A BILL FOR AN ACT

RELATING TO TEACHER COMPENSATION.

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

SECTION 1. The legislature finds that the recruitment and retention of qualified teachers is essential to the success of Hawaii's public education system. The State continues to face a chronic teacher shortage, which undermines student learning and achievement. For the 2018-2019 school year, the department of education experienced a qualified teacher shortage of 1,029 positions.

The legislature further finds research indicates that competitive and equitable compensation correlates with greater success in recruiting and retaining qualified educators. Yet, numerous studies have shown that Hawaii's teacher salaries are the lowest in the nation when adjusted for the state's high cost of living.

The legislature further finds that teacher salaries are unequal when experienced senior teachers are aligned with less senior teachers in their placement within the existing salary schedules. Unfair pay scales have driven experienced senior
teachers to either retire early or leave the profession, due to
the perception that their experience and dedication to public
education and the teaching profession will never be adequately
valued and recognized.

The legislature further finds that an increasing number of
school districts around the country are utilizing compensation
methods and strategies designed to improve the recruitment and
retention of qualified teachers.

The purpose of this Act is to fund an experimental
modernization project pursuant to chapter 78-3.5 to address
compensation equity issues and to make the necessary
discretionary salary adjustments for approximately 6,300
experienced senior teachers by recognizing their professional
service to the department of education through discretionary
salary adjustments.

SECTION 2. There is appropriated out of the general
revenues of the State of Hawaii the sum of $ or so
much thereof as may be necessary for fiscal year 2020-2021 for
to fund an experimental modernization project pursuant to
section 78-3.5 to address compensation equity issues and make
the necessary discretionary salary adjustments for approximately
6,300 teachers whose current base salary does not reflect their years of professional service.

The sum appropriated shall be expended by the department of education for the purposes of this Act.

SECTION 3. This Act shall take effect on July 1, 2020.

INTRODUCED BY:

Michelle A. Stiden

[Signatures]
Report Title:
Department of Education; Teacher Compensation; Experimental Modernization Project; Appropriation

Description:
Makes an appropriation to fund an experimental modernization project pursuant to chapter 78-3.5 and make necessary discretionary salary adjustments.

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