

MAR 08 2024

---

# SENATE RESOLUTION

---

URGING THE DEPARTMENT OF EDUCATION TO STUDY THE IMPACT OF  
TEACHER SALARY STEP MOVEMENTS ON SALARY SCHEDULE  
COMPRESSION.

1           WHEREAS, the salary schedule for Hawaii public school  
2 teachers includes steps that should reflect years of experience;  
3 and  
4

5           WHEREAS, teacher salary step movements play a crucial role  
6 in determining the career progression of educators and their  
7 compensation within the Hawaii public school system; and  
8

9           WHEREAS, teachers have not always been provided with  
10 regular step movements, with a result that some teachers having  
11 decades of experience earn no more than a teacher having  
12 significantly fewer years of experience; and  
13

14           WHEREAS, as a result, very experienced teachers are  
15 "compressed" onto the same step as teachers having significantly  
16 less experience, a situation commonly described as "salary  
17 schedule compression"; and  
18

19           WHEREAS, salary schedule compression has been identified as  
20 an issue affecting the retention and morale of educators in  
21 Hawaii; and  
22

23           WHEREAS, a comprehensive study analyzing the impact of  
24 teacher salary step movements on salary schedule compression is  
25 essential to making informed policy decisions and ensuring fair  
26 and competitive compensation for teachers; now, therefore,  
27

28           BE IT RESOLVED by the Senate of the Thirty-second  
29 Legislature of the State of Hawaii, Regular Session of 2024,  
30 that the Department of Education is urged to conduct a thorough  
31 study on the impact of teacher salary step movements on salary  
32 schedule compression within the State's public education system;  
33 and  
34

35           BE IT FURTHER RESOLVED that the study:



1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25  
26  
27  
28  
29  
30

- (1) Analyze current salary structures;
- (2) Analyze the impact of step movements on salary schedule compression; and
- (3) Make recommendations to improve teacher retention and satisfaction by mitigating the negative impacts of salary schedule compression through step movements; and

BE IT FURTHER RESOLVED that the Department of Education is requested to collaborate with the Board of Education, Hawaii State Teachers Association, Department of Human Resources Development, and relevant stakeholders to ensure a comprehensive assessment; and

BE IT FURTHER RESOLVED that the Department of Education is requested to submit a report of its findings and recommendations, including any proposed legislation, to the Legislature no later than twenty days prior to the convening of the Regular Session of 2025; and

BE IT FURTHER RESOLVED that certified copies of this Resolution be transmitted to the Chairperson of the Board of Education, Superintendent of Education, and President of the Hawaii State Teachers Association.

OFFERED BY: 

