
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 require the board of
11 education to provide wage adjustments for substitute teachers
12 comparable to the wage adjustments negotiated for teachers in
13 collective bargaining unit 5 and to allow the board of education
14 to adjust 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~~] shall meet the following
5 requirements:

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

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

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

18 (4) Credits earned [~~can~~] may be in the form of in-service,
19 university, or other credits approved by the
20 department.

21 (c) A teacher [~~is~~] shall be required to spend at least one
22 year in Class III before going on to Class IV, at least one year



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

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

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

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

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

20 (3) Class III: department of education teachers, or
21 licensed or highly qualified teachers, shall be



1 compensated at a rate of not less than \$147 for a full
2 work day.

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

10 SECTION 3. There is appropriated out of the general
11 revenues of the State of Hawaii the sum of \$ or so
12 much thereof as may be necessary for fiscal year 2008-2009 for
13 retroactive across-the-board pay increases to substitute
14 teachers for the 2007-2008 school year and for negotiated
15 across-the-board pay increases for the 2008-2009 school year.

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

18 SECTION 4. Statutory material to be repealed is bracketed
19 and stricken. New statutory material is underscored.

20 SECTION 5. This Act shall take effect on July 1, 2020.



Report Title:

Substitute Teachers; Wages

Description:

Requires the Board of Education (BOE) to provide wage adjustments for substitute teachers comparable to the wage adjustments negotiated for teachers in collective bargaining unit 5. Allows BOE to adjust hours, benefits, and other terms and conditions of employment for substitute teachers. Effective July 1, 2020. (HB2792 HD2)

