

JAN 17 2025

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# A BILL FOR AN ACT

RELATING TO EDUCATION.

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

1           SECTION 1. The legislature finds that there is a critical  
2 shortage of qualified English language learner educators in the  
3 State. This shortage has a detrimental impact on the education  
4 of students whose primary language is not English. To address  
5 this shortage and improve student outcomes, it is necessary to  
6 develop incentives to attract and retain qualified educators for  
7 the English language learner program to ensure that English  
8 language learners receive the support they need to succeed  
9 academically and reach their full potential. Providing a pay  
10 differential to English language learner educators is a proven  
11 strategy to incentivize skilled professionals to enter and  
12 remain in the profession.

13           The purpose of this Act is to require and fund pay  
14 differentials for English learner educators.

15           SECTION 2. Chapter 302A, Hawaii Revised Statutes, is  
16 amended by adding a new section to be appropriately designated  
17 and to read as follows:



1            "§302A-            Differential pay for English learner educators.

2    (a) Notwithstanding any other law to the contrary, the  
3    department shall pay a differential to any educator who provides  
4    direct services to English language learners and:

5            (1) Holds a valid license to teach English to speakers of  
6            other languages with an endorsement in teaching  
7            English as a second language; or

8            (2) Meets the equivalent requirement as determined by the  
9            department.

10           (b) The amount of the pay differential shall be  
11    \$ \_\_\_\_\_."

12           SECTION 3. There is appropriated out of the general  
13 revenues of the State of Hawaii the sum of \$                    or so  
14 much thereof as may be necessary for fiscal year 2025-2026 and  
15 the same sum or so much thereof as may be necessary for fiscal  
16 year 2026-2027 to fund pay differentials for English language  
17 educators.

18           The sums appropriated shall be expended by the department  
19 of education for the purposes of this Act; provided that the  
20 sums appropriated shall not be released until a memorandum of  
21 understanding is executed between the superintendent of



1 education and the exclusive representative of collective  
2 bargaining unit (5).

3 SECTION 4. New statutory material is underscored.

4 SECTION 5. This Act shall take effect on July 1, 2025.

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INTRODUCED BY:

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# S.B. NO. 973

**Report Title:**

Education; DOE; English Language Learner Educators; Differential Pay; Appropriation

**Description:**

Requires and appropriates funds to pay salary differentials to English language educators as an incentive to attract and retain these educators. 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.*

