

JAN 17 2020

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# A BILL FOR AN ACT

RELATING TO TEACHER COMPENSATION.

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

1           SECTION 1. The legislature finds that the recruitment and  
2 retention of qualified teachers is essential to the success of  
3 Hawaii's public education system. The State continues to face a  
4 chronic teacher shortage, which undermines student learning and  
5 achievement. For the 2018-2019 school year, the department of  
6 education experienced a qualified teacher shortage of 1,029  
7 positions.

8           The legislature further finds research indicates that  
9 competitive and equitable compensation correlates with greater  
10 success in recruiting and retaining qualified educators. Yet,  
11 numerous studies have shown that Hawaii's teacher salaries are  
12 the lowest in the nation when adjusted for the state's high cost  
13 of living.

14           The legislature further finds that teacher salaries are  
15 unequal when experienced senior teachers are aligned with less  
16 senior teachers in their placement within the existing salary  
17 schedules. Unfair pay scales have driven experienced senior



1 teachers to either retire early or leave the profession, due to  
2 the perception that their experience and dedication to public  
3 education and the teaching profession will never be adequately  
4 valued and recognized.

5 The legislature further finds that an increasing number of  
6 school districts around the country are utilizing compensation  
7 methods and strategies designed to improve the recruitment and  
8 retention of qualified teachers.

9 The purpose of this Act is to fund an experimental  
10 modernization project pursuant to chapter 78-3.5 to address  
11 compensation equity issues and to make the necessary  
12 discretionary salary adjustments for approximately 6,300  
13 experienced senior teachers by recognizing their professional  
14 service to the department of education through discretionary  
15 salary adjustments.

16 SECTION 2. There is appropriated out of the general  
17 revenues of the State of Hawaii the sum of \$ or so  
18 much thereof as may be necessary for fiscal year 2020-2021 for  
19 to fund an experimental modernization project pursuant to  
20 section 78-3.5 to address compensation equity issues and make  
21 the necessary discretionary salary adjustments for approximately



1 6,300 teachers whose current base salary does not reflect their  
2 years of professional service.

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

5 SECTION 3. This Act shall take effect on July 1, 2020.

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# S.B. NO. 2488

**Report Title:**

Department of Education; Teacher Compensation; Experimental  
Modernization Project; Appropriation

**Description:**

Makes an appropriation to fund an experimental modernization  
project pursuant to chapter 78-3.5 and make necessary  
discretionary salary adjustments.

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not legislation or evidence of legislative intent.*

