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# A BILL FOR AN ACT

RELATING TO TEACHER SALARIES.

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

1           SECTION 1. The legislature finds that it is becoming  
2 increasingly difficult in the State to find and retain classroom  
3 teachers at hard-to-staff schools. The legislature further  
4 finds that encouraging and incentivizing classroom teachers to  
5 teach in these schools will greatly improve the quality of  
6 education in Hawaii.

7           The purpose of this Act is to require that classroom  
8 teachers who teach at hard-to-staff schools be paid the greater  
9 of:

- 10           (1) A salary that equals at least the national average  
11 salary of classroom teachers with similar experience  
12 in a similar position; provided that the teacher  
13 foregoes the annual differential of \$3,000 paid to  
14 licensed teachers, including public charter school  
15 teachers, employed at hard-to-staff locations; or



1 (2) The salary and benefits established in the teachers'  
2 salary schedule pursuant to section 302A-624, Hawaii  
3 Revised Statutes.

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

6 "**§302A-624 Teachers' salary schedule.** (a) The salary  
7 schedule for all teachers of the department shall be negotiated  
8 pursuant to section 89-9.

9 (b) All teachers shall meet the following requirements:

10 (1) A teacher shall earn at least five credits within a  
11 three-year cycle to receive increment or longevity  
12 step increases in the third year of the three-year  
13 cycle;

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

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



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

4           (c) A teacher shall be required to spend at least one year  
5           in 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) In case of promotion from a teaching position to an  
10          educational officer, the employee shall receive compensation at  
11          the lowest step of the higher grade that exceeds the employee's  
12          existing compensation by at least eight per cent if such a step  
13          exists.

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

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



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

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

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

15          (g) Notwithstanding subsections (a) through (c), and  
16          subject to any collective bargaining agreement negotiated for  
17          bargaining unit (5), any classroom teacher who accepts a long-  
18          term assignment at a hard-to-staff school, as determined by the  
19          department, shall earn the greater of:

20           (1) The salary and benefits established in this section;  
21           or



1       (2) A salary that is equal to at least the national  
2       average salary of classroom teachers with similar  
3       experience in a similar position, adjusted for cost of  
4       living annually by the superintendent on December 15  
5       of each year, for the forthcoming year;  
6 provided that any classroom teacher who accepts a long-term  
7 assignment at a hard-to-staff school, as determined by the  
8 department, and earns the salary in subsection (g) (2) shall  
9 forgo any annual differential paid at the geographical areas and  
10 campuses under a memorandum of understanding between the State  
11 of Hawaii, board of education, and a collective bargaining unit  
12 that represents the affected teachers.

13       For the purposes of this subsection:

14       "Classroom teacher" means a professional employee who  
15 spends at least seventy-five per cent of instructional time  
16 providing direct instruction to students in a classroom setting  
17 related to a specific subject or grade level. This definition  
18 specifically excludes counselors, administrators, and  
19 specialists without a dedicated class.

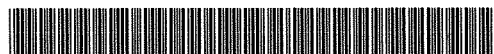


1       "National average salary" means the appropriate and  
2 applicable national average salary for teachers established by  
3 the United States Department of Education."

4       SECTION 3. This Act does not affect rights and duties that  
5 matured, penalties that were incurred, and proceedings that were  
6 begun before its effective date.

7       SECTION 4. New statutory material is underscored.

8       SECTION 5. This Act shall take effect on January 1, 2050.



**Report Title:**

Teacher Salaries; Incentive; Hard-To-Staff Locations

**Description:**

Requires that teachers teaching at hard-to-staff schools be paid the national average of a similarly situated teacher, with annual cost of living adjustments, or according to the teacher's salary schedule. Requires teachers who are paid the national average to forego any pay differential. (HB1143 HD2)

*The summary description of legislation appearing on this page is for informational purposes only and is not legislation or evidence of legislative intent.*

