

ACT 174

A Bill for an Act Relating to Compensation of Teachers and Educational Officers of the Department of Education and Making Appropriations Therefor.

Be it Enacted by the Legislature of the State of Hawaii:

SECTION 1. Part III, Chapter 38, Revised Laws of Hawaii 1955, as amended, is hereby further amended in the following respects:

(A) By amending sections 38-30 to 38-31.5 to read as follows:

“Sec. 38-30. Definitions; classification.

(a) The terms used in this part shall have the following meanings unless the context otherwise indicates.

‘Board’ refers to the board of education.

‘Department’ refers to the department of education.

‘Educational officers’ refers to principals, vice principals and professional employees of the state and district offices of the department except those in the classified service.

'Existing schedule' refers to the salary schedule existing prior to the enactment of this act.

'Incumbent educational officers' refers to educational officers presently in service or on authorized leaves from the department.

'Incumbent teachers' refers to teachers presently in service or on authorized leaves from the department.

'New schedule' refers to the integrated salary schedule set forth in this chapter.

(b) The designation of any teacher or educational officer to any given class shall be determined by the department in accordance with its certification requirements.

(c) Teachers shall be classified as follows:

(1) A Class I teacher is any teacher who holds a certificate issued by the department and who does not qualify as a Class II, III, IV or V teacher as described below.

(2) A Class II teacher is any teacher who holds a certificate issued by the department based upon four acceptable years of college education and other requirements as may be established by the department.

(3) A Class III teacher is any teacher who holds a certificate issued by the department based upon five acceptable years of college education and other requirements as may be established by the department.

(4) A Class IV teacher is any teacher who holds a certificate issued by the department based upon five acceptable years of college education and fifteen additional credits approved by the department and other requirements as may be established by the department.

(5) A Class V teacher is any teacher who holds a certificate issued by the department based upon five acceptable years of college education and thirty additional credits approved by the department and other requirements as may be established by the department.

(6) A vocational agriculture Class I teacher is any teacher in Class I who is teaching vocational agriculture.

(7) A vocational agriculture Class II teacher is any teacher in Class II who is teaching vocational agriculture.

(8) A vocational agriculture Class III teacher is any teacher in Class III who is teaching vocational agriculture.

(9) A vocational agriculture Class IV teacher is any teacher in Class IV who is teaching vocational agriculture.

(10) A vocational agriculture Class V teacher is any teacher in Class V who is teaching vocational agriculture.

(11) A technical school Class I teacher is any teacher in Class I or with equivalent qualifications as determined by the department who is teaching technical school courses.

(12) A technical school Class II teacher is any teacher in Class II or with equivalent qualifications as determined by the department who is teaching technical school courses.

(13) A technical school Class III teacher is any teacher in Class III or with equivalent qualifications as determined by the department who is teaching technical school courses.

(14) A technical school Class IV teacher is any teacher in Class IV or with equivalent qualifications as determined by the department who is teaching technical school courses.

(15) A technical school Class V teacher is any teacher in Class V or with equivalent qualifications as determined by the department who is teaching technical school courses.

(d) Any teacher teaching technical school courses who is transferred to a community college under the jurisdiction of the Board of Regents of the University of Hawaii shall not suffer any loss of salary, seniority, prior service credit, vacation, sick leave or other employee benefit or privilege.

(e) Educational officers shall be classified according to their duties and responsibilities and shall meet such requirements as may be determined by the department. Any educational officer who does not meet the requirements of the department may continue to serve in his position, but shall not be advanced to a higher position until he meets the requirements for the higher position.

(1) Principals and vice-principals shall be further classified on the basis of the number of pupils under their supervision as follows:

	Number of Pupils Under Supervision
Principal I	1 - 399
Principal II	400 - 749
Principal III	750 - 1249
Principal IV	1250 - 1649
Principal V	1650 - 1999
Principal VI	2000 and over
Vice-Principal I*	750 - 1249
Vice-Principal II	1250 - 1649
Vice-Principal III	1650 - 1999
Vice-Principal IV	2000 and over

*Under special circumstances the department may appoint a vice-principal to a school which has less than 750 students; provided that appropriations are available.

