

STAND. COM. REP. NO.

3363

Honolulu, Hawaii

MAR 25 2024

RE: S.R. No. 171
S.D. 1

Honorable Ronald D. Kouchi
President of the Senate
Thirty-Second State Legislature
Regular Session of 2024
State of Hawaii

Sir:

Your Committee on Education, to which was referred S.R.
No. 171 entitled:

"SENATE RESOLUTION URGING THE DEPARTMENT OF EDUCATION TO
STUDY THE IMPACT OF TEACHER SALARY STEP MOVEMENTS ON SALARY
SCHEDULE COMPRESSION,"

begs leave to report as follows:

The purpose and intent of this measure is to urge the
Department of Education to study the impact of teacher salary step
movements on salary schedule compression.

Your Committee received testimony in support of this measure
from the Hawaii State Teachers Association, Democratic Party of
Hawai'i, and Education Caucus of the Democratic Party of Hawai'i.

Your Committee finds that the salary schedule for Hawaii
public school teachers includes steps, or annual increments, that
are commensurate with years of service. Teacher salary step
movements determine the career progression of educators and their
compensation within the Hawaii public school system. However,
teachers have not received regular step movements, resulting in
some highly experienced teachers with decades of experience
earning no more than a teacher with significantly fewer years of
experience. Additionally, salary schedule compression has been
identified as one factor affecting recruitment, retention, and
morale of highly qualified educators in the State. Accordingly,



this measure urges the Department of Education to study the impact of teacher salary step movements to ensure informed policy decisions and fair, competitive compensation for teachers.

Your Committee has amended this measure by:

- (1) Adding the Director of Human Resources Development to the list of recipients of certified copies; and
- (2) Making technical, nonsubstantive amendments for the purposes of clarity and consistency.

As affirmed by the record of votes of the members of your Committee on Education that is attached to this report, your Committee concurs with the intent and purpose of S.R. No. 171, as amended herein, and recommends that it be referred to your Committee on Ways and Means, in the form attached hereto as S.R. No. 171, S.D. 1.

Respectfully submitted on
behalf of the members of the
Committee on Education,



MICHELLE N. KIDANI, Chair



The Senate
 Thirty-Second Legislature
 State of Hawai'i

Record of Votes
 Committee on Education
 EDU

Bill / Resolution No.:* SR171	Committee Referral: EDU, WAM	Date: 3/25/2024
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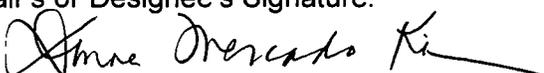
The Committee is reconsidering its previous decision on this measure.
 If so, then the previous decision was to: _____

The Recommendation is:

Pass, unamended 2312
 Pass, with amendments 2311
 Hold 2310
 Recommit 2313

Members	Aye	Aye (WR)	Nay	Excused
KIDANI, Michelle N. (C)	/			
KIM, Donna Mercado (VC)	/			
HASHIMOTO, Troy N.	/			
RICHARDS, III, Herbert M. "Tim"				/
FEVELLA, Kurt	/			
TOTAL	4			1

Recommendation:
 Adopted
 Not Adopted

Chair's or Designee's Signature:


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*Only one measure per Record of Votes