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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 teachers play an  
2 essential role in supporting children and youth during their  
3 formative years. However, stress caused by excessive workloads  
4 and a lack of support have adversely affected teacher retention  
5 across the nation. In the aftermath of the coronavirus disease  
6 2019 (COVID-19) pandemic, data has shown that seventy-eight per  
7 cent of public school teachers have considered leaving their  
8 jobs due to these factors. Between the 2020 and 2024 academic  
9 years, about seventy-nine thousand teachers in the United States  
10 left their jobs, with forty-four per cent leaving teaching  
11 within their first five years of working in the field.

12 Data has also shown that a substantial amount of  
13 teacher-related stress is associated with assignments that have  
14 increased responsibilities that go beyond the teacher's ordinary  
15 duties, including administrative tasks, long working hours, and  
16 support for students' mental health. These impacts are  
17 persistent in Hawaii where, despite recent improvements in



1 teacher retention, education officials remain concerned about  
2 long-term workforce stability. The legislature further finds  
3 that other states, including California and New York, have  
4 adopted measures that recognize these increased duties and have  
5 helped to improve teacher retention.

6 The legislature recognizes that in Hawaii, educational  
7 officers, principals, and vice principals with special  
8 responsibilities at special needs schools are statutorily  
9 required to be provided additional benefits pursuant to  
10 section 302A-631, Hawaii Revised Statutes. However, teachers  
11 who similarly assume duties beyond their ordinary scope are not  
12 provided with the same benefits. The legislature finds that  
13 this inequity between teachers and educational officers must be  
14 addressed.

15 The legislature also recognizes the Hawaii supreme court's  
16 holding in *Clarabal v. Department of Education*, 145 Hawaii 69  
17 (2019), that the State is required under Article X, section 4,  
18 of the state constitution to provide children with reasonable  
19 access to a Hawaiian language immersion education. Teachers who  
20 instruct in Hawaiian language immersion must assume additional  
21 responsibilities, including advanced language proficiency,



1 culturally grounded curriculum development, and the integration  
2 of traditional knowledge. The legislature finds that teachers  
3 who assume these duties should similarly be afforded additional  
4 benefits.

5 Accordingly, the purpose of this Act is to promote parity  
6 between educational officers and teachers by:

7 (1) Requiring the department of education to provide  
8 additional benefits to:  
9 (A) Teachers with special assignments in which their  
10 duties and responsibilities are greater than  
11 their ordinary duties and responsibilities;  
12 (B) Teachers in Hawaiian language medium education  
13 whose responsibilities are greater or unique and  
14 require additional language skills; and  
15 (C) Teachers at special needs schools; and  
16 (2) Appropriating moneys to the department of education.

17 SECTION 2. Section 302A-630, Hawaii Revised Statutes, is  
18 amended to read as follows:

19 "**§302A-630 [+]Teachers; additional benefits or credits. [+]**  
20 (a) Teachers with special assignments, where their duties and  
21 responsibilities are greater[~~, may~~] than their ordinary duties



1 and responsibilities, shall be provided additional benefits by  
2 the department.

3 (b) Teachers in Hawaiian language medium education whose  
4 responsibilities are greater or unique and require additional  
5 language skills [may] shall be provided additional benefits by  
6 the department.

7 (c) In determining additional benefits for vocational  
8 agriculture and technical school teachers, the department may  
9 allow credit for practical experience.

10 (d) In determining additional benefits for teachers,  
11 staff, and administrators in Hawaiian language medium education,  
12 the department may allow credit for practical experience.

13 (e) Teachers at special needs schools shall be provided  
14 additional benefits by the department pursuant to  
15 section 302A-624. As used in this subsection, "special needs  
16 schools" means those schools having a relatively large  
17 proportion of students exhibiting low performance, as indicated  
18 by factors such as low standardized achievement test scores, a  
19 high retention rate, and a low graduation rate for the area."

20 SECTION 3. There is appropriated out of the general  
21 revenues of the State of Hawaii the sum of \$ or so

1 much thereof as may be necessary for fiscal year 2026-2027 for  
2 the provision of additional benefits to teachers pursuant to  
3 section 302A-630, Hawaii Revised Statutes.

4 The sum appropriated shall be expended by the department of  
5 education for the purposes of this Act.

6 SECTION 4. This Act does not affect rights and duties that  
7 matured, penalties that were incurred, and proceedings that were  
8 begun before its effective date.

9 SECTION 5. Statutory material to be repealed is bracketed  
10 and stricken. New statutory material is underscored.

11 SECTION 6. This Act shall take effect on July 1, 2026.

12

INTRODUCED BY:



JAN 28 2026



# H.B. NO. 2533

**Report Title:**

DOE; Teachers; Additional Benefits or Credits; Appropriation

**Description:**

Requires the Department of Education to provide additional benefits to: (1) teachers with special assignments where their duties and responsibilities are greater than their ordinary duties and responsibilities; (2) teachers in Hawaiian language medium education whose responsibilities are greater or unique and require additional language skills; and (3) teachers at special needs schools. Appropriates moneys.

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

