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# A BILL FOR AN ACT

RELATING TO TEACHER COMPENSATION.

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

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

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

14           The legislature also finds that teacher salaries are  
15 unequal when experienced senior teachers are aligned with less  
16 senior teachers in their placement within the existing salary  
17 schedules. Unfair pay scales have driven experienced senior



1 teachers to either retire early or leave the profession, due to  
2 the perception that their experience and dedication to public  
3 education and the teaching profession will never be adequately  
4 valued and recognized.

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

9 The purpose of this Act is to fund an experimental  
10 modernization project pursuant to section 78-3.5, Hawaii Revised  
11 Statutes, to address compensation equity issues and to make the  
12 necessary discretionary salary adjustments for approximately  
13 eight thousand seven hundred experienced senior teachers by  
14 recognizing their professional service to the department of  
15 education through discretionary salary adjustments.

16 SECTION 2. There is appropriated out of the general  
17 revenues of the State of Hawaii the sum of \$ or so  
18 much thereof as may be necessary for fiscal year 2022-2023 to  
19 fund an experimental modernization project pursuant to section  
20 78-3.5, Hawaii Revised Statutes, as negotiated between the  
21 superintendent of education and the exclusive representative of



1 collective bargaining unit (5) in a memorandum of understanding  
2 to address compensation equity issues and make the necessary  
3 discretionary salary adjustments for approximately eight  
4 thousand seven hundred teachers whose current base salary does  
5 not reflect their years of professional service; provided that  
6 the moneys shall not be released until the memorandum of  
7 understanding is executed between the superintendent of  
8 education and the exclusive representative of collective  
9 bargaining unit (5).

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

12 SECTION 3. There is appropriated out of the general  
13 revenues of the State of Hawaii the sum of \$ or so  
14 much thereof as may be necessary for fiscal year 2022-2023 for  
15 charter schools (EDN 600) to fund an experimental modernization  
16 project pursuant to section 78-3.5, Hawaii Revised Statutes, as  
17 negotiated between the state public charter school commission  
18 and the exclusive representative of collective bargaining unit  
19 (5) in a memorandum of understanding to address compensation  
20 equity issues and make the necessary discretionary salary  
21 adjustments for teachers whose current base salary does not



1 reflect their years of professional service; provided that the  
2 moneys shall not be released until the memorandum of  
3 understanding is executed between the state public charter  
4 school commission and the exclusive representative of collective  
5 bargaining unit (5).

6 The sum appropriated shall be expended by the state public  
7 charter school commission for the purposes of this Act.

8 SECTION 4. This Act shall take effect on July 1, 2022.

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INTRODUCED BY

  
Michelle D. Fedani



# S.B. NO. 2819

**Report Title:**

Department of Education; Charter Schools; Teacher Compensation;  
Experimental Modernization Project; Appropriation

**Description:**

Makes an appropriation to fund an experimental modernization project pursuant to section 78-3.5, Hawaii Revised Statutes, to make necessary discretionary salary adjustments.

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

