
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 one
7 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 inequitable when experienced senior teachers are aligned with
16 less senior teachers in their placement within the existing
17 salary schedules. Unfair pay scales have driven experienced



1 senior teachers to either retire early or leave the profession,
2 due to the perception that their experience and dedication to
3 public education and the teaching profession will never be
4 adequately 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 The legislature additionally finds that subsection (c) of
10 section 302A-624 and subsection (a) of section 302A-627, Hawaii
11 Revised Statutes, conflicts with the intent of this Act, and
12 should be repealed.

13 The purpose of this Act is to:

14 (1) Provide automatic step increases in salaries for each
15 year of satisfactory service completed by educational
16 assistants, public school teachers, and principals and
17 vice principals and to increase the amount of time
18 available to teachers for collaboration, preparation,
19 and planning time;

20 (2) Repeal sections 302A-624(c) and 302A-627(a), Hawaii
21 Revised Statutes; and



1 (3) Fund an experimental modernization project pursuant to
 2 section 78-3.5, Hawaii Revised Statutes, to address
 3 compensation equity issues and to make the necessary
 4 discretionary salary adjustments for approximately
 5 eight thousand seven hundred experienced senior
 6 teachers by recognizing their professional service to
 7 the department of education through discretionary
 8 salary adjustments.

9 SECTION 2. Chapter 302A, Hawaii Revised Statutes, is
 10 amended by adding a new section to be appropriately designated
 11 and to read as follows:

12 **"§302A- Teacher effectiveness support system. (a)**

13 Pursuant to a collective bargaining agreement negotiated for
 14 bargaining unit (3), bargaining unit (5), and bargaining unit
 15 (6):

- 16 (1) Educational assistants;
- 17 (2) Teachers and educational officers who have complied
 18 with the other requirements of sections 302A-602 to
 19 302A-639 and section 302A-701, as applicable; and
- 20 (3) Principals and vice principals,



1 who have completed a year's satisfactory service shall be
2 entitled to an annual step increase; provided that this section
3 shall not apply if the governor determines that the State is
4 experiencing an economic downturn.

5 (b) Every teacher assigned to a school-level classroom
6 instructional position shall be provided no less than two
7 hundred twenty-five aggregate minutes of preparation periods
8 scheduled by the employer during the teacher's regular work
9 week. A preparation period shall consist of a continuous block
10 of time of not less than forty-five minutes. The preparation
11 periods shall be used for the pursuit of personally initiated
12 school tasks in preparing for instruction, evaluating students,
13 and performing other instructionally related activities, as
14 included in and funded by a collective bargaining agreement
15 negotiated with the exclusive representative of bargaining unit
16 (5).

17 (c) Every teacher assigned to a school-level classroom
18 instructional position may be provided a minimum of two hundred
19 twenty-five minutes per week to assist students who need
20 additional support in meeting the standards relating to the
21 subject area for which the teacher is responsible.



1 (d) Beginning with the 2023-2024 school year, every
2 teacher assigned to a school-level classroom instructional
3 position shall be provided a minimum of forty-five continuous
4 minutes per week, two times per week, for collaboration with
5 peers at the same grade level or peers of similar subject areas
6 regarding the development of effective instructional practices,
7 and other student support systems.

8 (e) Nothing in this section shall be construed to prohibit
9 additional collaboration, preparation, and planning time from
10 being included in a collective bargaining agreement negotiated
11 with the exclusive representative for bargaining unit (5).
12 Nothing in this section shall replace or infringe on any
13 existing protected time for members of bargaining unit (5)
14 consisting of a continuous block of time of not less than forty-
15 five minutes for a minimum of two hundred twenty-five aggregate
16 minutes per week for the pursuit of personally initiated school
17 tasks in preparing for instruction, evaluating students, and
18 performing other instructionally related activities."

19 SECTION 3. Section 302A-624, Hawaii Revised Statutes, is
20 amended to read as follows:



1 **"§302A-624 Teachers' salary schedule.** (a) The salary
2 schedule for all teachers of the department shall be negotiated
3 pursuant to section 89-9.

4 (b) All teachers shall meet the following requirements:

5 (1) A teacher shall earn at least five credits within a
6 three-year cycle to receive increment or longevity
7 step increases in the third year of the three-year
8 cycle;

9 (2) A teacher who fails to meet the requirement set forth
10 in paragraph (1) shall not be eligible for any
11 increment or longevity step increases until the
12 teacher earns the credit requirement for the three-
13 year cycle;

14 (3) Any credit earned in excess of any three-year credit
15 requirement may not be carried over beyond the three-
16 year cycle; and

17 (4) Credits earned may be in the form of in-service,
18 university, or other credits approved by the
19 department.

20 ~~[(c) A teacher shall be required to spend at least one~~
21 ~~year in Class III before going on to Class IV, at least one year~~



1 ~~in Class IV before going on to Class V, at least one year in~~
2 ~~Class V before going on to Class VI, and at least one year in~~
3 ~~Class VI before going on to Class VII.]~~

4 ~~[(d)]~~ (c) In case of promotion from a teaching position to
5 an educational officer, the employee shall receive compensation
6 at the lowest step of the higher grade that exceeds the
7 employee's existing compensation by at least eight per cent if
8 such a step exists.

