
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 inequitable when experienced senior teachers are aligned with
16 less senior teachers in their placement within the existing
17 salary schedules. Unfair pay scales have driven experienced



1 senior teachers to either retire early or leave the profession,
2 due to the perception that their experience and dedication to
3 public education and the teaching profession will never be
4 adequately 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 legislature additionally finds that subsection (a) of
10 section 302A-627, Hawaii Revised Statutes, regarding salary
11 ratings based upon years of teaching experience, conflicts with
12 the intent of this Act, and should be repealed.

13 The purpose of this Act is to:

- 14 (1) Provide automatic step increases in teacher salaries
15 for each year of satisfactory service completed by
16 public school teachers;
- 17 (2) Increase the amount of time available to teachers for
18 collaboration, preparation, and planning time;
- 19 (3) Repeal section 302A-627(a), Hawaii Revised Statutes;
20 and



1 (4) Fund an experimental modernization project pursuant to
2 section 78-3.5, Hawaii Revised Statutes, to address
3 compensation equity issues and to make the necessary
4 discretionary salary adjustments for approximately
5 eight thousand seven hundred experienced senior
6 teachers by recognizing their professional service to
7 the department of education through discretionary
8 salary adjustments.

9 SECTION 2. Chapter 302A, Hawaii Revised Statutes, is
10 amended by adding a new section to be appropriately designated
11 and to read as follows:

12 "§302A- Teacher effectiveness support system. (a)
13 Pursuant to a collective bargaining agreement negotiated for
14 bargaining unit (3), bargaining unit (5), and bargaining unit
15 (6), educational assistants, teachers, and educational officers
16 who have complied with the other requirements of sections
17 302A-602 to 302A-639 and section 302A-701, as applicable, and
18 principals and vice principals who have completed a year's
19 satisfactory service shall be entitled to an annual step
20 increase; provided that this section shall not apply if the



1 governor determines that the State is experiencing an economic
2 downturn.

3 (b) Every teacher assigned to a school-level classroom
4 instructional position shall be provided no less than two
5 hundred twenty-five aggregate minutes of preparation periods
6 scheduled by the employer during the teacher's regular work
7 week. A preparation period shall consist of a continuous block
8 of time of not less than forty-five minutes. The preparation
9 periods shall be used for the pursuit of personally initiated
10 school tasks in preparing for instruction, evaluating students,
11 and performing other instructionally related activities, as
12 included in a collective bargaining agreement negotiated with
13 the exclusive representative of bargaining unit (5) and already
14 funded.

15 (c) Every teacher assigned to a school-level classroom
16 instructional position may be provided a minimum of two hundred
17 twenty-five minutes per week to assist students who need
18 additional support in meeting the standards relating to the
19 subject area for which the teacher is responsible.

20 (d) Every teacher assigned to a school-level classroom
21 instructional position shall be provided a minimum of forty-five



1 continuous minutes per week, up to 1,260 minutes total per year,
2 for collaboration with peers at the same grade level or peers of
3 similar subject areas regarding the development of effective
4 instructional practices, and other student support systems.

5 (e) Nothing in this section shall be construed to prohibit
6 additional collaboration, preparation, and planning time from
7 being included in a collective bargaining agreement negotiated
8 with the exclusive representative for bargaining unit (5).

9 Nothing in this section shall replace or infringe on any
10 existing protected time for members of bargaining unit (5)
11 consisting of a continuous block of time of not less than forty-
12 five minutes for a minimum of two hundred twenty-five aggregate
13 minutes per week for the pursuit of personally initiated school
14 tasks in preparing for instruction, evaluating students, and
15 performing other instructionally related activities."

16 SECTION 3. Section 302A-627, Hawaii Revised Statutes, is
17 amended to read as follows:

18 "~~[§]302A-627[§] Salary ratings of entering or reentering~~
19 ~~teachers; credit]~~ **Credit for military service.** ~~[(a) Any~~
20 ~~teacher with more than one year of teaching experience, and so~~
21 ~~accredited by the department, entering or reentering the service~~



1 ~~of the department shall have the teacher's salary rating~~
2 ~~determined by the personnel executive of the department, any~~
3 ~~other law to the contrary notwithstanding, so that the salary~~
4 ~~rating shall be equal to the salary ratings held by incumbent~~
5 ~~teachers in the department with the identical number of years of~~
6 ~~experience.~~

7 (b)] Any teacher who served on active duty with the armed
8 forces of the United States shall be given credit by the
9 department for the teacher's military service in the
10 determination of the teacher's salary, the teacher's eligibility
11 for leaves of absence, and for all other purposes of seniority.
12 Both reentering and entering teachers shall have each year of
13 their military service or six months thereof credited as a year
14 of teaching experience; provided that no more than four years of
15 credit for military service shall be allowed. Evidence of
16 military service shall be by certificate."

17 SECTION 4. There is appropriated out of the general
18 revenues of the State of Hawaii the sum of \$ or so
19 much thereof as may be necessary for fiscal year 2022-2023 to
20 fund an experimental modernization project pursuant to section
21 78-3.5, Hawaii Revised Statutes, as negotiated between the



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

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

13 SECTION 5. There is appropriated out of the general
 14 revenues of the State of Hawaii the sum of \$ or so
 15 much thereof as may be necessary for fiscal year 2022-2023 for
 16 charter schools commission and administration (EDN 612) to fund
 17 an experimental modernization project pursuant to section
 18 78-3.5, Hawaii Revised Statutes, as negotiated between the
 19 governing boards of state public charter schools and the
 20 exclusive representative of collective bargaining unit (5) in a
 21 memorandum of understanding, to address compensation equity



1 issues and make the necessary discretionary salary adjustments
2 for teachers whose current base salary does not reflect their
3 years of professional service; provided that the moneys shall
4 not be released until the memorandum of understanding is
5 executed between the governing boards of state public charter
6 schools and the exclusive representative of collective
7 bargaining unit (5).

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

10 SECTION 6. Statutory material to be repealed is bracketed
11 and stricken. New statutory material is underscored.

12 SECTION 7. This Act shall take effect on July 1, 2050.



Report Title:

Department of Education; Charter Schools; Step Increases; Collaboration, Preparation, and Planning Time; Teacher Compensation; Experimental Modernization Project; Appropriation

Description:

Provides automatic step increases in teacher salaries for each year of satisfactory service completed by public school teachers and educational assistants. Increases the amount of time available to teachers for planning, preparation, and collaboration. Makes an appropriation to fund an experimental modernization project pursuant to section 78-3.5, HRS, to make necessary discretionary salary adjustments for certain teachers. Repeals section 302A-627(a), HRS. Effective 7/1/2050.
(PROPOSED HD1)

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