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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 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12 the intent of this Act, and should be repealed.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) Repeal section 302A-627(a), Hawaii Revised Statutes;  
15 and

16 (2) Fund an experimental modernization project pursuant to  
17 section 78-3.5, Hawaii Revised Statutes, to address  
18 compensation equity issues and to make the necessary  
19 discretionary salary adjustments for approximately  
20 eight thousand seven hundred experienced senior  
21 teachers by recognizing their professional service to



1 the department of education through discretionary  
2 salary adjustments.

3 SECTION 2. Section 302A-627, Hawaii Revised Statutes, is  
4 amended to read as follows:

5 " ~~[†]§302A-627[‡]—Salary ratings of entering or reentering~~  
6 ~~teachers; credit] Credit for military service. [(a)—Any~~  
7 ~~teacher with more than one year of teaching experience, and so~~  
8 ~~accredited by the department, entering or reentering the service~~  
9 ~~of the department shall have the teacher's salary rating~~  
10 ~~determined by the personnel executive of the department, any~~  
11 ~~other law to the contrary notwithstanding, so that the salary~~  
12 ~~rating shall be equal to the salary ratings held by incumbent~~  
13 ~~teachers in the department with the identical number of years of~~  
14 ~~experience.~~

15 (b)] Any teacher who served on active duty with the armed  
16 forces of the United States shall be given credit by the  
17 department for the teacher's military service in the  
18 determination of the teacher's salary, the teacher's eligibility  
19 for leaves of absence, and for all other purposes of seniority.  
20 Both reentering and entering teachers shall have each year of  
21 their military service or six months thereof credited as a year



1 of teaching experience; provided that no more than four years of  
2 credit for military service shall be allowed. Evidence of  
3 military service shall be by certificate."

4 SECTION 3. There is appropriated out of the general  
5 revenues of the State of Hawaii the sum of \$ or so  
6 much thereof as may be necessary for fiscal year 2022-2023 to  
7 fund an experimental modernization project pursuant to section  
8 78-3.5, Hawaii Revised Statutes, as negotiated between the  
9 superintendent of education and the exclusive representative of  
10 collective bargaining unit (5) in a memorandum of understanding,  
11 to address compensation equity issues and make the necessary  
12 discretionary salary adjustments for approximately eight  
13 thousand seven hundred teachers whose current base salary does  
14 not reflect their years of professional service; provided that  
15 the moneys shall not be released until the memorandum of  
16 understanding is executed between the superintendent of  
17 education and the exclusive representative of collective  
18 bargaining unit (5).

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



1 SECTION 4. There is appropriated out of the general  
2 revenues of the State of Hawaii the sum of \$ or so  
3 much thereof as may be necessary for fiscal year 2022-2023 for  
4 charter schools commission and administration (EDN 612) to fund  
5 an experimental modernization project pursuant to section  
6 78-3.5, Hawaii Revised Statutes, as negotiated between the  
7 governing boards of state public charter schools and the  
8 exclusive representative of collective bargaining unit (5) in a  
9 memorandum of understanding, to address compensation equity  
10 issues and make the necessary discretionary salary adjustments  
11 for teachers whose current base salary does not reflect their  
12 years of professional service; provided that the moneys shall  
13 not be released until the memorandum of understanding is  
14 executed between the governing boards of state public charter  
15 schools and the exclusive representative of collective  
16 bargaining unit (5).

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

19 SECTION 5. Statutory material to be repealed is bracketed  
20 and stricken. New statutory material is underscored.

21 SECTION 6. This Act shall take effect on July 1, 2050.



**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, HRS, to make necessary discretionary salary adjustments for certain teachers. Repeals section 302A-627(a), HRS. Effective 7/1/2050. (SD2)

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

