
A BILL FOR AN ACT

RELATING TO SALARY INCREASES FOR TEACHERS AND EDUCATIONAL OFFICERS.

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

1 SECTION 1. The purpose of this Act is to repeal the
2 statutory provision that provides teachers and educational
3 officers of the department of education with annual increments
4 or other longevity step increases. Salary increases and step
5 movements are negotiated with both teachers and educational
6 officers pursuant to chapter 89-9, Hawaii Revised Statutes, and
7 therefore provisions relating to annual increments and step
8 increases are no longer necessary.

9 SECTION 2. Section 302A-622, Hawaii Revised Statutes, is
10 amended to read as follows:

11 "~~§~~**302A-622**~~§~~ **Salary ranges, teachers.** Salary ranges
12 for teachers of the department shall be subject to the
13 requirements of [~~sections 302A-624 and 302A-626~~] section 302A-
14 624 and shall be as follows:



DEPARTMENT OF EDUCATION

SALARY RANGES

3	POSITIONS		DOESR
4	Class	I	1
5		II	3
6		III	5
7		IV	6
8		V	7
9		VI	8
10		VII	9"

11 SECTION 3. Section 302A-623, Hawaii Revised Statutes, is
12 amended to read as follows:

13 "[+] §302A-623 [+] **Salary ranges, educational officers.**

14 Salary ranges for educational officer positions of the
15 department shall be determined by the board based on the
16 position classification/compensation plan approved by the board.
17 Salary ranges for educational officer positions shall be subject
18 to the requirements of [~~sections 302A-625 and 302A-626~~] section
19 302A-625."

20 SECTION 4. Section 302A-703, Hawaii Revised Statutes, is
21 amended to read as follows:



1 " [†] §302A-703 [†] Educational officers, salary incentives.

2 (a) The salary ranges for principal and vice-principal
3 positions shall be determined by the board, based on the
4 position classification/compensation plan approved by the board
5 and salary incentives designed to:

6 (1) Keep exemplary principals and vice-principals at the
7 school level;

8 (2) Encourage exemplary principals and vice-principals to
9 accept long-term assignments to hard-to-staff schools,
10 special needs schools, and schools with high teacher
11 turnover;

12 (3) Encourage exemplary teachers to become vice-
13 principals;

14 (4) Encourage exemplary vice-principals to become
15 principals; and

16 (5) Encourage exemplary educational officers to become
17 vice-principals.

18 (b) The department shall develop a definition of
19 "exemplary" in consultation with the appropriate collective
20 bargaining representative.



1 Salary ranges and salary incentives for educational officer
2 positions shall be subject to the requirements of [sections
3 ~~302A-625 and 302A-626~~] section 302A-625."

4 SECTION 5. Section 302A-626, Hawaii Revised Statutes, is
5 repealed.

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

11 ~~(b) Teachers and educational officers who have served~~
12 ~~satisfactorily for three years in their maximum increment step~~
13 ~~or in any longevity step and who have complied with the other~~
14 ~~requirements of sections 302A-602 to 302A-640, and 302A-701,~~
15 ~~shall receive longevity step increases; provided that the board~~
16 ~~may grant principals and vice principals longevity step~~
17 ~~increases more frequently than once every three years pursuant~~
18 ~~to section 302A-625."]~~

19 SECTION 6. Statutory material to be repealed is bracketed
20 and stricken. New statutory material is underscored.

21



H.B. NO. 115

1 SECTION 7. This Act shall take effect upon its approval.

2

INTRODUCED BY: 

JAN 22 2009



Report Title:

Salary Increases; teachers

Description:

Repeals the statutory provisions that provide teachers and educational officers with annual incremental or longevity step increases.

