
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:

- 6 (1) Provide automatic step increases in teacher salaries
7 for each year of satisfactory service completed,
8 subject to available funds; and
9 (2) Appropriate funds for teacher retention bonuses.

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

13 **"§302A- Salary increases; annual, longevity. (a)**
14 Notwithstanding any other law to the contrary, if negotiated
15 into a collective bargaining agreement pursuant to section 89-9,
16 and subject to the availability of funds, teachers who have
17 completed one year's satisfactory service and who have complied
18 with the other requirements of sections 302A-601.5 to 302A-642,
19 and 302A-701, as applicable, shall be entitled to an annual
20 increment.



1 (b) Teachers who have served satisfactorily for three
2 years in their maximum increment step or in any longevity step
3 pursuant to section 302A-624 and who have complied with the
4 other requirements of sections 302A-601.5 to 302A-642, and
5 302A-701, as applicable, shall receive longevity step increases,
6 subject to the availability of funds."

7 SECTION 3. There is appropriated out of the general
8 revenues of the State of Hawaii the sum of \$ or so
9 much thereof as may be necessary for fiscal year 2026-2027 for
10 teacher retention bonuses to each eligible member of bargaining
11 unit 5 in the total amount of \$ per employee. The
12 bonus shall be distributed in four equal installments of
13 \$ to be paid as follows:

14 (1) The first installment of \$ shall be paid no
15 later than June 30, 2028;

16 (2) The second installment of \$ shall be paid no
17 later than June 30, 2029;

18 (3) The third installment of \$ shall be paid no
19 later than June 30, 2030; and

20 (4) The fourth installment of \$ shall be paid no
21 later than June 30, 2031.



1 To be eligible for a teacher retention bonus, a state
2 officer or employee shall have been continuously employed as a
3 member of bargaining unit (5) between March 4, 2020, and March
4 25, 2022, and actively employed by the department as of the
5 effective date of this Act.

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

8 SECTION 4. The appropriation made for teacher retention
9 bonuses pursuant to section 3 of this Act shall not lapse at the
10 end of the fiscal year for which the appropriation is made;
11 provided that all unencumbered moneys from the appropriation as
12 of June 30, 2028, shall lapse as of that date.

13 SECTION 5. New statutory material is underscored.

14 SECTION 6. This Act shall take effect on July 1, 3000.



Report Title:

Salaries; Teachers; Annual Increases; Retention Bonuses;
Appropriation

Description:

Provides annual salary step increases for public school teachers who have completed one year's satisfactory service and comply with specified requirements, subject to certain requirements. Appropriates funds for teacher retention bonuses. Effective 7/1/3000. (HD3)

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

