
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 are 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 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 legislature additionally finds that section 302A-624(c)
10 and section 302A-627(a), Hawaii Revised Statutes, conflict with
11 the intent of this Act, and should be repealed.

12 The purpose of this Act is to:

- 13 (1) Repeal sections 302A-624(c) and 302A-627(a), Hawaii
14 Revised Statutes; and
15 (2) Fund a memorandum of understanding to address
16 compensation equity issues and to make the necessary
17 discretionary salary adjustments for experienced
18 senior public school teachers and state public charter
19 school teachers.

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



1 **"§302A-624 Teachers' salary schedule.** (a) The salary
2 schedule for all teachers of the department shall be negotiated
3 pursuant to section 89-9.

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

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

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

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

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

20 ~~[(c) A teacher shall be required to spend at least one~~
21 ~~year in Class III before going on to Class IV, at least one year~~



1 ~~in Class IV before going on to Class V, at least one year in~~
2 ~~Class V before going on to Class VI, and at least one year in~~
3 ~~Class VI before going on to Class VII.]~~

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

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

15 (1) Class I: other individuals who do not possess a
16 bachelor's degree shall be compensated at a rate of
17 ~~[not]~~ no less than \$125 for a full work day;

18 (2) Class II: individuals with a bachelor's degree shall
19 be compensated at a rate of ~~[not]~~ no less than \$136
20 for a 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~~] no less than \$147 for a
4 full work day.

5 [~~(f)~~] (e) Effective July 1, 2008, the board shall provide
6 wage adjustments for substitute teachers. The wage adjustments
7 shall 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 SECTION 3. Section 302A-627, Hawaii Revised Statutes, is
13 amended to read as follows:

14 "~~[§]§302A-627[§]—Salary ratings of entering or reentering~~
15 ~~teachers; credit]~~ Credit for military service. [~~(a)~~—Any
16 teacher with more than one year of teaching experience, and so
17 accredited by the department, entering or reentering the service
18 of the department shall have the teacher's salary rating
19 determined by the personnel executive of the department, any
20 other law to the contrary notwithstanding, so that the salary
21 rating shall be equal to the salary ratings held by incumbent



1 ~~teachers in the department with the identical number of years of~~
2 ~~experience.~~

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

13 SECTION 4. 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 to
16 fund a memorandum of understanding, as negotiated between the
17 governor, superintendent of education, board of education, and
18 exclusive representative of collective bargaining unit (5), to
19 address compensation equity issues and make the necessary
20 discretionary salary adjustments for approximately eight
21 thousand seven hundred teachers whose current base salary does



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

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

8 SECTION 5. There is appropriated out of the general
9 revenues of the State of Hawaii the sum of \$ or so
10 much thereof as may be necessary for fiscal year 2022-2023 to
11 fund a memorandum of understanding for the state public charter
12 school commission and administration (EDN 612), as negotiated
13 between the governing boards of state public charter schools and
14 the exclusive representative of collective bargaining unit (5),
15 to address compensation equity issues and make the necessary
16 discretionary salary adjustments for teachers whose current base
17 salary does not reflect their years of professional service;
18 provided that the moneys shall not be released until the
19 memorandum of understanding is executed between the governing
20 boards of state public charter schools and the exclusive
21 representative of collective bargaining unit (5).



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

3 SECTION 6. Statutory material to be repealed is bracketed
4 and stricken. New statutory material is underscored.

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



Report Title:

Department of Education; Charter Schools; Teacher Compensation; Appropriations

Description:

Repeals sections 302A-624(c) and 302A-627(a), HRS. Makes an appropriation to fund a memorandum of understanding to address compensation equity issues and to make the necessary discretionary salary adjustments for experienced senior public school teachers and state public charter school teachers. Effective 7/1/2050. (HD2)

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