(2) Principals of technical schools and adult community schools shall be classified under subsection (1) above according to student enrollment, which shall be the product of the number of students multiplied by the following index numbers:

Technical School (regular day)	Index 2
Technical Evening School	Index 1
Adult Community Schools	Index 1

(3) Principals of special schools shall be classified as follows:

Diamond Head School	Principal IV
Lahainaluna School	Principal IV
Olomana School	Principal III
Hoomana School	Principal III
Pohukaina School	Principal III
Linekona School	Principal III

(4) Where there is more than one vice-principal assigned to a school, the second vice-principal shall be classified as Vice-Principal I.”

“Sec. 38-30.5 Salary ranges; teachers, educational officers. Salary ranges for teachers and educational officers of the department shall be subject to the requirements of sections 38-30, 38-31 and 38-31.5 and shall be as follows:

POSITIONS	DEPARTMENT OF EDUCATION SALARY RANGE	
Teachers	Class I	DOESR 1
	Class II	DOESR 3
	Class III	DOESR 5
	Class IV	DOESR 6
	Class V	DOESR 7
Vocational Agriculture Teachers	Class 1	DOESR 5
	Class II	DOESR 7
	Class III	DOESR 9
	Class IV	DOESR 10
	Class V	DOESR 11
Technical School Teachers	Class I	DOESR 4
	Class II	DOESR 6
	Class III	DOESR 8
	Class IV	DOESR 9
	Class V	DOESR 10
Vice-Principal I		DOESR 7
Vice-Principal II		DOESR 8
Vice-Principal III		DOESR 9
Vice-Principal IV		DOESR 10
Principal I		DOESR 9
Principal II		DOESR 10
Principal III		DOESR 11
Principal IV		DOESR 12
Principal V		DOESR 13
Principal VI		DOESR 14
Curriculum Specialist I		DOESR 12
District Staff Specialist and Curriculum Specialist II		DOESR 13
State Staff and Program Specialist I		DOESR 13
State Staff and Program Specialist II		DOESR 14
State Program Administrator/Psychologist		DOESR 15
State Program Director		DOESR 17
Deputy District Superintendent I		DOESR 15
Deputy District Superintendent II		DOESR 16
District Superintendent I		DOESR 18
District Superintendent II		DOESR 19
Assistant Superintendent		DOESR 20

All DOESR salary ranges not indicated above are presently unoccupied.”

“Sec. 38-31. Teachers and educational officers salary schedule. (a)
The integrated salary schedule hereby established shall apply to all teachers and educational officers of the department effective January 1, 1966, and shall be as follows:

