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# HOUSE CONCURRENT RESOLUTION

REQUESTING THE HAWAII STATE TEACHERS ASSOCIATION AND THE  
DEPARTMENT OF EDUCATION TO CREATE CRITERIA AND THE PROCESS  
FOR DESIGNATING AREAS AS "RURAL" AND "HARD TO FILL" IN  
ORDER TO ENABLE THE TEACHERS IN THOSE DESIGNATED AREAS TO  
RECEIVE THE AGREED-UPON ANNUAL SALARY SUPPLEMENT

1           WHEREAS, research has shown that the presence of a highly  
2 qualified teacher in the classroom is the single most  
3 influential factor in the level of student achievement and  
4 success; and

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6           WHEREAS, statistics show that there is a high teacher  
7 turnover rate in certain geographic area schools; and

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9           WHEREAS, Appendix XVI of the 2005-2007 memorandum of  
10 understanding between the Hawaii State Teachers Association and  
11 the State of Hawaii Board of Education lists "geographic hard-  
12 to-fill and hard-to-staff" areas and provides teachers in all  
13 the schools listed with a \$3,000 annual salary supplement; and

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15           WHEREAS, the Department of Education determines which areas  
16 will receive funds for the \$3,000 annual salary supplement for  
17 teachers in those areas; and

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19           WHEREAS, the high turnover rate and disproportionate  
20 staffing in certain "geographic hard-to-fill" area schools  
21 ultimately result in:

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23           (1) A lack of continuity in both student learning and  
24 teacher experience in the classroom;  
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26           (2) Student populations that may be unable to reach their  
27 highest academic potential and are not ready for  
28 higher learning because they have not been prepared  
29 adequately in the lower grades; and

1  
2 (3) Teachers often needing to provide remedial instruction  
3 to these students in higher grades; and  
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5 WHEREAS, in some of the identified "geographic hard-to-fill  
6 schools," such as in Nanakuli and Waianae, the teachers teaching  
7 there do not receive the \$3,000 annual salary supplement  
8 differential; and  
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10 WHEREAS, the Department of Education implements a number of  
11 creative strategies to attract, recruit and retain teachers from  
12 the continental United States, including salary differentials  
13 and bonuses; therefore  
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15 BE IT RESOLVED by the House of Representatives of the  
16 Twenty-fourth Legislature of the State of Hawaii, Regular  
17 Session of 2007, the Senate concurring, that the Legislature  
18 requests the Hawaii State Teachers Association and the  
19 Department of Education to create criteria and the process for  
20 designating areas, such as those listed in the memorandum of  
21 understanding, as "geographically hard-to-fill" and  
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23 BE IT FURTHER RESOLVED that, in addition to creating the  
24 criteria and process, the Department of Education and Hawaii  
25 State Teachers Association are requested to identify and  
26 recommend to the Legislature additional strategies to attract,  
27 recruit and retain teachers already in Hawaii, including:  
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29 (1) Offering in-service training or opportunities to  
30 obtain advanced degrees with state support; and  
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32 (2) Providing or developing a variety of affordable  
33 housing opportunities for teachers who serve in "geographic  
34 hard-to-fill and hard-to-staff" schools; and  
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36 BE IT FURTHER RESOLVED that the Department of Education is  
37 requested to report back to the Legislature 20 days before the  
38 2008 legislative session; and  
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40 BE IT FURTHER RESOLVED that certified copies of this  
41 concurrent resolution be transmitted to the Chairperson of the  
42 Board of Education, Superintendent of Education, and President  
43 of the Hawaii State Teachers Association.  
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