

**ACT 274**

S.B. NO. 686

A Bill for an Act Relating to Educational Assistants.

*Be It Enacted by the Legislature of the State of Hawaii:*

SECTION 1. A career ladder program is a salary structure developed for educational assistants who meet the specific job requirements based on specific training, job performance, and years of experience as an educational assistant. The career ladder program recognizes training as a means to advance in salary. The goal

of the career ladder program is to attract, retain, and reward high-quality educational assistants by:

- (1) Providing opportunities for professional growth;
- (2) Enhancing education to improve student achievement; and
- (3) Providing incentives, a salary supplement, and a career advancement program.

With the reauthorization of the Individuals with Disabilities Education Act, and the requirements set forth in the No Child Left Behind Act, the department of education is responsible for the development of staff training programs and opportunities to meet these demands.

The purpose of this Act is to require the department of education to submit a report on educational assistants and the class levels to be established including a career ladder program and other career ladder enhancements, the number of affected employees, and the cost of implementing repricing of current class levels and a career ladder program.

**SECTION 2.** The department of education shall submit a report to the legislature no later than twenty days prior to the convening of the regular session of 2008 on a career ladder program for educational assistants that includes:

- (1) Repricing class levels and a career ladder program, and other career ladder enhancements;
- (2) The number of employees affected by repricing and a career ladder program; and
- (3) The cost of implementing repricing and a career ladder program for educational assistants.

**SECTION 3.** This Act shall take effect on July 1, 2007.

(Became law on July 10, 2007, without the Governor's signature, pursuant to Art. III, §16, State Constitution.)