

JAN 21 2026

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 average salaries for
2 teachers in Hawaii generally fall in the middle of national
3 rankings of teachers' pay. However, once the salaries of
4 teachers in the State are adjusted for the cost of living, they
5 are the lowest-paid in the nation. The national average salary
6 for all teachers stands at approximately \$30,086, when cost of
7 living is considered. However, the average starting salary for
8 teachers in Hawaii is \$24,409, when adjusted for cost of living.

9 Furthermore, the legislature finds that close to half of
10 teachers in Hawaii are leaving the profession or the State
11 altogether within five years of starting, posing a significant
12 problem for students. Slightly more than nine hundred teachers
13 were hired in 2013, but as of 2018, fewer than four hundred
14 seventy of them remained in the classroom. Within the last five
15 years, the number of teachers leaving Hawaii has increased to
16 seventy-one per cent. Only fifty-one per cent of teachers hired
17 during the 2013-2014 school year were still teaching in Hawaii



1 five years later, a decrease from fifty-four per cent during the
2 previous year. As the State continues to address matters of
3 teacher recruitment and retention, it is crucial to support
4 current teachers now.

5 The purpose of this Act is to provide automatic step
6 increases in teacher salaries for each year of satisfactory
7 service completed, subject to available funds.

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

11 **"§302A- Salary increases; annual, longevity. (a)**

12 Pursuant to a collective bargaining agreement negotiated for
13 bargaining unit (5) and subject to the availability of funds,
14 teachers who have completed one year's satisfactory service and
15 who have complied with the other requirements of sections 302A-
16 602 to 302A-639, and 302A-701, as applicable, shall be entitled
17 to an annual increment.

18 (b) Teachers who have served satisfactorily for three
19 years in their maximum increment step or in any longevity step
20 and who have complied with the other requirements of sections



1 302A-602 to 302A-639, and 302A-701, as applicable, shall receive
2 longevity step increases, subject to the availability of funds."

3 SECTION 3. New statutory material is underscored.

4 SECTION 4. This Act shall take effect on July 1, 2026.

5

INTRODUCED BY:

A handwritten signature in black ink, appearing to read "B. J. Allen", is written over a horizontal line.

S.B. NO. 2391

Report Title:

Salaries; Teachers; Annual Increases

Description:

Pursuant to a collective bargaining agreement negotiated for Bargaining Unit (5) and subject to the availability of funds, provides annual salary step increases for public school teachers who have completed one year's satisfactory service and comply with specified requirements.

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

