



STATE OF HAWAII  
DEPARTMENT OF EDUCATION  
KA 'OIHANA HO'ONA'AUAO  
P.O. BOX 2360  
HONOLULU, HAWAII 96804

**Date:** 04/11/2024

**Time:** 02:01 PM

**Location:** 309 VIA VIDEOCONFERENCE

**Committee:** House Education

**Department:** Education

**Person Testifying:** Keith T. Hayashi, Superintendent of Education

**Resolution Title:** SCR 0142, SD1 URGING THE DEPARTMENT OF EDUCATION TO STUDY THE IMPACT OF TEACHER SALARY STEP MOVEMENTS ON SALARY SCHEDULE COMPRESSION.

**Department's Position:**

The Hawaii State Department of Education (Department) provides comments regarding SCR 142, SD 1, which urges the Department to study the impact of teacher salary step movements on salary schedule compression.

The Department recognizes that having a teacher salary that is competitive with other school districts of similar sizes and responsibilities is an important recruitment and retention tool.

However, the Department has already conducted a teacher salary study on January 20, 2020, which provided recommendations on improving the competitiveness of teacher salaries. Furthermore, one of the issues that emerged from the study was teacher compression. Since that time the Department has collaborated with multiple stakeholders in coming to agreement and funding (in the amount of at least \$55M) to address teacher salary compression.

The Department believes that employee compensation is more appropriately the subject of collective bargaining.

Thank you for the opportunity to provide testimony on SCR 142, SD1.



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## TESTIMONY TO THE HAWAII HOUSE COMMITTEE ON EDUCATION

Item: **SCR142 SD1 - Urging the DOE to study the impact of teacher salary step movements on salary schedule compression**

Position: **Support**

Hearing: **April 11, 2024, 2:01 p.m., Conference Room 309**

Submitter: **Osa Tui, Jr. – President, Hawai'i State Teachers Association**

Chair Woodson, Vice Chair La Chica, and members of the committee,

The Hawai'i State Teachers Association **supports** SCR142 SD1 which urges the Department of Education to conduct a thorough study on the impact of teacher salary step movements on salary schedule compression within the State's public education system, analyze current salary structures, analyze the impact of step movements on salary schedule compression, and make recommendations to improve teacher retention and satisfaction by mitigating the negative impacts of salary schedule compression through step movements.

When the long festering salary compression for Bargaining Unit 5 was addressed by the legislature and governor in 2022, thousands of Hawai'i educators were able to make ends meet and continue in the profession at a time when educators nationwide were leaving in droves. Without a meaningful look at the Unit 5 salary structure, the issue of salary compression is very likely to return again. During the bargaining process, oftentimes money is the last thing to be discussed and is right up on legislative funding deadlines. The ability to have in-depth discussions on the subject of salaries at the bargaining table are difficult and this resolution would be able to lay groundwork for future bargaining.

It should be noted that Article XX of the current Unit 5 collective bargaining agreement has language that states:

*The parties recognize that annual incremental step movements are a viable recruiting and retention tool. Teachers who are not at the top of the salary schedule and who have effective evaluations shall move to the next highest step of the corresponding class at the beginning of each school year. Annual incremental step movements are subject to funding.*

The Hawai'i State Teachers Association asks your committee to **support** this resolution.