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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 appropriate authorities, including the board of education,  
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. Under the law, these  
6 appropriate authorities cannot adjust the wages and other  
7 benefits that are set by statute.

8           Within the department of education, substitute teachers are  
9 part-time, casual, and intermittent employees who are excluded  
10 from collective bargaining.

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



1 SECTION 2. 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

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



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

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

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

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

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



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

5           (f) Effective July 1, 2008, the board shall provide wage  
6           adjustments for substitute teachers. The wage adjustments shall  
7           be comparable to the across the board wage adjustments that are  
8           negotiated with bargaining unit 5. The board may also adjust  
9           hours, benefits, and other terms and conditions of employment  
10          for substitute teachers, subject to approval, pursuant to  
11          section 89C-5."

12          SECTION 3. There is appropriated out of the general  
13          revenues of the State of Hawaii the sum of \$                    or so  
14          much thereof as may be necessary for fiscal year 2008-2009 for  
15          the wage adjustments provided pursuant to this Act.

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, 2008.



**Report Title:**

DOE; Substitute Teachers; Wage Adjustment; Appropriation

**Description:**

Provides for periodic wage adjustments for substitute teachers that are comparable to the wage adjustments negotiated for teachers in bargaining unit 5 and appropriates funds therefor.  
(SB2652 SD2)

