
A BILL FOR AN ACT

RELATING TO TEACHER SALARIES.

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

1 SECTION 1. Section 302A-624, Hawaii Revised Statutes, is
2 amended to read as follows:

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

6 (b) All teachers must meet the following requirements:

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

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

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



1 (4) Credits earned can be in the form of in-service,
2 university, or other credits approved by the
3 department.

4 (c) A teacher is required to spend at least one year in
5 Class III before going on to Class IV, at least one year in
6 Class IV before going on to Class V, at least one year in Class
7 V before going on to Class VI, and at least one year in Class VI
8 before going on to Class VII.

9 (d) Notwithstanding any other law to the contrary and for
10 salary placement only, the department of education shall credit
11 a teacher for any qualifying years of teaching experience earned
12 outside the department as if those years were earned within the
13 department, effective July 1, 2009. To implement this policy,
14 the department shall adopt rules pursuant to chapter 91.

15 [~~(d)~~] (e) In case of promotion from a teaching position to
16 an educational officer, the employee shall receive compensation
17 at the lowest step of the higher grade that exceeds the
18 employee's existing compensation by at least eight per cent if
19 such a step exists.

20 [~~(e)~~] (f) Effective July 1, 2006, the minimum hourly or
21 minimum per diem rate for substitute teachers shall be
22 determined by the legislature as follows; provided that any



1 individual in class I, II, or III who works less than a full
2 seven-hour work day shall be compensated on a pro-rated, hourly
3 basis:

4 (1) Class I: other individuals who do not possess a
5 bachelor's degree shall be compensated at a rate of
6 not less than \$125 for a full work day;

7 (2) Class II: individuals with a bachelor's degree shall
8 be compensated at a rate of not less than \$136 for a
9 full work day; and

10 (3) Class III: department of education teachers, or
11 licensed or highly qualified teachers, shall be
12 compensated at a rate of not less than \$147 for a full
13 work day."

14 SECTION 2. This Act shall not affect or otherwise apply to
15 any collective bargaining agreement in effect prior to the
16 effective date of this Act.

17 SECTION 3. Statutory material to be repealed is bracketed
18 and stricken. New statutory material is underscored.

19 SECTION 4. This Act shall take effect upon its approval.

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INTRODUCED BY:

K. Off.
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Report Title:

Out-of-State Teachers; Salary Differential

Description:

Eliminates the salary differential between newly hired public school teachers with more than 6 years of experience and incumbent teachers in the department of education with the identical number of years of experience.