DEPARTMENT OF EDUCATION
INTEGRATED SALARY SCHEDULE

Symbols:
B--Basic
I--Incentive

Salary Range	Increment Steps								Longevity Steps (\$ yrs. ea.)			
	1	2	3	4	5	6	7	8	9	L-1	L-2	L-3
I 1 B	4,330	4,547	4,774	5,013	5,264	5,527	5,803	6,093	6,398	6,718	7,054	7,407
I 1 I	4,834	5,076	5,330	5,597	5,877	6,171	6,480	6,804	7,144	7,501	7,876	8,270
2 B	4,547	4,774	5,013	5,264	5,527	5,803	6,093	6,398	6,718	7,054	7,407	7,777
2 I	5,076	5,330	5,597	5,877	6,171	6,480	6,804	7,144	7,501	7,876	8,270	8,684
II 3 B	4,774	5,013	5,264	5,527	5,803	6,093	6,398	6,718	7,054	7,407	7,777	8,166
3 I	5,330	5,597	5,877	6,171	6,480	6,804	7,144	7,501	7,876	8,270	8,684	9,118
4 B	5,013	5,264	5,527	5,803	6,093	6,398	6,718	7,054	7,407	7,777	8,166	8,574
4 I	5,597	5,877	6,171	6,480	6,804	7,144	7,501	7,876	8,270	8,684	9,118	9,574
III 5 B	5,264	5,527	5,803	6,093	6,398	6,718	7,054	7,407	7,777	8,166	8,574	9,003
5 I	5,877	6,171	6,480	6,804	7,144	7,501	7,876	8,270	8,684	9,118	9,574	10,053
IV 6 B	5,527	5,803	6,093	6,398	6,718	7,054	7,407	7,777	8,166	8,574	9,003	9,453
6 I	6,171	6,480	6,804	7,144	7,501	7,876	8,270	8,684	9,118	9,574	10,053	10,556
V 7 B	5,803	6,093	6,398	6,718	7,054	7,407	7,777	8,166	8,574	9,003	9,453	9,926
7 I	6,480	6,804	7,144	7,501	7,876	8,270	8,684	9,118	9,574	10,053	10,556	11,084
8 B	6,093	6,398	6,718	7,054	7,407	7,777	8,166	8,574	9,003	9,453	9,926	10,422
8 I	6,804	7,144	7,501	7,876	8,270	8,684	9,118	9,574	10,053	10,556	11,084	11,638
9 B	6,398	6,718	7,054	7,407	7,777	8,166	8,574	9,003	9,453	9,926	10,422	10,943
9 I	7,144	7,501	7,876	8,270	8,684	9,118	9,574	10,053	10,556	11,084	11,638	12,220
10 B	6,718	7,054	7,407	7,777	8,166	8,574	9,003	9,453	9,926	10,422	10,943	11,490
10 I	7,501	7,876	8,270	8,684	9,118	9,574	10,053	10,556	11,084	11,638	12,220	12,831
11	7,876	8,270	8,684	9,118	9,574	10,053	10,556	11,084	11,638	12,220	12,831	13,473
12	8,270	8,684	9,118	9,574	10,053	10,556	11,084	11,638	12,220	12,831	13,473	14,147
13	8,684	9,118	9,574	10,053	10,556	11,084	11,638	12,220	12,831	13,473	14,147	14,854
14	9,118	9,574	10,053	10,556	11,084	11,638	12,220	12,831	13,473	14,147	14,854	15,597
15	10,053	10,556	11,084	11,638	12,220	12,831	13,473	14,147	14,854	15,597	16,377	17,196
16	10,556	11,084	11,638	12,220	12,831	13,473	14,147	14,854	15,597	16,377	17,196	18,056
17	11,084	11,638	12,220	12,831	13,473	14,147	14,854	15,597	16,377	17,196	18,056	18,959
18	11,638	12,220	12,831	13,473	14,147	14,854	15,597	16,377	17,196	18,056	18,959	19,907
19	12,220	12,831	13,473	14,147	14,854	15,597	16,377	17,196	18,056	18,959	19,907	20,902
20	12,831	13,473	14,147	14,854	15,597	16,377	17,196	18,056	18,959	19,907	20,902	

Note 1: Basic and incentive plans apply to teachers only.

Note 2: Teachers and educational officers must complete three (3) years to qualify for longevity step increments.

(b) Only teachers may elect either the basic or incentive plan. Teachers not qualifying for the incentive plan are placed on the basic plan. To qualify for the incentive plan, teachers must meet the following requirements:

(1) Any teacher who has earned five approved credits between June 1, 1961 and December 31, 1965 or two approved credits between June 1, 1965 and December 31, 1965 may elect the incentive plan. Any teacher not meeting one of these requirements shall be placed on the basic plan and may elect the incentive plan only after having earned two approved credits within the periods established by the department, and can be placed on the incentive plan only at the beginning of the school year in September. No credits earned prior to qualifying for the incentive plan can be used to meet the annual and three-year credit requirements under subsection (2) below unless otherwise authorized by the department.

Any teacher entering service with the department for the first time after September 1, 1965 who has completed his college education within twelve months prior to his service may elect the incentive plan.

(2) Unless otherwise authorized by the department the following shall apply:

(i) Any teacher electing the incentive plan must earn at least five credits within the next three years and at least one credit by August 31 of each year while on the incentive plan in order to receive increment of longevity step increases in the succeeding year.

(ii) Credits earned in one year in excess of such year's one-credit requirement may be carried over to meet the succeeding years' credit requirement and the three-year credit requirement; provided that any credits earned in excess of any three-year credit requirement may not be carried over beyond such three-year cycle.

(iii) A teacher who fails to meet these requirements shall be placed in the appropriate salary range and step of the basic plan for the succeeding year and shall be allowed to return to the incentive plan only after having earned as many credits as may be required by the department.

(iv) In order to remain on the incentive plan after completion of the first three-year cycle, a teacher must meet the same credit requirements in each subsequent three-year cycle.

(3) Credits earned to qualify for the incentive plan and credits earned to meet the requirements of the incentive plan may be used in determining the classification of teachers, within the limitations set forth by the department.

(c) Unless otherwise authorized by the department, educational officers on a ten-month work year must meet the following requirements:

(1) Any principal, vice-principal or other educational officer on a ten-month work year must earn at least six credits within three years after September 1, 1965 and at least one credit by August 31 of each year in order to receive increment or longevity step increases in the succeeding years.

