
HOUSE 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
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31 (3) Teachers often needing to provide remedial instruction
32 to these students in higher grades; and

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2 WHEREAS, in some of the identified "geographic hard-to-fill
3 schools," such as in Nanakuli and Waianae, the teachers teaching
4 there do not receive the \$3,000 annual salary supplement
5 differential; and

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7 WHEREAS, the Department of Education implements a number of
8 creative strategies to attract, recruit and retain teachers from
9 the continental United States, including salary differentials
10 and bonuses; therefore

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12 BE IT RESOLVED by the House of Representatives of the
13 Twenty-fourth Legislature of the State of Hawaii, Regular
14 Session of 2007, the Senate concurring, that the Legislature
15 requests the Hawaii State Teachers Association and the
16 Department of Education to create criteria and the process for
17 designating areas, such as those listed in the memorandum of
18 understanding, as "geographically hard-to-fill" and

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20 BE IT FURTHER RESOLVED that, in addition to creating the
21 criteria and process, the Department of Education and Hawaii
22 State Teachers Association are requested to identify and
23 recommend to the Legislature additional strategies to attract,
24 recruit and retain teachers already in Hawaii, including:

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26 (1) Offering in-service training or opportunities to
27 obtain advanced degrees with state support; and

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29 (2) Providing or developing a variety of affordable
30 housing opportunities for teachers who serve in "geographic
31 hard-to-fill and hard-to-staff" schools; and

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33 BE IT FURTHER RESOLVED that the Department of Education is
34 requested to report back to the Legislature 20 days before the
35 2008 legislative session; and

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37 BE IT FURTHER RESOLVED that certified copies of this
38 concurrent resolution be transmitted to the Chairperson of the
39 Board of Education, Superintendent of Education, and President
40 of the Hawaii State Teachers Association.