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# A BILL FOR AN ACT

RELATING TO CAREER AND TECHNICAL EDUCATION.

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

1           SECTION 1. The legislature finds that low teacher pay  
2 adversely impacts the State's ability to recruit and retain  
3 quality classroom leaders. A 2020 study conducted by  
4 Augenblick, Palaich, and Associates Consulting on behalf of the  
5 department of education found that, when compared with other  
6 high cost of living geographic locations, Hawaii teachers are  
7 paid \$7,700 to \$26,000 less than their peers, depending on  
8 length of service.

9           The legislature further finds that there is an increasing  
10 demand for capable and qualified employees in Hawaii's business  
11 and industry sectors to serve as teachers. Career and technical  
12 education teachers with professional industry knowledge and  
13 experience provide authentic educational opportunities that  
14 enable students to obtain industry-specific skills that position  
15 them as employable, attractive candidates for high-skill,  
16 high-wage careers in Hawaii. However, low teacher pay  
17 discourages individuals from the business and industry sectors



1 from becoming teachers. The inability of the department of  
2 education to recruit and retain teachers with professional  
3 industry knowledge and experience limits schools' ability to  
4 provide career and technical education courses.

5 The legislature further finds that instituting differential  
6 pay increases led to significant progress in reducing  
7 longstanding teacher shortages in other high-demand areas.  
8 Providing shortage differential pay increases is critical to  
9 strengthening the State's efforts to recruit and retain  
10 high-quality career and technical education teachers and sustain  
11 a strong workforce pipeline in Hawaii.

12 The purpose of this Act is to:

- 13 (1) Facilitate statewide and regional economic  
14 development;
- 15 (2) Promote career and technical education;
- 16 (3) Address the State's career and technical education  
17 teacher workforce shortage; and
- 18 (4) Appropriate funds to support career and technical  
19 education.



1 SECTION 2. Chapter 304A, Hawaii Revised Statutes, is  
2 amended by adding two new sections to part I, subpart C, to be  
3 appropriately designated and to read as follows:

4 **"§304A-A Board's power and authority; nonfederal funds.**

5 The board may cooperate with the legislature to advise on  
6 provisions of all nonfederal funds received that are earmarked  
7 for career and technical education, and may do all things  
8 necessary to entitle the State to receive the benefits of all  
9 respective funds appropriated that are within the scope of the  
10 state board for career and technical education's funding and  
11 responsibility, including to:

12 (1) Require Hawaii p-20 partnerships for education to  
13 provide an annual statewide career and technical  
14 education strategic and implementation plan that shall  
15 ensure and require alignment between the department of  
16 education and the University of Hawaii community  
17 colleges' career and technical education pathways,  
18 statewide and regional economic and workforce  
19 development goals, and any funds appropriated for the  
20 plan;



- 1        (2) Represent the State in any and all matters arising out  
2        of or connected with the administration of the  
3        approved annual statewide career and technical  
4        education strategic and implementation plan;
- 5        (3) Represent the State in any or all matters in reference  
6        to the expenditure, distribution, and disbursements of  
7        moneys received, including through legislative  
8        appropriation, for the annual statewide career and  
9        technical education strategic and implementation plan;
- 10       (4) Designate Hawaii p-20 partnerships for education and  
11       colleges, schools, departments, or classes as eligible  
12       to receive moneys, including through legislative  
13       appropriation, for the annual statewide career and  
14       technical education strategic and implementation plan.  
15       The designations shall be based upon which entities in  
16       the board's judgment and discretion will best serve  
17       the interests of career and technical education in the  
18       State and carry out the intent, purposes, and  
19       provisions of any applicable federal and state  
20       legislation;



1       (5) Establish and determine, by general rule, the  
2       qualifications to be possessed by persons teaching  
3       agricultural, trade, industrial, and home economics  
4       subjects in the colleges or schools coming under the  
5       provisions of any federal and state law; and

6       (6) Enforce rules and regulations concerning the granting  
7       of certificates and licenses to teachers and to  
8       certified teachers.

9       The board may delegate some of its responsibilities relating to  
10      the establishment of qualifications for and certification or  
11      licensing of career and technical teachers. The board shall  
12      submit an annual report to the governor and the legislature, no  
13      later than twenty days prior to the convening of each regular  
14      session, describing the conditions and progress of career and  
15      technical education during the previous fiscal year and include  
16      therein an itemized statement showing the receipts and  
17      expenditures of all moneys used in connection with career and  
18      technical education.

19       **§304A-B Workforce development pathways.** (a) The state  
20      board for career and technical education, in collaboration with  
21      the department of business, economic development, and tourism



1 and department of labor and industrial relations, shall develop  
2 and implement workforce development pathways that align with  
3 regional economic development, assets, and facilities and  
4 address statewide initiatives and mandates.