(2) Credits earned in one year in excess of such year's one-credit requirement may be carried over to meet the succeeding years' credit requirement and the three-year credit requirement; provided that any credits earned in excess of any three-year credit requirement may not be carried over beyond such three-year cycle.

(3) In order to continue to receive increment or longevity step increases after the completion of any three-year cycle, such educational officer must meet the same credit requirements in each subsequent three-year cycle.

Any educational officer on a ten-month work year who fails to meet the foregoing requirements shall not be eligible for any increment or longevity step increases and may be removed from his position if he fails to earn the required credits for three consecutive years notwithstanding any other provisions of law to the contrary.

(d) Credits earned can be in the form of in-service, university or other credits approved by the department.

(e) Incumbent teachers shall be converted from the existing schedule to the new salary schedule on January 1, 1966 in the following manner:

(1) Incumbent teachers who are not in the maximum increment step under the existing schedule shall be placed in the appropriate salary range and increment step in the new schedule.

(2) Incumbent teachers who are in the maximum increment step for less than three years under the existing schedule as of September 1, 1965 shall be placed in the maximum increment step of the appropriate salary range in the new schedule, and incumbent teachers who are in the maximum increment step for at least three years under the existing schedule as of September 1, 1965 shall be placed in longevity step 1 in the new schedule.

(3) Incumbent teachers presently in any longevity step under the existing schedule shall be placed in the maximum increment step or in any appropriate longevity step under the new schedule that will provide for a salary increase.

(f) Educational officers shall be converted from the existing schedule to the new salary schedule on January 1, 1966 in the following manner:

(1) Incumbent educational officers who are not in the maximum increment step under the existing schedule shall be placed in the appropriate salary range and increment step in the new schedule; provided that if upon conversion the salary increase of any such officer other than those presently covered by section 38-34.5(a) in Act 28, section 11, Session Laws of Hawaii 1962, as amended by Act 193, section 22, Session Laws of Hawaii 1963, is less than ten per cent of his salary under the existing schedule, such officer shall be placed in the next higher increment step that will provide for a minimum increase of ten per cent.

(2) Incumbent educational officers who are in the maximum increment step or in any longevity step under the existing schedule other than those presently covered by section 38-34.5(a) in Act 28,

section 11, Session Laws of Hawaii 1962, as amended by Act 193, section 22, Session Laws of Hawaii 1963, shall be placed in the appropriate increment or longevity step under the new schedule that will provide for a minimum increase of ten per cent.

(g) Effective January 1, 1966, any teacher who becomes an educational officer shall be placed in the appropriate increment step and salary range exceeding his existing rate of compensation as a teacher.

(h) Effective January 1, 1966, substitute teachers shall be paid as follows:

Class I	\$16.00 per day
Class II	19.00 per day
Class III	23.00 per day."

"Sec. 38-31.5. Salary increases; annual, longevity.

(a) Teachers and educational officers who have completed a year's satisfactory service and who have complied with the other requirements of this chapter shall be entitled to an annual increment.

(b) Teachers and educational officers who have served satisfactorily for three years in their maximum increment step or in any longevity step and who have complied with the other requirements of this chapter shall receive longevity step increases."

(B) By amending section 38-33 to read as follows:

"Sec. 38-33. Change in classification. Any teacher who qualifies for a higher class shall be transferred to such higher class as of the beginning of the next school year and shall receive the salary at the appropriate step and range of such higher class."

(C) By amending section 38-34.5 to read as follows:

"Sec. 38-34.5. Educational officers; demotion, transfers, reduction in enrollment. Any educational officer demoted to a position in a lower salary range shall continue to be paid his previous salary for the first year of his demotion, after which time he shall be compensated at the appropriate step in the salary range to which he has been demoted. Unless otherwise provided by the department, any educational officer who is transferred to a position in a lower salary range or who is in a school in which the student enrollment has declined to a number that would place him in a lower classification shall continue to be paid at his same salary range."

(D) By adding another section to be appropriately numbered and to read as follows:

"Sec. 38- . Additional benefits to certain teachers. The department shall provide additional benefits to grade level chairmen, department heads, registrars, and librarians in schools. The department shall also provide additional benefits to teachers assigned to schools in areas designated as limited environment communities by the department."

SECTION 2. There is hereby appropriated from the general revenues of the State the sum of \$5,985,463, or so much thereof as may be necessary, to carry out the purposes of this Act.

SECTION 3. This Act shall take effect on January 1, 1966.

(Approved June 24, 1965.) S.B. 721.