

STAND. COM. REP. NO.

688

Honolulu, Hawaii

February 15, 2019

RE: H.B. No. 1143  
H.D. 1

Honorable Scott K. Saiki  
Speaker, House of Representatives  
Thirtieth State Legislature  
Regular Session of 2019  
State of Hawaii

Sir:

Your Committee on Labor & Public Employment, to which was referred H.B. No. 1143 entitled:

"A BILL FOR AN ACT RELATING TO TEACHER SALARIES,"

begs leave to report as follows:

The purpose of this measure is to attract and retain classroom teachers at hard-to-staff schools by requiring that classroom teachers who accept long-term assignments at hard-to-staff schools be paid the greater of a salary that equals at least the national average salary of classroom teachers with similar experience in a similar position, or paid the salary benefits statutorily established under the teachers' salary schedule; and forgo the annual differential paid to teachers employed at hard-to-staff locations if paid a salary that equals the national average salary.

The O'ahu County Committee on Legislative Priorities of the Democratic Party of Hawai'i and Democratic Party of Hawai'i Education Caucus testified in support of this measure. The Department of Education opposed this measure. The Department of Budget and Finance provided comments on this measure.

HB1143 HD1 HSCR LAB HMS 2019-2102



Your Committee has amended this measure by:

- (1) Changing its effective date to January 1, 2050, to facilitate further discussion; and
- (2) Making a technical, nonsubstantive amendment for clarity and style.

Your Committee notes that the provisions in this measure are probably preempted by collective bargaining; however, your Committee believes that this measure merits further discussion as part of the discussion on incentives and other solutions to address the teacher shortage problem at hard-to-staff schools.

As affirmed by the record of votes of the members of your Committee on Labor & Public Employment that is attached to this report, your Committee is in accord with the intent and purpose of H.B. No. 1143, as amended herein, and recommends that it pass Second Reading in the form attached hereto as H.B. No. 1143, H.D. 1, and be referred to your Committee on Finance.

Respectfully submitted on  
behalf of the members of the  
Committee on Labor & Public  
Employment,



AARON LING JOHANSON, Chair