5 (b) The board shall submit an annual report to the  
6 legislature, no later than twenty days prior to the convening of  
7 each regular session, on the progress of the workforce  
8 development pathways' implementation that shall include:

9 (1) Findings and recommendations relating to career and  
10 technical education workforce development, including  
11 any proposed legislation; and

12 (2) A mapping of workforce development opportunities by  
13 region and by the following pathways:

14 (A) Cultural arts, media, and entertainment;

15 (B) Health services;

16 (C) Law and public safety;

17 (D) Agriculture, food, and natural resources;

18 (E) Energy;

19 (F) Information technology and digital  
20 transformation; and

21 (G) Education."



1 SECTION 3. Chapter 304A, Hawaii Revised Statutes, is  
2 amended by amending the title of part I, subpart C, to read as  
3 follows:

4 "C. Career and Technical Education [~~Under Federal Aid~~]"

5 SECTION 4. Section 304A-302, Hawaii Revised Statutes, is  
6 amended to read as follows:

7 "[~~§~~304A-302] **Board's power and [~~authority.~~ authority;**  
8 **federal funds.** The board may cooperate with the United States  
9 Department of Education in the administration of the provisions  
10 of the Acts of Congress mentioned in section [~~§~~304A-2403],  
11 and may do all things necessary to entitle the State to receive  
12 the benefits of each of the respective funds appropriated by the  
13 Acts including:

- 14 (1) Represent the State in any and all matters arising out  
15 of or connected with the administration of the Acts of  
16 Congress insofar as the same shall apply to the State;
- 17 (2) Represent the State in any or all matters in reference  
18 to the expenditure, distribution, and disbursements of  
19 moneys received from the Acts of Congress;
- 20 (3) Designate [~~such~~] colleges, schools, departments, or  
21 classes as may be entitled to participate in the



1 benefits of moneys received from the appropriations  
2 made in the Acts of Congress as in its judgment and  
3 discretion will best subserve the interests of career  
4 and technical education in the State and carry out the  
5 spirit, purposes, and provisions of the Acts;

6 (4) Establish and determine, by general rule, the  
7 qualifications to be possessed by persons teaching  
8 agricultural, trade, industrial, and home economics  
9 subjects in the colleges or schools coming under the  
10 provisions of the Acts of Congress in the State; and

11 (5) Enforce rules and regulations concerning the granting  
12 of certificates and licenses to [~~such~~] teachers and to  
13 certificate [~~such~~] teachers.

14 The board may delegate some of its responsibilities relating to  
15 the establishment of qualifications for and certification or  
16 licensing of career and technical teachers. The board shall  
17 make an annual report to the governor and the legislature, no  
18 later than twenty days prior to the convening of each regular  
19 session, describing the conditions and progress of career and  
20 technical education during the year and [~~include therein~~]  
21 including an itemized statement showing the receipts and





1 expenditures of all moneys used in connection with career and  
2 technical education."

3 SECTION 5. Section 304A-303, Hawaii Revised Statutes, is  
4 amended to read as follows:

5 "~~[+]§304A-303[+]~~ **Career and technical education**  
6 **coordinating advisory council.** (a) There is established a  
7 career and technical education coordinating advisory council  
8 ~~[which]~~ that shall serve in an advisory capacity to the board of  
9 regents. The council shall be placed within the department of  
10 labor and industrial relations for administrative purposes. The  
11 council shall consist of ~~[eleven]~~ nine members~~[, nine]~~ as  
12 follows: four appointed and ~~[two]~~ five ex officio~~[+]~~, ~~[+]~~ voting  
13 members.

14 (b) Of the ~~[nine]~~ four appointed members:

15 (1) ~~[Three]~~ One shall be appointed from the board of  
16 regents by the chairperson of that body;

17 (2) ~~[Three]~~ One shall be appointed from the board of  
18 education by the chairperson of that body; ~~[and]~~

19 (3) ~~[Three]~~ One shall be appointed ~~[from the workforce~~  
20 ~~development council by that council.]~~ by the president  
21 of the senate; and



1       (4) One shall be appointed by the speaker of the house of  
2           representatives.

3       ~~[Of the three members appointed from the workforce~~  
4 ~~development council, one member shall represent management, one~~  
5 ~~member shall represent labor, and the third shall represent the~~  
6 ~~public.]~~

7       (c) Of the [~~two~~] five ex officio [~~members, one~~] members:

8       (1) One shall be the president of the university or the  
9           president's designee;

10       (2) One shall be the director of the department of labor  
11           and industrial relations or the director's designee;

12       (3) One shall be the director of the department of  
13           business, economic development, and tourism or the  
14           director's designee;

15       (4) One shall be the president and chief executive officer  
16           of the Chamber of Commerce Hawaii or the president and  
17           chief executive officer's designee who shall be  
18           invited to be a member by the chairperson of the board  
19           of regents; and [~~the other~~]

20       (5) One shall be the superintendent of [~~education.~~]  
21           education or the superintendent's designee.



