



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

**Date:** 01/28/2025

**Time:** 02:00 PM

**Location:** 309 VIA VIDEOCONFERENCE

**Committee:** House Education

**Department:** Education

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

**Bill Title:** HB 0841 RELATING TO RETIRED TEACHERS.

**Purpose of Bill:** Requires retirants rehired as teachers or administrators in teacher shortage areas or in difficult-to-fill positions to be paid at least the minimum salary for their experience and qualifications. Prohibits rehired retirants from receiving additional employment benefits. Directs the Department of Education to adopt rules to identify teacher shortage areas and difficult-to-fill positions.

**Department's Position:**

The Hawaii State Department of Education (Department) appreciates the opportunity to comment on HB 841 regarding retired teachers.

HB 841, Section 1 (d) (5) expands eligibility to include "difficult-to-fill positions." While some teaching positions may not be in traditionally hard-to-staff areas, they can still be challenging to fill.

Re-employing qualified retirees who want to return to teaching could help to address staffing gaps.

The Department recommends removing Section 1 (d) (5) (D). Under current practice, all teachers who return to service with the Department receive compensation at their previous salary level.

Additionally, the Department seeks clarification on Section 1 (d) (5) (E) concerning employment benefits. As Bargaining Unit 05 members, teachers receive specific benefits through their collective bargaining agreement. The bill should specify which benefits would not be available to returning retirees to ensure proper implementation and avoid potential conflicts with existing contracts.

Thank you for the opportunity to provide testimony on HB 841.



1200 Ala Kapuna Street • Honolulu, Hawai'i 96819  
Tel: (808) 833-2711 • Fax: (808) 839-7106 • Web: www.hsta.org

**Osa Tui, Jr.**  
President  
**Logan Okita**  
Vice President  
**Cheney Kaku**  
Secretary-Treasurer  
**Ann Mahi**  
Executive Director

## TESTIMONY TO THE HAWAI'I HOUSE COMMITTEE ON EDUCATION

**Item: HB 841 – Relating to Retired Teachers**

**Position: Support with amendments**

**Hearing: Tuesday, January 28, 2025, 2:00 pm, Room 309**

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

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

The Hawai'i State Teachers Association (HSTA) **supports** HB 841 with amendments, which allows retired teachers to return to work in teacher shortage areas or difficult-to-fill positions.

As you know, Hawai'i has a severe teacher shortage. We need an estimated 1,200 to 1,500 new teachers every year. This shortage is especially predominant in certain subject areas, such as special education, Hawaiian language, and STEM fields.

We believe many qualified teachers who have retired would consider returning to work. HB 841 would remove barriers and allow these experienced educators to return to the classroom. This would help to improve the quality of education in Hawai'i and reduce the workload of current teachers.

We would like to suggest an amendment to HB 841. The bill currently requires retired teachers to have been out of the workforce for 12 months before they can return to work. Due to our critical teacher shortage, we recommend that the 12-month requirement be eliminated.

We recommend passage of HB 841 with our suggested amendment.

Mahalo.