

Honolulu, Hawaii

MAY 11 , 2020

RE: S.B. No. 2488  
S.D. 2  
H.D. 1

Honorable Scott K. Saiki  
Speaker, House of Representatives  
Thirtieth State Legislature  
Regular Session of 2020  
State of Hawaii

Sir:

Your Committees on Labor & Public Employment and Lower & Higher Education, to which was referred S.B. No. 2488, S.D. 2, entitled:

"A BILL FOR AN ACT RELATING TO TEACHER COMPENSATION,"

beg leave to report as follows:

The purpose of this measure is to help address various teacher shortages in the State by appropriating funds for:

- (1) Teacher compensation as negotiated between the Superintendent of Education and the exclusive representative of Collective Bargaining Unit (5) in a memorandum of understanding that includes:
  - (A) An experimental modernization project to address compensation equity issues and make necessary discretionary salary adjustments for experienced senior teachers; and
  - (B) Additional teacher pay for special education, hard-to-staff geographic locations, and Hawaiian language immersion programs;



- (2) Extra compensation for classroom teacher shortage differentials in charter schools; and
- (3) Fringe benefit costs for teacher compensation, including the state employers' share of the employees' retirement pension accumulation and social security and Medicare payments for employees.

Your Committees received testimony in support of this measure from the Department of Education, State Public Charter School Commission, Special Education Advisory Council, Kamaile Academy Public Charter School, HE'E Coalition, Democratic Party of Hawaii, Democratic Party of Hawaii Education Caucus, Hawaii State Teachers Association, Americans for Democratic Action, Hawaii Appleseed Center for Law and Economic Justice, Kamehameha Schools, ILWU Local 142, Pride at Work Hawaii, Parents for Public Schools of Hawaii, LGBT Caucus of the Democratic Party of Hawaii, and over two hundred individuals. Your Committees received testimony in opposition to this measure from one individual. Your Committees received comments on this measure from the Iron Workers Stabilization Fund and five individuals.

Your Committees understand that a qualified and stable teacher workforce is central to student learning and achievement and the success of Hawaii's public education system. However, your Committees find that the State continues to face a chronic teacher shortage, which undermines student learning and achievement. Your Committees recognize that various compensation methods and strategies are essential for attracting, recruiting, and retaining qualified teachers in the State.

Your Committees have amended this measure by:

- (1) Changing the effective date to January 1, 2050, to encourage further discussion; and
- (2) Making technical, nonsubstantive amendments for the purposes of clarity, consistency, and style.

As affirmed by the records of votes of the members of your Committees on Labor & Public Employment and Lower & Higher Education that are attached to this report, your Committees are in accord with the intent and purpose of S.B. No. 2488, S.D. 2, as amended herein, and recommend that it pass Second Reading in the



form attached hereto as S.B. No. 2488, S.D. 2, H.D. 1, and be referred to your Committee on Finance.

Respectfully submitted on behalf of the members of the Committees on Labor & Public Employment and Lower & Higher Education,

  
\_\_\_\_\_  
JUSTIN H. WOODSON, Chair

  
\_\_\_\_\_  
AARON LING JOHANSON, Chair



State of Hawaii  
House of Representatives  
The THIRTIETH Legislature

HSCR 1135-20

**Record of Votes of the Committee on Labor & Public Employment**

Bill/Resolution No.: <b>SB 2488 SD2</b>	Committee Referral: <b>LAB/LHE, FIN</b>	Date: <b>3-13-20</b>		
<input type="checkbox"/> The committee is reconsidering its previous decision on the measure.				
The recommendation is to: <input type="checkbox"/> Pass, unamended (as is) <input checked="" type="checkbox"/> Pass, with amendments (HD) <input type="checkbox"/> Hold <input type="checkbox"/> Pass short form bill with HD to recommit for future public hearing (recommit)				
LAB Members	Ayes	Ayes (WR)	Nays	Excused
1. JOHANSON, Aaron Ling (C)	✓			
2. ELI, Stacelynn K.M. (VC)	✓			
3. ICHIYAMA, Linda	✓			
4. KITAGAWA, Lisa	✓			
5. McKELVEY, Angus L.K.	✓			
6. QUINLAN, Sean	✓			
7. YAMASHITA, Kyle T.	✓			
8. MATSUMOTO, Lauren	✓			
<b>TOTAL (8)</b>		<b>8</b>		
The recommendation is: <input checked="" type="checkbox"/> Adopted <input type="checkbox"/> Not Adopted If joint referral, _____ did not support recommendation. committee acronym(s)				
Vice Chair's or designee's signature: <i>Stacelynn K.M. Eli</i>				
<b>Distribution:</b> Original (White) – Committee    Duplicate (Yellow) – Chief Clerk's Office    Duplicate (Pink) – HMSO				

HSCR 1125-26

### Record of Votes of the Committee on Lower & Higher Education

<b>Bill/Resolution No.:</b> <b>SB 2488 SD2</b>	<b>Committee Referral:</b> <b>LAB/LHE, FIN</b>	<b>Date:</b> <b>3/13/2020</b>
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The committee is reconsidering its previous decision on the measure.

**The recommendation is to:**     Pass, unamended (as is)     Pass, with amendments (HD)     Hold  
 Pass short form bill with HD to recommit for future public hearing (recommit)

LHE Members	Ayes	Ayes (WR)	Nays	Excused
1. WOODSON, Justin H. (C)	✓			
2. HASHEM, Mark J. (VC)	✓			
3. QUINLAN, Sean (VC)	✓			
4. DeCOITE, Lynn	✓			
5. JOHANSON, Aaron Ling	✓			
6. KOBAYASHI, Dale T.	✓			
7. MORIKAWA, Dee	✓			
8. OHNO, Takashi	✓			
9. TARNAS, David A.	✓			
10. TOKIOKA, James Kunane	✓			
11. OKIMOTO, Val	✓			
<b>TOTAL (11)</b>	<b>11</b>			

**The recommendation is:**     Adopted     Not Adopted  
 If joint referral, \_\_\_\_\_ did not support recommendation.  
committee acronym(s)

**Vice Chair's or designee's signature:** Mark J. Hashem

**Distribution:** Original (White) - Committee    Duplicate (Yellow) - Chief Clerk's Office    Duplicate (Pink) - HMSO