

---

---

## A BILL FOR AN ACT

RELATING TO TEACHER SALARIES.

**BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF HAWAII:**

1           SECTION 1. The legislature finds that it is becoming  
2 increasingly difficult in the State to find and retain classroom  
3 teachers at hard-to-staff schools. The legislature further  
4 finds that encouraging and incentivizing classroom teachers to  
5 teach in these schools would greatly improve the quality of  
6 education in Hawaii.

7           The purpose of this Act is to require that classroom  
8 teachers who teach at hard-to-staff schools be paid the greater  
9 of:

- 10           (1) A salary that equals at least the national average  
11 salary of classroom teachers with similar experience  
12 in a similar position, forgoing the annual  
13 differential of \$3,000 paid to licensed teachers,  
14 including public charter school teachers, employed at  
15 hard-to-staff locations; or
- 16           (2) The salary and benefits established in the teachers'  
17 salary schedule pursuant to section 302A-624.



1 SECTION 2. Section 302A-624, Hawaii Revised Statutes, is  
2 amended to read as follows:

3 "**§302A-624 Teachers' salary schedule.** (a) The salary  
4 schedule for all teachers of the department shall be negotiated  
5 pursuant to section 89-9.

6 (b) All teachers shall meet the following requirements:

7 (1) A teacher shall earn at least five credits within a  
8 three-year cycle to receive increment or longevity  
9 step increases in the third year of the three-year  
10 cycle;

11 (2) A teacher who fails to meet the requirement set forth  
12 in paragraph (1) shall not be eligible for any  
13 increment or longevity step increases until the  
14 teacher earns the credit requirement for the three-  
15 year cycle;

16 (3) Any credit earned in excess of any three-year credit  
17 requirement may not be carried over beyond the three-  
18 year cycle; and

19 (4) Credits earned may be in the form of in-service,  
20 university, or other credits approved by the  
21 department.



1 (c) A teacher shall be required to spend at least one year  
2 in Class III before going on to Class IV, at least one year in  
3 Class IV before going on to Class V, at least one year in Class  
4 V before going on to Class VI, and at least one year in Class VI  
5 before going on to Class VII.

6 (d) In case of promotion from a teaching position to an  
7 educational officer, the employee shall receive compensation at  
8 the lowest step of the higher grade that exceeds the employee's  
9 existing compensation by at least eight per cent if such a step  
10 exists.

11 (e) Effective July 1, 2006, the minimum hourly or minimum  
12 per diem rate for substitute teachers shall be determined by the  
13 legislature as follows; provided that any individual in Class I,  
14 II, or III who works less than a full seven-hour work day shall  
15 be compensated on a pro-rated, hourly basis:

16 (1) Class I: other individuals who do not possess a  
17 bachelor's degree shall be compensated at a rate of  
18 not less than \$125 for a full work day;

19 (2) Class II: individuals with a bachelor's degree shall  
20 be compensated at a rate of not less than \$136 for a  
21 full work day; and



1           (3) Class III: department of education teachers, or  
2           licensed or highly qualified teachers, shall be  
3           compensated at a rate of not less than \$147 for a full  
4           work day.

5           (f) Effective July 1, 2008, the board shall provide wage  
6           adjustments for substitute teachers. The wage adjustments shall  
7           be comparable to the across-the-board wage adjustments for  
8           teachers that are negotiated for bargaining unit (5) subject to  
9           legislative approval, pursuant to section 89C-5. The board may  
10          also adjust hours, benefits, and other terms and conditions of  
11          employment for substitute teachers.

12          (g) Notwithstanding subsections (a) through (c), any  
13          classroom teacher who accepts a long-term assignment at a hard-  
14          to-staff school, as determined by the department, shall earn the  
15          greater of:

- 16          (1) The salary and benefits established in this section;  
17          or  
18          (2) A salary that is equal to at least the national  
19          average salary of classroom teachers with similar  
20          experience in a similar position;



1 provided that any classroom teacher who accepts a long-term  
2 assignment at a hard-to-staff school, as determined by the  
3 department, and earns the salary in subsection (g)(2) shall  
4 forgo the annual differential of \$3,000 paid at the geographical  
5 areas and campuses under the memorandum of understanding between  
6 the State of Hawaii, board of education, and the Hawaii state  
7 teachers association (recruitment or retention incentive for  
8 hard-to-staff locations).

9 For the purposes of this subsection:

10 "Classroom teacher" means a professional employee who  
11 spends at least seventy-five per cent of instructional time  
12 providing direct instruction to students in a classroom setting  
13 related to a specific subject or grade level. This definition  
14 specifically excludes counselors, administration, and  
15 specialists without a dedicated class.

16 "National average salary" means the appropriate and  
17 applicable national average salary for teachers established by  
18 the United States Department of Education."

19 SECTION 3. This Act does not affect rights and duties that  
20 matured, penalties that were incurred, and proceedings that were  
21 begun before its effective date.



1 SECTION 4. New statutory material is underscored.

2 SECTION 5. This Act shall take effect on July 1, 2019.

3

INTRODUCED BY:



Amy Purno

Linda L. Chizum

Dana Purno

Kia H. Hagan

By: H.H.

Stacy M. M. M.

JAN 23 2019



# H.B. NO. 1143

**Report Title:**

Teacher Salaries; Incentive; Hard-To-Staff Locations.

**Description:**

Requires that classroom teachers, who accept long-term assignments at hard-to-staff schools, be paid the greater of: a salary that equals at least the national average salary of classroom teachers with similar experience in a similar position and forgo the annual differential paid to teachers employed at hard-to-staff locations; or the salary and benefits statutorily established under the teachers' salary schedule.

*The summary description of legislation appearing on this page is for informational purposes only and is not legislation or evidence of legislative intent.*

