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# HOUSE CONCURRENT RESOLUTION

REQUESTING THE AUDITOR TO RESEARCH IMPLEMENTING A LAW TO REQUIRE  
LEGISLATOR SALARIES TO BE TIED TO MEDIAN TEACHER SALARIES.

1           WHEREAS, educators represent the foundation upon which our  
2 democratic society is built, fostering the development of  
3 informed, engaged, and civic-minded citizens; and  
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5           WHEREAS, the value placed on education in policy is not  
6 consistently reflected in the compensation provided to those who  
7 deliver it; and  
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9           WHEREAS, legislators, as representatives of the people's  
10 interests, should maintain a tangible connection to the economic  
11 realities faced by vital public servants; and  
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13           WHEREAS, a Commission on Salaries is established, pursuant  
14 to article XVI, section 3.5, of the Constitution of the State of  
15 Hawaii, to review and recommend salaries for a variety of state  
16 positions, including members of the Legislature; and  
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18           WHEREAS, establishing a direct relationship between  
19 legislator compensation and teacher salaries creates a shared  
20 economic interest that may foster more informed policy decisions  
21 regarding education funding and reform; and  
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23           WHEREAS, this alignment serves as a symbolic and practical  
24 affirmation of the essential role that education plays in our  
25 democratic institutions and collective prosperity; and  
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27           WHEREAS, the work of teachers and legislators are similar,  
28 with teachers:  
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- 1           (1) Having a similar schedule to what a full-time  
2           legislative calendar would be, with a two-month break  
3           in the summer and two-week break in the winter;  
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- 5           (2) Being in constant contact with parents, students, and  
6           administrators, similar to how legislators are in  
7           constant contact with constituents, community  
8           organizations, and agencies; and  
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- 10          (3) Oftentimes being a part of the community and having to  
11          be approached by students families, sharing similar  
12          sacrifices of privacy that legislators experience, who  
13          are public figures that have to interact with the  
14          public; and  
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16           WHEREAS, although teachers have to meet minimum standards  
17           and obtain certifications through a process that is based on  
18           content knowledge and pedagogy to be a licensed teacher, no  
19           parallel process is established for legislators; and  
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21           WHEREAS, consideration should be given to tie the base  
22           salaries of legislators to the median salary of licensed  
23           teachers, thereby establishing a compensation structure that  
24           honors the parallel importance of these public service roles and  
25           creates a shared stake in the economic valuation of education in  
26           our society; now, therefore,  
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28           BE IT RESOLVED by the House of Representatives of the  
29           Thirty-third Legislature of the State of Hawaii, Regular Session  
30           of 2025, the Senate concurring, that the Auditor is requested to  
31           research the requirements, parameters, and necessary details for  
32           implementing a law to require legislator salaries to be tied to  
33           median teacher salaries; and  
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35           BE IT FURTHER RESOLVED that in conducting its research, the  
36           Auditor is requested to examine jurisdictions that have  
37           established laws or regulations tying the salaries of  
38           legislators to other government positions; and  
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40           BE IT FURTHER RESOLVED that the Auditor is requested to  
41           submit a report of its findings and recommendations, including  
42           any proposed legislation, to the Legislature no later than



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1 twenty days prior to the convening of the Regular Session of  
2 2026; and

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BE IT FURTHER RESOLVED that certified copies of this  
Concurrent Resolution be transmitted to the Auditor and  
Chairperson of the Commission on Salaries.

OFFERED BY: 

MAR 06 2025

