrent Resolution be transmitted to the Chairperson of the  
21 Board of Education, Superintendent of Education, and President  
22 of the Hawaii State Teachers Association.

23  
24  
25 OFFERED BY: 

MAR 14 2007

