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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 pandemic, data has shown that seventy-eight per cent of  
7 public school teachers have considered leaving their jobs due to  
8 these factors. Between the 2020 and 2024 academic years, about  
9 seventy-nine thousand teachers in the United States left their  
10 jobs, with forty-four per cent leaving teaching within their  
11 first five years of working in the field.

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



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

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

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



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

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

8 (1) Requiring the department of education to provide  
9 additional benefits to:

10 (A) Teachers with special assignments in which their  
11 duties and responsibilities are greater than  
12 their ordinary duties and responsibilities;

13 (B) Teachers in Hawaiian language medium education  
14 whose responsibilities are greater or unique and  
15 require additional language skills; and

16 (C) Teachers at special needs schools; and

17 (2) Appropriating funds to the department of education.

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

20 **"§302A-630 [†]Teachers; additional benefits or credits.[†]**

21 (a) Teachers with special assignments, where their duties and



1 responsibilities are greater~~[, may]~~ than their ordinary duties  
2 and responsibilities, shall be provided additional benefits by  
3 the department.

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

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

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

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



1 SECTION 3. There is appropriated out of the general  
2 revenues of the State of Hawaii the sum of \$ or so  
3 much thereof as may be necessary for fiscal year 2026-2027 for  
4 the provision of additional benefits to teachers pursuant to  
5 section 302A-630, Hawaii Revised Statutes.

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

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

11 SECTION 5. Statutory material to be repealed is bracketed  
12 and stricken. New statutory material is underscored.

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



**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 funds. Effective 7/1/3000. (HD1)

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

