

# SB1057

Measure Title: RELATING TO TEACHERS.

Report Title: Department of Education; Teacher Salary

Description: Requires the department of education personnel executive to assign the salary class for teachers new to the department with at least one year of experience, in the upper-most teacher salary classification for which the teacher has the necessary degree or degree and credits. Requires any teacher reentering the department to be assigned to the class and step from which the teacher departed or its equivalent.

Companion:

Package: None

Current Referral: EDU, WAM

Introducer(s): KIDANI

<u>Sort by Date</u>		Status Text
1/28/2015	S	Introduced.
1/28/2015	S	Passed First Reading.
1/28/2015	S	Referred to EDU, WAM.
2/5/2015	S	The committee(s) on EDU has scheduled a public hearing on 02-09-15 1:15PM in conference room 229.

**S** = Senate | **H** = House | **D** = Data Systems | **\$** = Appropriation measure | **ConAm** = Constitutional Amendment

**From:** [mailinglist@capitol.hawaii.gov](mailto:mailinglist@capitol.hawaii.gov)  
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**Subject:** Submitted testimony for SB1057 on Feb 9, 2015 13:15PM  
**Date:** Friday, February 06, 2015 3:07:31 PM  
**Attachments:** [SB1057\\_EDN\\_02-09-15\\_115PM\\_EDU.pdf](#)

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### **SB1057**

Submitted on: 2/6/2015

Testimony for EDU on Feb 9, 2015 13:15PM in Conference Room 229

Submitted By	Organization	Testifier Position	Present at Hearing
Ronn Nozoe	DOE	Comments Only	Yes

Comments: The Department of Education (Department) has comments on S.B. 1057. The Department appreciates initiatives to support teacher recruitment and enhance incentives for our teachers. However, the Department has concerns about the bill as written. The current statutory language and the Department's policies and practices already allow for teachers entering the Department to be placed at the upper-most entry-level salary class for which they qualify. The Department's current policies and practices also provide that a teacher reentering the Department does so in the salary class and step at which he or she departed or its equivalent, and in some instances at a higher classification and/or step. The Department has reservations regarding the proposed language as it combines two distinct aspects of salary determination; salary classification based on degrees and credits, already addressed in Hawaii Revised Statutes (HRS) section 302A-618, and step placement based on qualifying years of teaching experience, currently addressed in HRS section 302A-627. The Department also notes that changes to the current practices could result in preferential treatment of incoming teachers over in-service teachers. Finally, any increase in the current compensation levels for the Department's teachers would have fiscal implications and require an increased appropriation.

Please note that testimony submitted less than 24 hours prior to the hearing, improperly identified, or directed to the incorrect office, may not be posted online or distributed to the committee prior to the convening of the public hearing.

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STATE OF HAWAII  
DEPARTMENT OF EDUCATION  
P.O. BOX 2360  
HONOLULU, HAWAII 96804

**Date:** 02/09/2015  
**Time:** 01:15 PM  
**Location:** 229  
**Committee:** Senate Education

**Department:** Education

**Person Testifying:** Kathryn S. Matayoshi, Superintendent of Education

**Title of Bill:** SB 1057 RELATING TO TEACHERS.

**Purpose of Bill:** Requires the department of education personnel executive to assign the salary class for teachers new to the department with at least one year of experience, in the upper-most teacher salary classification for which the teacher has the necessary degree or degree and credits. Requires any teacher reentering the department to be assigned to the class and step from which the teacher departed or its equivalent.

**Department's Position:**

The Department of Education (Department) has comments on S.B. 1057.

The Department appreciates initiatives to support teacher recruitment and enhance incentives for our teachers. However, the Department has concerns about the bill as written.

The current statutory language and the Department's policies and practices already allow for teachers entering the Department to be placed at the upper-most entry-level salary class for which they qualify. The Department's current policies and practices also provide that a teacher reentering the Department does so in the salary class and step at which he or she departed or its equivalent, and in some instances at a higher classification and/or step.

The Department has reservations regarding the proposed language as it combines two distinct aspects of salary determination; salary classification based on degrees and credits, already addressed in Hawaii Revised Statutes (HRS) section 302A-618, and step placement based on qualifying years of teaching experience, currently addressed in HRS section 302A-627. The Department also notes that changes to the current practices could result in preferential treatment of incoming teachers over in-service teachers. Finally, any increase in the current compensation levels for the Department's teachers would have fiscal implications and require an increased appropriation.