
HOUSE CONCURRENT RESOLUTION

URGING THE DEPARTMENT OF EDUCATION TO BEGIN INITIATIVES TO
ADDRESS TEACHER RETENTION IN THE STATE.

1 WHEREAS, teachers play an essential role in shaping school
2 environments, fostering student engagement, and providing
3 mentorship and guidance to the next generation, serving as the
4 foundation of Hawaii's public education system; and
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6 WHEREAS, teacher retention continues to present a
7 significant challenge across the State, with approximately fifty
8 percent of teachers leaving the profession within their initial
9 five years of teaching and approximately ten percent of
10 teachers, or roughly one thousand three hundred educators,
11 departing the profession annually; and
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13 WHEREAS, during the 2024-2025 school year, nearly fifty
14 percent of newly hired teachers entered the classroom without
15 full licensure, underscoring ongoing workforce shortages and the
16 urgent need to strengthen recruitment and retention efforts; and
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18 WHEREAS, Hawaii's high cost of living continues to be a
19 major factor contributing to teacher attrition, as entry-level
20 teacher salaries begin slightly above \$50,000 annually for those
21 with a bachelor's degree and may not include step increases
22 until tenure is achieved after approximately five years of
23 service, while emergency hires may earn salaries closer to
24 \$38,500 annually; and
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26 WHEREAS, these salary levels often leave educators rent-
27 burdened and struggling to secure stable housing, particularly
28 in communities where housing costs significantly outpace wages;
29 and
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1 WHEREAS, rural and neighbor island communities face
2 additional barriers to teacher retention, including geographic
3 isolation, limited housing availability, and increased workloads
4 due to staffing shortages, making it especially challenging to
5 recruit and retain experienced educators in these regions; and
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7 WHEREAS, this body recognizes teacher retention as a
8 critical issue impacting the strength and stability of Hawaii's
9 public education system; now, therefore,
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11 BE IT RESOLVED by the House of Representatives of the
12 Thirty-third Legislature of the State of Hawaii, Regular Session
13 of 2026, the Senate concurring, that the Department of Education
14 is urged to begin initiatives to address teacher retention in
15 the State; and
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17 BE IT FURTHER RESOLVED that the Department of Education is
18 urged to conduct research, data collection, and analysis to
19 better understand the factors contributing to teacher attrition
20 in Hawaii, including educator experiences, compensation, housing
21 challenges, and regional workforce needs, and inform policy
22 solutions that strengthen teacher retention; and
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24 BE IT FURTHER RESOLVED that the Department of Education is
25 urged to encourage schools, community organizations, and local
26 partners to uplift and support educators through expanded
27 recognition and appreciation efforts throughout the year,
28 building upon existing initiatives such as Teacher Appreciation
29 Week; and
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31 BE IT FURTHER RESOLVED that the Department of Education is
32 urged to establish an advisory board to provide recommendations
33 on strategies to improve teacher retention across the State,
34 with membership that includes:
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- 36 (1) Public school educators representing elementary,
37 middle, intermediate, and high school levels;
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39 (2) Students from the City and County of Honolulu and the
40 Counties of Hawai'i, Maui, and Kauai; and
41



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1 (3) Community members with experience in education,
2 ensuring diverse regional and educational
3 perspectives; and
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5 BE IT FURTHER RESOLVED that certified copies of this
6 Concurrent Resolution be transmitted to the Governor,
7 Chairperson of the Board of Education, and Superintendent of
8 Education.
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OFFERED BY:


MAR 16 2026