1        ~~[(b)]~~ (d) Of the ~~[three]~~ members first appointed by each  
2 appointing authority, other than the chairperson of the board of  
3 education, one shall be appointed for two years, one shall be  
4 appointed for three years, and one shall be appointed for four  
5 years. In the case of the ~~[members]~~ member appointed from the  
6 board of education, the ~~[terms]~~ term of ~~[such members]~~ the  
7 member shall be for ~~[their]~~ the member's remaining ~~[terms]~~ term  
8 as ~~[members]~~ a member of the board of education. Upon the  
9 expiration of the terms of the first members, their successors  
10 shall serve for a term of four years. Vacancies shall be filled  
11 by the appropriate appointing authority for the unexpired term.

12        ~~[(c) The council shall elect a chairperson and such other~~  
13 ~~officers as it deems necessary. Section 92-15 shall apply. The~~  
14 ~~members of the council shall serve without compensation but~~  
15 ~~shall be entitled to their travel expenses within the State when~~  
16 ~~attending meetings of the council or when actually engaged in~~  
17 ~~business relating to the work of the council.]"~~

18        SECTION 6. There is appropriated out of the general  
19 revenues of the State of Hawaii the sum of \$                    or so  
20 much thereof as may be necessary for fiscal year 2023-2024 and  
21 the same sum or so much thereof as may be necessary for fiscal



1 year 2024-2025 for the development and implementation of career  
2 and technical education workforce development pathways as  
3 established in section 304A-B, Hawaii Revised Statutes, pursuant  
4 to section 2 of this Act.

5 The sums appropriated shall be expended by the University  
6 of Hawaii for the purposes of this Act.

7 SECTION 7. There is appropriated out of the general  
8 revenues of the State of Hawaii the sum of \$ or so  
9 much thereof as may be necessary for fiscal year 2023-2024 and  
10 the same sum or so much thereof as may be necessary for fiscal  
11 year 2024-2025 for differential pay increases for career and  
12 technical education teachers; provided that the teachers meet  
13 the requirements for a standard limited license in career and  
14 technical education issued by the Hawaii teacher standards  
15 board, as negotiated between the employer and the exclusive  
16 representative of collective bargaining unit (5) in a memorandum  
17 of understanding; provided further that no funds shall be  
18 released until the memorandum of understanding between the  
19 superintendent of education and the exclusive representative of  
20 collective bargaining unit (5) is executed.



1           The sums appropriated shall be expended by the department  
2 of education for the purposes of this Act.

3           SECTION 8. There is appropriated out of the general  
4 revenues of the State of Hawaii the sum of \$                    or so  
5 much thereof as may be necessary for fiscal year 2023-2024 and  
6 the same sum or so much thereof as may be necessary for fiscal  
7 year 2024-2025 for differential pay increases for career and  
8 technical education teachers; provided that the teachers meet  
9 the requirements for a standard limited license in career and  
10 technical education issued by the Hawaii teacher standards  
11 board, as negotiated between the employer and the exclusive  
12 representative of collective bargaining unit (5) in a memorandum  
13 of understanding; provided further that no funds shall be  
14 released until the memorandum of understanding between the  
15 superintendent of education and the exclusive representative of  
16 collective bargaining unit (5) is executed.

17           The sums appropriated shall be expended by the department  
18 of education to the state public charter school commission for  
19 the purposes of this Act.

20           SECTION 9. In codifying the new sections added by section  
21 2 of this Act, the revisor of statutes shall substitute



1 appropriate section numbers for the letters used in designating  
2 the new sections in this Act.

3 SECTION 10. Statutory material to be repealed is bracketed  
4 and stricken. New statutory material is underscored.

5 SECTION 11. This Act shall take effect on January 1, 2050.



**Report Title:**

Career and Technical Education; State Board for Career and Technical Education; Workforce Development Pathways; Career and Technical Education Coordinating Advisory Council; UH; DBEDT; DLIR; Department of Education; State Public Charter School Commission; Pay Differentials; Reports; Appropriation

**Description:**

Authorizes the State Board for Career and Technical Education to cooperate with the Legislature to advise on provisions of all nonfederal funds received that are earmarked for career and technical education. Requires the State Board for Career and Technical Education, in collaboration with the Department of Business, Economic Development, and Tourism and Department of Labor and Industrial Relations, to develop and implement workforce development pathways. Amends the membership composition of the Career and Technical Education Coordinating Advisory Council. Requires annual reports to the Legislature. Appropriates funds for the development and implementation of workforce development pathways and differential pay increases for career and technical education teachers. Effective 1/1/2050. (SD2)

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

