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# A BILL FOR AN ACT

RELATING TO EDUCATION.

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

1           SECTION 1. Research indicates that teacher quality is one  
2 of the most influential factors in student achievement.  
3 Standards-based reform has a greater chance of success when  
4 teacher quality is addressed. In an effort to provide quality  
5 education for its students, the department of education  
6 continues to recruit highly qualified teachers from within the  
7 State of Hawaii and on the continental United States. As more  
8 "baby-boom" teachers in Hawaii and across the nation retire, the  
9 task of recruiting highly qualified teachers is becoming more  
10 challenging each year. Consequently, finding sufficient numbers  
11 of highly qualified teachers for shortage areas is becoming more  
12 difficult, and teacher shortages are expected to grow as more  
13 "baby-boom" teachers retire through the remainder of the decade.

14           SECTION 2. Beginning July 1, 2006, the department of  
15 education may employ retired teachers from the Hawaii department  
16 of education up to one hundred per cent full-time equivalency to  
17 teach in teacher shortage areas identified by the department of  
18 education and to serve as mentors for new classroom teachers,



1 with the prior approval of the superintendent of education and  
 2 pursuant to collective bargaining agreements. The provisions of  
 3 sections 88-21, 88-42.5, 88-43, 88-45, and 88-46, Hawaii Revised  
 4 Statutes, and any other statute to the contrary notwithstanding,  
 5 retired teachers from the Hawaii department of education who are  
 6 hired under this section shall not earn retirement service  
 7 credit, contribute to the retirement system, or gain additional  
 8 retirement system benefits as a result of their employment;  
 9 provided that the retired teachers shall continue to receive  
 10 entitled normal retirement benefits without penalty. To qualify  
 11 for full-time employment, the retired teacher shall be retired  
 12 for at least one calendar year prior to reemployment. A retired  
 13 teacher may qualify for mentoring of new teachers immediately  
 14 upon retirement.

15 SECTION 3. This Act shall take effect on July 1, 2006, and  
 16 shall be repealed on July 1, 2011.

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INTRODUCED BY:

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**Report Title:**

Education; Department of Education; Employment; Retired Teachers

**Description:**

Allows the DOE to employ retired teachers full time to teach in teacher shortage areas and serve as mentors for new classroom teachers.

