

JAN 25 2023

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# A BILL FOR AN ACT

RELATING TO SUBSTITUTE TEACHERS.

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

1           SECTION 1. The legislature finds that there is a critical  
2 shortage of teachers within the department of education and  
3 because of this shortage, substitute teachers have become an  
4 essential part of the education system and school community.

5 Further, the legislature also finds that having teacher  
6 continuity within the school stabilizes the classroom and allows  
7 for students to create bonds with the adults educating them.

8           The legislature also finds that substitute teachers are  
9 often asked to take on the responsibilities of teachers when  
10 they fill a position on a long-term basis. Additionally, the  
11 legislature further finds that many substitute teachers decline  
12 the offer for long term positions due to the added work required  
13 such as creating lesson plans.

14           Accordingly, the purpose of this Act is to incentivize  
15 substitute teachers to fill these long-term positions by raising  
16 long-term substitute teacher salaries to be commensurate with



1 their placement in Class I, II, or III to reflect the additional  
2 responsibilities required.

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

5 "**§302A-624 Teachers' salary schedule.** (a) The salary  
6 schedule for all teachers of the department shall be negotiated  
7 pursuant to section 89-9.

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

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

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

18 (3) Any credit earned in excess of any three-year credit  
19 requirement may not be carried over beyond the three-  
20 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) In case of promotion from a teaching position to an  
5           educational officer, the employee shall receive compensation at  
6           the lowest step of the higher grade that exceeds the employee's  
7           existing compensation by at least eight per cent if [such] a  
8           step exists.

9           (d) Effective July 1, 2006, the minimum hourly or minimum  
10          per diem rate for substitute teachers who work no greater than  
11          eighty-nine days shall be determined by the legislature as  
12          follows; provided that any individual in Class I, II, or III who  
13          works less than a full seven-hour work day shall be compensated  
14          on a pro-rated, hourly basis:

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

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



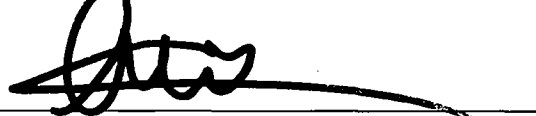
1           (3) Class III: department of education teachers, or  
 2           licensed or highly qualified teachers, shall be  
 3           compensated at a rate of not less than \$147 for a full  
 4           work day.

5           (e) Effective July 1, 2023, any substitute teacher who  
 6 works ninety days or more shall receive compensation equivalent  
 7 to the daily rate for an entry level teacher salary commensurate  
 8 with their placement in Class I, II, or III.

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

16           SECTION 3. Statutory material to be repealed is bracketed  
 17 and stricken. New statutory material is underscored.

18           SECTION 4. This Act shall take effect on July 1, 2023.

19  
 INTRODUCED BY: 



# S.B. NO. 1251

**Report Title:**

Teachers' Salary Schedule; Temporary Teachers; Substitute Teachers; Department of Education

**Description:**

Beginning July 1, 2023, requires substitute teachers who work ninety days or more to be compensated equivalent to the daily rate for an entry-level teacher salary commensurate with their placement in Class I, II, or III.

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

