

---

---

# 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 by  
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 authorize public school and  
6 public charter school teachers to be eligible for annual  
7 increments and longevity step increases under specified  
8 conditions, if the increases are provided for in a collective  
9 bargaining agreement negotiated under section 89-9, Hawaii  
10 Revised Statutes, subject to funding by a specific appropriation  
11 enacted by the Legislature.

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

15 "§302A- Salary increases; annual, longevity. (a)  
16 Teachers who have completed one year of satisfactory service and  
17 complied with the requirements of sections 302A-601.5 through  
18 302A-642 and section 302A-701, as applicable, shall be eligible  
19 for an annual increment if negotiated into a collective  
20 bargaining agreement under section 89-9, subject to subsection  
21 (c).



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 have complied with the other  
4 requirements of sections 302A-601.5 through 302A-642 and  
5 section 302A-701, as applicable, shall be eligible for longevity  
6 step increases if negotiated into a collective bargaining  
7 agreement under section 89-9, subject to subsection (c).

8       (c) Any collective bargaining agreement negotiated  
9 pursuant to section 89-9 that provides for annual increments or  
10 longevity step increases under this section and requires the  
11 expenditure of public funds shall be subject to funding by a  
12 specific appropriation enacted by the legislature. The  
13 collective bargaining agreement shall not be effective or  
14 enforceable unless the legislature appropriates sufficient funds  
15 for its implementation. The legislature may reject the  
16 collective bargaining agreement in whole by declining to  
17 appropriate the funds necessary for its implementation."

18       SECTION 3. Chapter 302D, Hawaii Revised Statutes, is  
19 amended by adding a new section to be appropriately designated  
20 and to read as follows:



1           "§302D-       Salary increases; annual, longevity. (a)  
2 Teachers who have completed one year of satisfactory service and  
3 complied with the requirements of this chapter that pertain to  
4 the employment conditions and compensation for teachers, as  
5 deemed applicable by their employing public charter school,  
6 shall be eligible for an annual increment if negotiated into a  
7 collective bargaining agreement under section 89-9, subject to  
8 subsection (c).

9           (b) Teachers who have served satisfactorily for three  
10 years in their maximum increment step or in any longevity step,  
11 if any, and have complied with the requirements of this chapter  
12 that pertain to the employment conditions and compensation for  
13 teachers, as deemed applicable by their employing public charter  
14 school, shall be eligible for longevity step increases if  
15 negotiated into a collective bargaining agreement under section  
16 89-9, subject to subsection (c).

17           (c) Any collective bargaining agreement negotiated  
18 pursuant to section 89-9 that provides for annual increments or  
19 longevity step increases under this section and requires the  
20 expenditure of public funds shall be subject to funding by a  
21 specific appropriation enacted by the legislature. The



1 collective bargaining agreement shall not be effective or  
2 enforceable unless the legislature appropriates sufficient funds  
3 for its implementation. The legislature may reject the  
4 collective bargaining agreement in whole by declining to  
5 appropriate the funds necessary for its implementation."

6 SECTION 4. New statutory material is underscored.

7 SECTION 5. This Act shall take effect on January 1, 2077.



**Report Title:**

Salaries; Teachers; Annual Increases

**Description:**

Authorizes public school teachers and public charter school teachers to be eligible for annual increments and longevity step salary increases under specified conditions, if the increases are provided for in a collective bargaining agreement negotiated under section 89-9, Hawaii Revised Statutes, subject to funding by a specific appropriation enacted by the Legislature. Effective 1/1/2077. (SD1)

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

