
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 example, during the 2018-2019 school year, the
6 department of education experienced a qualified teacher shortage
7 of one thousand twenty-nine positions.

8 The legislature further finds that 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.

14 The legislature also finds that teacher salaries are
15 unequal as experienced senior teachers are aligned with less
16 experienced teachers in the existing salary schedules.
17 Inequitable pay scales have driven experienced senior teachers



1 to either retire early or leave the profession due to the
2 perception that their experience and dedication to public
3 education and the teaching profession will never be adequately
4 valued and recognized.

5 The legislature further finds that an increasing number of
6 school districts around the country are utilizing compensation
7 methods and strategies designed to improve the recruitment and
8 retention of qualified teachers.

9 Accordingly, the purpose of this Act is to fund
10 experimental modernization projects pursuant to section 78-3.5,
11 Hawaii Revised Statutes, to address compensation equity issues
12 and make the necessary discretionary salary adjustments for
13 experienced senior teachers by recognizing their professional
14 service to the department of education.

15 SECTION 2. There is appropriated out of the general
16 revenues of the State of Hawaii the sum of \$ or so much
17 thereof as may be necessary for fiscal year 2022-2023 to fund an
18 experimental modernization project pursuant to section 78-3.5,
19 Hawaii Revised Statutes, as negotiated between the
20 superintendent of education and the exclusive representative of
21 collective bargaining unit (5) in a memorandum of understanding



1 to address compensation equity issues and make the necessary
2 discretionary salary adjustments for approximately eight
3 thousand seven hundred teachers whose current base salaries do
4 not reflect their years of professional service.

5 The sum appropriated shall be expended by the department of
6 education for the purposes of this Act; provided that the moneys
7 shall not be released or expended until the memorandum of
8 understanding is executed between the superintendent of
9 education and the exclusive representative of collective
10 bargaining unit (5).

11 SECTION 3. There is appropriated out of the general
12 revenues of the State of Hawaii the sum of \$ or so much
13 thereof as may be necessary for fiscal year 2022-2023 for
14 charter schools (EDN 600) to fund an experimental modernization
15 project pursuant to section 78-3.5, Hawaii Revised Statutes, as
16 negotiated between the state public charter school commission
17 and the exclusive representative of collective bargaining unit
18 (5) in a memorandum of understanding to address compensation
19 equity issues and make the necessary discretionary salary
20 adjustments for teachers whose current base salaries do not
21 reflect their years of professional service.



1 The sum appropriated shall be expended by the state public
2 charter school commission for the purposes of this Act; provided
3 that the moneys shall not be released or expended until the
4 memorandum of understanding is executed between the state public
5 charter school commission and the exclusive representative of
6 collective bargaining unit (5).

7 SECTION 4. This Act shall take effect on July 1, 2022.

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INTRODUCED BY: *Robert Davis*
JAN 26 2022



H.B. NO. 2359

Report Title:

Department of Education; State Public Charter School Commission;
Charter Schools; Teacher Compensation; Experimental
Modernization Projects; Appropriations

Description:

Appropriates moneys to fund experimental modernization projects pursuant to section 78-3.5, HRS, to make necessary discretionary salary adjustments.

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