

---

---

# A BILL FOR AN ACT

RELATING TO TEACHER COMPENSATION.

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

1           SECTION 1. The legislature finds that the recruitment and  
2 retention of qualified teachers is essential to the success of  
3 Hawaii's public education system. The State continues to face a  
4 chronic teacher shortage, which undermines student learning and  
5 achievement. For the 2018-2019 school year, the department of  
6 education experienced a qualified teacher shortage of 1,029  
7 positions.

8           The legislature further finds research indicates that  
9 competitive and equitable compensation correlates with greater  
10 success in recruiting and retaining qualified educators. Yet,  
11 numerous studies have shown that Hawaii's teacher salaries are  
12 the lowest in the nation when adjusted for the state's high cost  
13 of living. The legislature further finds that an increasing  
14 number of school districts around the country are utilizing  
15 compensation methods and strategies designed to improve the  
16 recruitment and retention of qualified teachers.



1           The legislature further finds that teacher salaries are  
2 unequal when experienced senior teachers are aligned with less  
3 senior teachers in their placement within the existing salary  
4 schedules. Unfair pay scales have driven experienced senior  
5 teachers to either retire early or leave the profession, due to  
6 the perception that their experience and dedication to public  
7 education and the teaching profession will never be adequately  
8 valued and recognized.

9           The legislature further finds that there is an urgent need  
10 to recruit and retain qualified teachers in the areas of special  
11 education, hard-to-staff geographic locations, and Hawaiian  
12 language immersion programs.

13           The purpose of this Act is to appropriate \$25,000,000, on a  
14 one time, non-recurring basis, to fund teacher compensation as  
15 negotiated and executed as a memorandum of agreement on teacher  
16 compensation between the superintendent of education and Hawaii  
17 State Teachers Association Bargaining Unit 5.

18           SECTION 2. There is appropriated out of the general  
19 revenues of the State of Hawaii the sum of \$25,000,000, on a one  
20 time, non-recurring basis, or so much thereof as may be  
21 necessary for fiscal year 2020-2021 to fund teacher compensation



1 as negotiated between the superintendent of education and Hawaii  
2 State Teachers Association Bargaining Unit 5 in a memorandum of  
3 agreement that includes:

4 (1) An experimental modernization project pursuant to  
5 section 78-3.5 to address compensation equity issues  
6 and to make the necessary discretionary salary  
7 adjustments for approximately 6,300 experienced senior  
8 teachers by recognizing their professional service to  
9 the department of education through discretionary  
10 salary adjustments; or

11 (2) Additional teacher pay for the areas of special  
12 education, hard-to-staff geographic locations, and  
13 Hawaiian language immersion programs; or

14 (3) Some combination of paragraph (1) and paragraph (2);  
15 provided that the moneys shall not be released until the  
16 memorandum of agreement is signed by the superintendent of  
17 education and Hawaii State Teachers Association bargaining unit  
18 5.

19 The sum appropriated shall be expended by the department of  
20 education for the purposes of this Act.

21 SECTION 3. This Act shall take effect on July 1, 2020.



**Report Title:**

Department of Education; Teacher Compensation; Experimental Modernization Project; Appropriation

**Description:**

Appropriates \$25,000,000 on a non-recurring basis to fund teacher compensation as negotiated and executed between the Superintendent of education and Hawaii State Teachers Association Bargaining Unit 5 for an experimental modernization project pursuant to section 78-3.5, or special education, hard-to-staff geographic locations, and Hawaiian language immersion programs, or some combination thereof. (Proposed SD1)

*The summary description of legislation appearing on this page is for informational purposes only and is not legislation or evidence of legislative intent.*

