

STAND. COM. REP. NO. **2263**

Honolulu, Hawaii

**FEB 13 2026**

RE: S.B. No. 2391  
S.D. 1

Honorable Ronald D. Kouchi  
President of the Senate  
Thirty-Third State Legislature  
Regular Session of 2026  
State of Hawaii

Sir:

Your Committees on Labor and Technology and Education, to which was referred S.B. No. 2391 entitled:

"A BILL FOR AN ACT RELATING TO EDUCATION,"

beg leave to report as follows:

The purpose and intent of this measure is to provide annual salary step increases for public school teachers who have completed one year's satisfactory service and comply with specified requirements, pursuant to a collective bargaining agreement negotiated for Bargaining Unit (5) and subject to the availability of funds.

Your Committees received testimony in support of this measure from Teach for America Hawaii, Democratic Party of Hawai'i, Democratic Party of Hawai'i Education Caucus, Hawai'i State Teachers Association, Pacific American Foundation, Parents of Public Schools of Hawai'i, and ten individuals.

Your Committees received testimony in opposition to this measure from the Office of Collective Bargaining and Department of Budget and Finance.

Your Committees received comments on this measure from the Department of the Attorney General; Department of Education; and United Public Worker, AFSCME Local 646, AFL-CIO.



Your Committees find that teachers play a critical role in improving student achievement and educational outcomes. However, teachers in the State are the lowest paid in the nation when adjusted for cost of living, contributing to high turnover rates, with nearly half leaving the profession or the State within five years of starting, posing a significant problem for students. This measure provides the stability and predictability necessary for teachers to remain in the classroom by ensuring salary progression as a consistent part of their professional career.

Your Committees acknowledge the concerns raised in testimony by the Department of the Attorney General that this measure conflicts with chapter 89, Hawaii Revised Statutes, which governs collective bargaining in public employment, because wages are subject to negotiation through collective bargaining. Your Committees also note discussions held during the public hearing on this measure pertaining to the need to extend the annual salary increases to teachers in public charter schools. Therefore, amendments to this measure are necessary to address these matters.

Your Committees have amended this measure by:

- (1) Replacing the phrase "Pursuant to a collective bargaining agreement negotiated for bargaining unit (5)" with the phrase "Notwithstanding any law to the contrary, if negotiated into a collective bargaining agreement pursuant to section 89-9" to promote consistency with chapter 89, Hawaii Revised Statutes;
- (2) Inserting language to accurately reflect the full range of Hawaii Revised Statutes sections pertaining to employment conditions and compensation for teachers, to promote consistency;
- (3) Inserting language to provide annual salary step increases to public charter school teachers;
- (4) Inserting an effective date of January 1, 2077, to encourage further discussion; and
- (5) Making technical, nonsubstantive amendments for the purposes of clarity and consistency.



As affirmed by the records of votes of the members of your Committees on Labor and Technology and Education that are attached to this report, your Committees are in accord with the intent and purpose of S.B. No. 2391, as amended herein, and recommend that it pass Second Reading in the form attached hereto as S.B. No. 2391, S.D. 1, and be referred to your Committee on Ways and Means.

Respectfully submitted on  
behalf of the members of the  
Committees on Labor and  
Technology and Education,



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DONNA MERCADO KIM, Chair



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BRANDON J.C. ELEFANTE, Chair



The Senate  
Thirty-Third Legislature  
State of Hawai'i

**Record of Votes**  
**Committee on Labor and Technology**  
**LBT**

Bill / Resolution No.:* <b>SB 2391</b>	Committee Referral: <b>LBT/EDU, WAM</b>	Date: <b>2.6.26</b>		
<input type="checkbox"/> The Committee is reconsidering its previous decision on this measure. If so, then the previous decision was to: _____				
The Recommendation is: <input type="checkbox"/> Pass, unamended 2312 <input checked="" type="checkbox"/> Pass, with amendments 2311 <input type="checkbox"/> Hold 2310 <input type="checkbox"/> Recommit 2313				
Members	Aye	Aye (WR)	Nay	Excused
ELEFANTE, Brandon J.C. (C)	✓			
LAMOSAO, Rachele (VC)	✓			
IHARA, Jr., Les	✓			
MORIWAKI, Sharon Y.	✓			
FEVELLA, Kurt	✓			
<b>TOTAL</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>0</b>
Recommendation: <input checked="" type="checkbox"/> Adopted <input type="checkbox"/> Not Adopted				
Chair's or Designee's Signature:				
<b>Distribution:</b> Original     Yellow     Pink File with Committee Report     Committee     Drafting Agency				

\*Only one measure per Record of Votes

