

STAND. COM. REP. NO.

242

Honolulu, Hawaii

FEB 12 2019

RE: S.B. No. 1304
S.D. 1

Honorable Ronald D. Kouchi
President of the Senate
Thirtieth State Legislature
Regular Session of 2019
State of Hawaii

Sir:

Your Committee on Education, to which was referred S.B. No. 1304 entitled:

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

begs leave to report as follows:

The purpose and intent of this measure is to establish minimum starting salaries for certified teachers who, with or without a master's degree, have completed an accredited teacher education program.

Your Committee received testimony in support of this measure from the Democratic Party of Hawai'i Education Caucus. Your Committee received comments on this measure from the Department of Education and Department of Budget and Finance.

Your Committee finds that average salaries for teachers in Hawaii generally fall in the middle of national rankings of teachers' pay. However, once the salaries of teachers in the State are adjusted for the cost of living, they are the lowest-paid in the nation. Your Committee further finds that close to half of teachers in Hawaii are leaving the profession or the State altogether within five years of starting, posing a significant problem for students. As the State continues to address matters of teacher recruitment and retention, it is crucial to support current teachers now.



While this measure does not remove salary negotiations from collective bargaining under chapter 89, Hawaii Revised Statutes, and merely provides a floor for where negotiations may begin, your Committee has heard testimony expressing concerns relating to the potential impact this measure may have on article XIII, section 2, of the Hawaii State Constitution and the collective bargaining process. As such, your Committee is requesting a legal opinion on the matter from the Department of the Attorney General. Your Committee finds that this issue raises concerns that merit further consideration and requests that your Committee on Ways and Means further examines this issue.

Your Committee has amended this measure by making technical, nonsubstantive amendments for the purposes of clarity and consistency.

As affirmed by the record of votes of the members of your Committee on Education that is attached to this report, your Committee is in accord with the intent and purpose of S.B. No. 1304, as amended herein, and recommends that it pass Second Reading in the form attached hereto as S.B. No. 1304, S.D. 1, and be referred to your Committee on Ways and Means.

Respectfully submitted on
behalf of the members of the
Committee on Education,



MICHELLE N. KIDANI, Chair



The Senate
Thirtieth Legislature
State of Hawai'i

Record of Votes
Committee on Education
EDU

Bill / Resolution No.:* SB1304	Committee Referral: EDU, WAM	Date: 2/6/19		
<input type="checkbox"/> The Committee is reconsidering its previous decision on this measure. If so, then the previous decision was to: _____				
The Recommendation is: <input type="checkbox"/> Pass, unamended 2312 <input checked="" type="checkbox"/> Pass, with amendments 2311 <input type="checkbox"/> Hold 2310 <input type="checkbox"/> Recommit 2313				
Members	Aye	Aye (WR)	Nay	Excused
KIDANI, Michelle N. (C)	✓			
KIM, Donna Mercado (VC)		✓		
DELA CRUZ, Donovan M.				✓
KANUHA, Dru Mamo	/			
FEVELLA, Kurt	/			
TOTAL	3	1		1
Recommendation: <input checked="" type="checkbox"/> Adopted <input type="checkbox"/> Not Adopted				
Chair's or Designee's Signature: 				
Distribution: Original Yellow Pink Goldenrod File with Committee Report Clerk's Office Drafting Agency Committee File Copy				

*Only one measure per Record of Votes