

JAN 21 2022

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# A BILL FOR AN ACT

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RELATING TO TEACHER COMPENSATION.

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

1       SECTION 1. The legislature finds that teachers are one of  
2 the State's most important resources. Teachers provide to  
3 children the power of education. Knowledge and education are  
4 the basis for all things that can be accomplished in life, and  
5 provide the tools for creating a better and brighter future.  
6 The legislature recognizes that the future of Hawaii is in the  
7 hands of its children and their futures are, in no small part,  
8 in the hands of their teachers.

9       The legislature further finds that, despite their critical  
10 function, Hawaii's teacher salaries are among the lowest in the  
11 nation when adjusted for the State's high cost of living. In  
12 addition, teachers are not paid commensurately with their years  
13 of experience. This compression in salary schedules also leads  
14 to an exodus from the profession. This is a matter of statewide  
15 concern.

16       The legislature acknowledges that the contract between the  
17 Hawaii state teachers association and the board of education



1 that is effective from July 1, 2021, through June 30, 2023,  
2 (contract), provides pay raises to certain teachers. While this  
3 is a step in the right direction, it is not enough to resolve  
4 the statewide issue of a shortage of qualified teachers, to  
5 which low pay substantially contributes.

6 Accordingly, the purpose of this Act is to fund pay raises,  
7 commensurate with the raises afforded under the negotiated  
8 contract, for those teachers who do not receive pay raises under  
9 the contract.

10 SECTION 2. There is appropriated out of the general  
11 revenues of the State of Hawaii the sum of \$ or so  
12 much thereof as may be necessary for fiscal year 2022-2023 to  
13 address compensation equity issues and make salary adjustments  
14 for teachers not receiving a pay increase under the contract  
15 between the Hawaii state teachers association and the board of  
16 education that is effective from July 1, 2021, through June 30,  
17 2023; provided that the moneys shall not be released until a  
18 memorandum of understanding is executed between the  
19 superintendent of education and the exclusive representative of  
20 collective bargaining unit (5) regarding the salary adjustments.





# S.B. NO. 2632

**Report Title:**

Department of Education; Charter Schools; Teacher Compensation;  
Salary Compression; Appropriation

**Description:**

Makes an appropriation to fund pay raises for certain teachers.

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