

---

---

## HOUSE 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

5  
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

12  
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

17  
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

25  
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

30  
31           WHEREAS, rural and neighbor island communities face  
32 additional barriers to teacher retention, including geographic  
33 isolation, limited housing availability, and increased workloads



1 due to staffing shortages, making it especially challenging to  
2 recruit and retain experienced educators in these regions; and  
3

4 WHEREAS, this body recognizes teacher retention as a  
5 critical issue impacting the strength and stability of Hawaii's  
6 public education system; now, therefore,  
7

8 BE IT RESOLVED by the House of Representatives of the  
9 Thirty-third Legislature of the State of Hawaii, Regular Session  
10 of 2026, that the Department of Education is urged to begin  
11 initiatives to address teacher retention in the State; and  
12

13 BE IT FURTHER RESOLVED that the Department of Education is  
14 urged to conduct research, data collection, and analysis to  
15 better understand the factors contributing to teacher attrition  
16 in Hawaii, including educator experiences, compensation, housing  
17 challenges, and regional workforce needs, and inform policy  
18 solutions that strengthen teacher retention; and  
19

20 BE IT FURTHER RESOLVED that the Department of Education is  
21 urged to encourage schools, community organizations, and local  
22 partners to uplift and support educators through expanded  
23 recognition and appreciation efforts throughout the year,  
24 building upon existing initiatives such as Teacher Appreciation  
25 Week; and  
26

27 BE IT FURTHER RESOLVED that the Department of Education is  
28 urged to establish an advisory board to provide recommendations  
29 on strategies to improve teacher retention across the State,  
30 with membership that includes:  
31

- 32 (1) Public school educators representing elementary,  
33 middle, intermediate, and high school levels;  
34
- 35 (2) Students from the City and County of Honolulu and the  
36 Counties of Hawai'i, Maui, and Kauai; and  
37
- 38 (3) Community members with experience in education,  
39 ensuring diverse regional and educational  
40 perspectives; and  
41



1 BE IT FURTHER RESOLVED that certified copies of this  
2 Resolution be transmitted to the Governor, Chairperson of the  
3 Board of Education, and Superintendent of Education.

4  
5  
6

OFFERED BY:



MAR 16 2026