9 ~~[(e)]~~ (d) Effective July 1, 2006, the minimum hourly or
10 minimum per diem rate for substitute teachers shall be
11 determined by the legislature as follows; provided that any
12 individual in Class I, II, or III who works less than a full
13 seven-hour work day shall be compensated on a pro-rated, hourly
14 basis:

15 (1) Class I: other individuals who do not possess a
16 bachelor's degree shall be compensated at a rate of
17 not less than \$125 for a full work day;

18 (2) Class II: individuals with a bachelor's degree shall
19 be compensated at a rate of not less than \$136 for a
20 full work day; and



1 (3) Class III: department of education teachers, or
2 licensed or highly qualified teachers, shall be
3 compensated at a rate of not less than \$147 for a full
4 work day.

5 ~~[(f)]~~ (e) Effective July 1, 2008, the board shall provide
6 wage adjustments for substitute teachers. The wage adjustments
7 shall be comparable to the across-the-board wage adjustments for
8 teachers that are negotiated for bargaining unit (5) subject to
9 legislative approval, pursuant to section 89C-5. The board may
10 also adjust hours, benefits, and other terms and conditions of
11 employment for substitute teachers. "

12 SECTION 4. Section 302A-627, Hawaii Revised Statutes, is
13 amended to read as follows:

14 "~~[(f)]~~ §302A-627~~[(f)]~~ ~~Salary ratings of entering or reentering~~
15 ~~teachers; credit]~~ Credit for military service. ~~[(a)]~~ Any
16 ~~teacher with more than one year of teaching experience, and so~~
17 ~~accredited by the department, entering or reentering the service~~
18 ~~of the department shall have the teacher's salary rating~~
19 ~~determined by the personnel executive of the department, any~~
20 ~~other law to the contrary notwithstanding, so that the salary~~
21 ~~rating shall be equal to the salary ratings held by incumbent~~



1 ~~teachers in the department with the identical number of years of~~
2 ~~experience.~~

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

13 SECTION 5. There is appropriated out of the general
14 revenues of the State of Hawaii the sum of \$ or so
15 much thereof as may be necessary for fiscal year 2022-2023 for
16 the teacher effectiveness support program established pursuant
17 to section 2 of this Act.

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

20 SECTION 6. There is appropriated out of the general
21 revenues of the State of Hawaii the sum of \$ or so



1 much thereof as may be necessary for fiscal year 2022-2023 to
2 fund an experimental modernization project pursuant to section
3 78-3.5, Hawaii Revised Statutes, as negotiated between the
4 superintendent of education and the exclusive representative of
5 collective bargaining unit (5) in a memorandum of understanding,
6 to address compensation equity issues and make the necessary
7 discretionary salary adjustments for approximately eight
8 thousand seven hundred teachers whose current base salary does
9 not reflect their years of professional service; provided that
10 the moneys shall not be released until the memorandum of
11 understanding is executed between the superintendent of
12 education and the exclusive representative of collective
13 bargaining unit (5).

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

16 SECTION 7. There is appropriated out of the general
17 revenues of the State of Hawaii the sum of \$ or so
18 much thereof as may be necessary for fiscal year 2022-2023 for
19 the state public charter school commission and administration
20 (EDN 612) to fund an experimental modernization project pursuant
21 to section 78-3.5, Hawaii Revised Statutes, as negotiated



1 between the governing boards of state public charter schools and
2 the exclusive representative of collective bargaining unit (5)
3 in a memorandum of understanding, to address compensation equity
4 issues and make the necessary discretionary salary adjustments
5 for teachers whose current base salary does not reflect their
6 years of professional service; provided that the moneys shall
7 not be released until the memorandum of understanding is
8 executed between the governing boards of state public charter
9 schools and the exclusive representative of collective
10 bargaining unit (5).

11 The sum appropriated shall be expended by the state public
12 charter school commission for the purposes of this Act.

13 SECTION 8. Statutory material to be repealed is bracketed
14 and stricken. New statutory material is underscored.

15 SECTION 9. This Act shall take effect on July 1, 2050.



Report Title:

Department of Education; Charter Schools; Step Increases; Collaboration, Preparation, and Planning Time; Teacher Compensation; Experimental Modernization Project; Appropriations

Description:

Provides automatic step increases in salaries for each year of satisfactory service completed by educational assistants, public school teachers, and principals and vice principals and increases the amount of time available to teachers for collaboration, preparation, and planning time. Appropriates funds for the automatic step increases and increasing of time for teachers to collaborate and plan. Makes an appropriation to fund an experimental modernization project pursuant to section 78-3.5, HRS, to make necessary discretionary salary adjustments for certain teachers. Repeals sections 302A-624(c) and 302A-627(a), HRS. Effective 7/1/2050. (HD1)

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

