
HOUSE CONCURRENT RESOLUTION

URGING THE GOVERNOR, THE DEPARTMENT OF EDUCATION, THE HAWAII STATE TEACHERS ASSOCIATION AND THE BOARD OF EDUCATION TO IMPLEMENT COMPENSATION FOR ANCILLARY ACTIVITIES AND OVERTIME FOR TEACHERS IN THE NEXT COLLECTIVE BARGAINING AGREEMENT.

1 WHEREAS, Department of Education teachers often work more
2 than eight hours a day, performing hundreds of hours of
3 activities per year for their students and classrooms; and
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5 WHEREAS, these teachers also often perform hundreds of
6 hours of ancillary activities for their students and classrooms
7 outside of school hours; and
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9 WHEREAS, ancillary activities are those activities that are
10 routinely performed in support of, and are a necessary component
11 of, classroom teaching, including drafting lesson plans,
12 preparing for class, gathering materials, researching teaching
13 activities, grading student work, and conducting teacher
14 evaluations; and
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16 WHEREAS, the current collective bargaining agreement
17 between the Hawaii State Teachers Association and the Board of
18 Education does not authorize any form of compensation for
19 teachers who work more than eight hours a day or forty hours a
20 week or for time spent on ancillary activities; and
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22 WHEREAS, compensating teachers for ancillary activities and
23 overtime hours worked in an amount equal to one and one-half
24 times a teacher's effective hourly wage calculated based upon
25 the teacher's salary, would help to recognize the hours teachers
26 spend on their students and would provide fair compensation for
27 the extra hours teachers must work; now, therefore,



1 BE IT RESOLVED by the House of Representatives of the
2 Twenty-eighth Legislature of the State of Hawaii, Regular
3 Session of 2015, the Senate concurring, that the Governor, the
4 Department of Education, the Hawaii State Teachers Association
5 and the Board of Education are urged to implement compensation
6 for ancillary activities and overtime for teachers in the next
7 collective bargaining agreement; and

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9 BE IT FURTHER RESOLVED that certified copies of this
10 Concurrent Resolution be transmitted to the Governor, the
11 Chairperson of the Board of Education, the Superintendent of
12 Education, and the President of the Hawaii State Teachers
13 Association.

