
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 teachers are the
2 most important professionals responsible for advancing
3 children's learning. Yet numerous studies have shown that when
4 teacher salaries are adjusted for cost of living, Hawaii's
5 teachers are the lowest paid educators in the nation on average.
6 A 2020 study conducted by Augenblick, Palaich and Associates
7 Consulting on behalf of the department of education found that
8 when compared with other high-cost geographic locations, pay for
9 the State's teachers lagged by a range of about \$7,700 to just
10 over \$26,000, once cost of living was properly accounted for,
11 and depending on length of service.

12 The legislature additionally finds that low teacher pay
13 negatively impacts the State's ability to recruit and retain
14 highly skilled classroom leaders. According to the department
15 of education's 2021 Strategic Plan Dynamic Report for the 2021-
16 2022 school year, forty-nine per cent of Hawaii's teachers are
17 leaving the profession within their first five years of service.



1 Furthermore, the report reveals that the State's teacher
2 shortage currently stands at eight hundred eighty-six positions
3 overall, of which two hundred thirty positions are in the
4 content area of special education. To ensure that all of
5 Hawaii's keiki are given access to a high-quality education, it
6 is essential to resolve the State's chronic teacher shortage and
7 ensure that all classrooms are staffed by qualified educators.

8 The legislature finds that teacher salaries are unequal
9 when experienced senior teachers are aligned with less senior
10 teachers in their placement within the existing salary
11 schedules. The legislature also finds that over eight thousand
12 seven hundred public school teachers are currently being
13 underpaid because they were not granted step increases or pay
14 raises when the State was facing the economic challenges of the
15 Great Recession during the late 2000s. Additionally, unfair pay
16 scales have driven experienced senior teachers to either retire
17 early or leave the profession due to the perception that their
18 experience and dedication to public education and the teaching
19 profession will never be adequately valued nor recognized.

20 The purpose of this Act is to address compensation equity
21 issues and make the necessary discretionary salary adjustments



H.B. NO. 1511

1 for approximately eight thousand seven hundred teachers by
2 funding an experimental modernization project pursuant to
3 section 78-3.5, Hawaii Revised Statutes, that recognizes the
4 professional service of these senior teachers to the department
5 of education through discretionary salary adjustments.

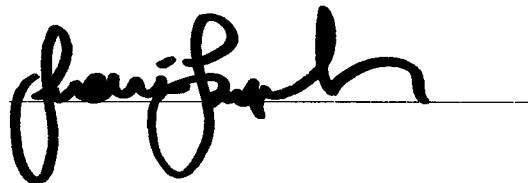
6 SECTION 2. There is appropriated out of the general
7 revenues of the State of Hawaii the sum of \$57,600,000 or so
8 much thereof as may be necessary for fiscal year 2022-2023 for
9 an experimental modernization project pursuant to section 78-
10 3.5, Hawaii Revised Statutes, to address compensation equity
11 issues and make the necessary discretionary salary adjustments
12 for approximately eight thousand seven hundred teachers whose
13 current base salary does not reflect their years of professional
14 service.

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

17 SECTION 3. This Act shall take effect on July 1, 2022.

18

INTRODUCED BY:



JAN 18 2022



H.B. NO. 1511

Report Title:

Education; Teacher Compensation; Discretionary Salary
Adjustments; Experimental Modernization Project; Appropriation

Description:

Appropriates funds for an experimental modernization project to address compensation equity issues and make necessary salary adjustments for senior teachers whose current base salary does not reflect their years of professional service.

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

