
A BILL FOR AN ACT

RELATING TO TEMPORARY TEACHERS.

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

1 SECTION 1. The legislature finds that substitute teachers
2 who take on long-term positions for teachers on maternity leave,
3 family leave, and other extended absences from the classroom are
4 pivotal in providing students with a consistent educational
5 environment. These positions, which can span months during the
6 school year, require long-term substitute teachers to undertake
7 additional commitments such as attending staff meetings or
8 creating and adjusting lesson plans, something that substitute
9 teachers who fill in for a day or week do not need to fulfill.

10 The purpose of this Act is to create, and appropriate funds
11 for, a new classification of temporary teachers so that long-
12 term substitute teachers are compensated for a full eight-hour
13 work day of teaching and the additional necessary tasks, as well
14 as for designated state holidays and intersessions.

15 SECTION 2. Section 302A-624, Hawaii Revised Statutes, is
16 amended to read as follows:



H.B. NO. 1740

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 year
21 in Class III before going on to Class IV, at least one year in



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

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

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

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

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

20 (3) Class III: department of education teachers, or
21 licensed or highly qualified teachers, shall be



1 compensated at a rate of not less than \$147 for a full
2 work day.

3 (f) Effective July 1, 2022, the minimum hourly or minimum
4 per diem rate for temporary teachers shall be determined by the
5 legislature as follows:

6 (1) Class I: other individuals who do not possess a
7 bachelor's degree shall be compensated at a rate of
8 not less than \$142 for a full work day;

9 (2) Class II: individuals with a bachelor's degree shall
10 be compensated at a rate of not less than \$155 for a
11 full work day; and

12 (3) Class III: department of education teachers, or
13 licensed or highly qualified teachers, shall be
14 compensated at a rate of not less than \$168 for a full
15 work day;

16 provided that temporary teachers shall be compensated at a rate
17 of not less than \$ for each state holiday designated
18 under section 8-1 and for each day of the fall, winter, spring,
19 or summer intersessions.



H.B. NO. 1740

1 For purposes of this subsection, "temporary teacher" means
2 a substitute teacher who works fifty per cent or more
3 consecutive days of a school quarter.

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

11 SECTION 3. There is appropriated out of the general
12 revenues of the State of Hawaii the sum of \$ or so
13 much thereof as may be necessary for fiscal year 2022-2023 for
14 compensation for temporary teachers of the department of
15 education.

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

18 SECTION 4. Statutory material to be repealed is bracketed
19 and stricken. New statutory material is underscored.

20 SECTION 5. This Act shall take effect on July 1, 2022.

21



H.B. NO. 1740

INTRODUCED BY: *Jakub Orm*
JAN 21 2022



H.B. NO. 1740

Report Title:

Teachers' Salary Schedule; Temporary Teachers; Substitute Teachers; Department of Education; Appropriation

Description:

Creates a new classification of temporary teacher so that long-term substitute teachers are compensated for a full eight-hour work day of teaching and the additional necessary tasks associated with long-term substitute teaching positions. Compensates temporary teachers for designated state holidays and intersessions. Appropriates funds.

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

