
A BILL FOR AN ACT

RELATING TO TEACHERS.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF HAWAII:

1 SECTION 1. The legislature finds that the department of
2 education experiences extreme difficulty in hiring educational
3 specialists for shortage positions around the State. Positions
4 within specialty areas often remain vacant for an extended
5 period of time, leaving students with inadequate educational
6 services that are necessary for proper learning and development.
7 The legislature also finds that these positions remain vacant
8 because there are insufficient incentives to attract needed
9 specialists in shortage areas. The legislature also finds that
10 the department of education lacks the means to attract qualified
11 teachers and specialists to shortage areas due to statutory pay
12 scale restrictions that do not credit incoming teachers for
13 their previous experience gained outside of the State.

14 The purpose of this Act is to provide additional incentives
15 for educational specialists in teacher shortage areas.

16 SECTION 2. Section 302A-627, Hawaii Revised Statutes, is
17 amended by amending subsection (b) to read as follows:



1 "(b) Any teacher who served on active duty with the armed
2 forces of the United States shall be given credit by the
3 department for the teacher's military service in the
4 determination of the teacher's salary, the teacher's eligibility
5 for leaves of absence, and for all other purposes of seniority.
6 Both reentering and entering teachers shall have each year of
7 their military service or six months thereof credited as a year
8 of teaching experience; provided that unless a teacher is hired
9 for a teacher shortage area identified by the department, no
10 more than four years of credit for military service shall be
11 allowed. Evidence of military service shall be by certificate."

12 SECTION 3. Section 302A-630, Hawaii Revised Statutes, is
13 amended to read as follows:

14 "**§302A-630 [+]Teachers; additional benefits or credits.[+]**

15 (a) Teachers with special assignments, where their
16 responsibilities are greater, may be provided additional
17 benefits by the department.

18 (b) Teachers in Hawaiian language medium education whose
19 responsibilities are greater or unique and require additional
20 language skills may be provided additional benefits by the
21 department.



1 (c) In determining additional benefits for vocational
2 agriculture and technical school teachers, the department may
3 allow credit for practical experience.

4 (d) In determining additional benefits for teachers,
5 staff, and administrators in Hawaiian language medium education,
6 the department may allow credit for practical experience.

7 (e) In determining teacher salary, there shall be no limit
8 to the amount of credit for practical experience that the
9 department may allow to teachers in a shortage area identified
10 by the department; provided that the teacher was hired to work
11 in a teacher shortage area at the time of hiring."

12 SECTION 4. Statutory material to be repealed is bracketed
13 and stricken. New statutory material is underscored.

14 SECTION 5. This Act shall take effect upon its approval
15 and shall apply to collective bargaining agreements executed on
16 or after the effective date of this Act.

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INTRODUCED BY:

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JAN 26 2015



H.B. NO. 758

Report Title:

Teachers; Salary Credit; Teacher Shortage Area

Description:

Prohibits limits on the amount of professional experience credit DOE can grant to teachers hired for teacher shortage areas.

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