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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. Chapter 89C, Hawaii Revised Statutes, provides  
2 an appropriate authority, including the board of education, with  
3 sufficient flexibility to adjust the wages, hours, benefits, and  
4 other terms and conditions of employment for employees who are  
5 excluded from collective bargaining. However, the appropriate  
6 authority may not adjust the wages of employees who are included  
7 in collective bargaining. The legislature finds that substitute  
8 teachers are part-time, casual, and intermittent employees who  
9 are excluded from collective bargaining.

10           The purpose of this Act is to provide for periodic wage  
11 adjustments for substitute teachers that are comparable to the  
12 wage adjustments negotiated for teachers in collective  
13 bargaining unit 5 and to enable the board of education to adjust  
14 the hours, benefits, and other terms and conditions of  
15 employment for substitute teachers.

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



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

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

5       (1) A teacher must earn at least five credits within a  
6 three-year cycle in order to receive increment or  
7 longevity step increases in the third year of the  
8 three-year 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 can be in the form of in-service,  
18 university, or other credits approved by the  
19 department.

20       (c) A teacher is required to spend at least one year in  
21 Class III before going on to Class IV, at least one year in  
22 Class IV before going on to Class V, at least one year in Class



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

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

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

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

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

19 (3) Class III: department of education teachers, or  
20 licensed or highly qualified teachers, shall be  
21 compensated at a rate of not less than \$147 for a full  
22 work day.




1        (f) Effective July 1, 2008, the board of education shall  
2        provide wage adjustments for substitute teachers. The wage  
3        adjustments shall be comparable to the wage adjustments for  
4        teachers that are negotiated with collective bargaining unit 5.  
5        The board may also adjust hours, benefits, and other terms and  
6        conditions of employment for substitute teachers."

7        SECTION 3. New statutory material is underscored.

8        SECTION 4. This Act shall take effect on July 1, 2008.

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INTRODUCED BY: 

JAN 21 2008



**Report Title:**

Teachers; Teacher Salaries; Substitute Teachers

**Description:**

Authorizes the board of education to provide wage adjustments to substitute teachers that are comparable to wage adjustments that are negotiated for teachers in collective bargaining unit 5.

