

---

---

# A BILL FOR AN ACT

RELATING TO TEACHERS.

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

1 SECTION 1. Section 302A-626, Hawaii Revised Statutes, is  
2 amended to read as follows:

3 "~~§302A-626~~ **Salary increases; annual, [~~longevity.~~]**  
4 **performance.** (a) Teachers [~~and educational officers~~] who have  
5 completed a year's satisfactory service and who have complied  
6 with the other requirements of sections 302A-602 to 302A-640,  
7 and 302A-701, shall be entitled to an annual [~~increment.~~] step  
8 increase.

9 (b) Teachers [~~and educational officers~~] who have [~~served~~  
10 ~~satisfactorily for three years in their maximum increment step~~  
11 ~~or in any longevity step and who have complied~~]:

12 (1) Received satisfactory performance evaluations, as  
13 determined by the principal or immediate supervisor;  
14 and

15 (2) Complied with the other requirements of sections 302A-  
16 602 to 302A-640, and 302A-701, shall receive  
17 [~~longevity~~] performance step increases [~~;~~ ~~provided that~~



1           ~~the]~~ to the next highest step in each teacher's  
2           respective classification. The board may grant  
3           principals and vice-principals [~~longevity]~~ performance  
4           step increases [~~more frequently than once every three~~  
5           years] pursuant to section 302A-625.

6           (c) A teacher who receives a marginal performance  
7           evaluation, as determined by the principal or immediate  
8           supervisor, shall not be entitled to a step increase for the  
9           following fiscal year. Upon receipt of a satisfactory  
10          performance evaluation, the teacher shall be entitled to a one-  
11          step increase to the next highest step in the teacher's  
12          classification for the following fiscal year.

13          (d) The board shall adopt rules in accordance with chapter  
14          91 that establish performance evaluation criteria to effectuate  
15          this section.

16          (e) No teacher at the highest step within the teacher's  
17          classification shall be entitled to receive an annual step  
18          increase pursuant to this section."

19          SECTION 2. Statutory material to be repealed is bracketed  
20          and stricken. New statutory material is underscored.

21          SECTION 3. This Act shall take effect on July 1, 2008, and  
22          shall be repealed on June 30, 2013; provided that section



1 302A-626, Hawaii Revised Statutes, shall be reenacted in the  
2 form in which it read on June 30, 2008.

3

INTRODUCED BY:



*Cindy Elms*  
*Rida Cabanilla*

*J. Phil. Kuanator*

JAN 17 2008



**Report Title:**

Teachers; Performance Pay; Salary Increases

**Description:**

Provides teachers receiving satisfactory service performance evaluations with annual step increases for five years. Denies public school teachers with marginal service performance evaluations from receiving annual step increases. Excludes teachers at the top salary levels from receiving annual step increases.

