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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 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 provide automatic step  
6 increases in teacher salaries for each year of satisfactory  
7 service completed, subject to available funds.

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

11 **"§302A- Salary increases; annual, longevity. (a)**  
12 Notwithstanding any law to the contrary, if negotiated into a  
13 collective bargaining agreement pursuant to section 89-9, and  
14 subject to the availability of funds, teachers who have  
15 completed one year's satisfactory service and who have complied  
16 with the other requirements of sections 302A-601.5 to 302A-642,  
17 and 302A-701, as applicable, shall be entitled to an annual  
18 increment.

19 (b) Teachers who have served satisfactorily for three  
20 years in their maximum increment step or in any longevity step  
21 pursuant to section 302-624 and who have complied with the other



1 requirements of sections 302A-601.5 to 302A-642, and 302A-701,  
2 as applicable, shall receive longevity step increases, subject  
3 to the availability of funds."

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

7 "§302D- Salary increases; annual, longevity. (a)  
8 Notwithstanding any law to the contrary, if negotiated into a  
9 collective bargaining agreement pursuant to section 89-9, and  
10 subject to the availability of funds, teachers who have  
11 completed one year's satisfactory service and who have complied  
12 with the other requirements of this chapter that pertain to the  
13 employment conditions and compensation for teachers, as deemed  
14 applicable by the state public charter school commission.

15 (b) Teachers who have served satisfactorily for three  
16 years in their maximum increment step or in any longevity step,  
17 if any, and who have complied with the other requirements of  
18 this chapter that pertain to the employment conditions and  
19 compensation for teachers, as deemed applicable by the state  
20 public charter school commission, shall receive longevity step  
21 increases, subject to the availability of funds."



1 SECTION 4. New statutory material is underscored.

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



S.B. NO. 2391  
S.D. 1

**Report Title:**

Salaries; Teachers; Annual Increases

**Description:**

Provides annual salary step increases for public schools and public charter school teachers who have completed one year's satisfactory service and comply with specified requirements, if negotiated into a collective bargaining agreement pursuant to section 89-9, HRS, and subject to the availability of funds. 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.*

