

MAR 08 2024

SENATE CONCURRENT RESOLUTION

URGING THE DEPARTMENT OF EDUCATION TO STUDY THE IMPACT OF
TEACHER SALARY STEP MOVEMENTS ON SALARY SCHEDULE
COMPRESSION.

1 WHEREAS, the salary schedule for Hawaii public school
2 teachers includes steps that should reflect years of experience;
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5 WHEREAS, teacher salary step movements play a crucial role
6 in determining the career progression of educators and their
7 compensation within the Hawaii public school system; and
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9 WHEREAS, teachers have not always been provided with
10 regular step movements, with a result that some teachers having
11 decades of experience earn no more than a teacher having
12 significantly fewer years of experience; and
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14 WHEREAS, as a result, very experienced teachers are
15 "compressed" onto the same step as teachers having significantly
16 less experience, a situation commonly described as "salary
17 schedule compression"; and
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19 WHEREAS, salary schedule compression has been identified as
20 an issue affecting the retention and morale of educators in
21 Hawaii; and
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23 WHEREAS, a comprehensive study analyzing the impact of
24 teacher salary step movements on salary schedule compression is
25 essential to making informed policy decisions and ensuring fair
26 and competitive compensation for teachers; now, therefore,
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28 BE IT RESOLVED by the Senate of the Thirty-second
29 Legislature of the State of Hawaii, Regular Session of 2024, the
30 House of Representatives concurring, that the Department of
31 Education is urged to conduct a thorough study on the impact of



1 teacher salary step movements on salary schedule compression
2 within the State's public education system; and

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4 BE IT FURTHER RESOLVED that the study:

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6 (1) Analyze current salary structures;
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8 (2) Analyze the impact of step movements on salary
9 schedule compression; and
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11 (3) Make recommendations to improve teacher retention and
12 satisfaction by mitigating the negative impacts of
13 salary schedule compression through step movements;
14 and
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16 BE IT FURTHER RESOLVED that the Department of Education is
17 requested to collaborate with the Board of Education, Hawaii
18 State Teachers Association, Department of Human Resources
19 Development, and relevant stakeholders to ensure a comprehensive
20 assessment; and
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22 BE IT FURTHER RESOLVED that the Department of Education is
23 requested to submit a report of its findings and
24 recommendations, including any proposed legislation, to the
25 Legislature no later than twenty days prior to the convening of
26 the Regular Session of 2025; and
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28 BE IT FURTHER RESOLVED that certified copies of this
29 Concurrent Resolution be transmitted to the Chairperson of the
30 Board of Education, Superintendent of Education, and President
31 of the Hawaii State Teachers Association.
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OFFERED BY: _____

