Teacher Salary Modernization Project
The teacher shortage impacting school districts nationwide is a multifaceted challenge affecting the educator pipeline. Contributing factors include lower enrollment rates in teacher certification programs, salary scales that have not kept up with inflation and professions comparable to teaching, and high turnover from teachers leaving the state or retiring en masse.

Our public school haumana, especially our most vulnerable, high-need children, are feeling the brunt of the impact. The situation called for a bold solution, and we took action.

Teacher Salary Modernization

Phase 1:
On Jan. 7, 2020, a pay differential was implemented to increase compensation for classroom teachers in areas with the most severe shortages – special education, Hawaiian language immersion programs, and hard-to-staff geographic locations.

The effective date was scheduled around a crucial period when teachers have the option to transfer to a new position or school known as the Teacher Assignment and Transfer Program (TATP). This will allow the Department to evaluate the effectiveness of the first phase as early as spring 2020.

<table>
<thead>
<tr>
<th>Category (10-month-classroom teachers)</th>
<th>Differential</th>
</tr>
</thead>
<tbody>
<tr>
<td>Special education</td>
<td>$10,000</td>
</tr>
<tr>
<td>Hawaiian language immersion</td>
<td>$8,000</td>
</tr>
<tr>
<td>Hard-to-staff Tier 1 (Kea’au and Pāhoa complexes)</td>
<td>$3,000</td>
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<tr>
<td>Hard-to-staff Tier 2 (Kealakehe, Kohala, Konawaena and Lahainaluna complexes)</td>
<td>$5,000</td>
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<tr>
<td>Hard-to-staff Tier 3 (Honokā‘a and Ka‘ū complexes)</td>
<td>$7,500</td>
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<tr>
<td>Hard-to-staff Tier 4 (Hāna, Lāna‘i, Moloka‘i, Nānākuli, and Wa‘ianae complexes. Also includes Olomana School and Hawai‘i School for the Deaf and the Blind)</td>
<td>$8,000</td>
</tr>
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Phase 2:
The Department is seeking legislative support to fund the second phase, which is an Experimental Modernization Project (EMP) addressing equity and compression in teacher salaries, pursuant to Hawai‘i Revised Statutes (HRS) §78-3.5.

The current distribution of teachers on each step of the salary schedule is inconsistent and compressed, contributing to senior teachers leaving the profession. In some cases, teachers on the same step can have a difference of 10 years of service. Current data show that 5,942 teachers with between 0 and 24 years of service are clustered between steps 9 and 11.

This phase will provide the Department with a strategic basis to initiate a discretionary pay adjustment to existing teachers where it is determined through analysis that a teacher's salary is less than and/or equal to less experienced teachers in comparable or similarly situated teaching positions.

The desired effective date to implement the compensation adjustment(s) for certain eligible teachers is the first day of the 2020-21 school year.

By the Numbers

Critical Teacher Vacancies
Source: eHR, 01/07/2020

- **SPECIAL EDUCATION**
  - Positions currently filled with qualified teacher: 1,730
  - Total eligible positions: 2,150
  - Filling rate: 78%

- **HARD-TO-STAFF**
  - Positions currently filled with qualified teacher: 2,113
  - Total eligible positions: 2,320
  - Filling rate: 88%

- **HAWAIIAN LANGUAGE IMMERSION**
  - Positions currently filled with qualified teacher: 83
  - Total eligible positions: 160
  - Filling rate: 52%

Total Cost
Numbers as of 01/07/2020. Please note, these numbers will fluctuate as the number of eligible positions change as administrators reclassify positions based on the needs of their students.

- **SALARY DIFFERENTIALS**
  - SY 19-20: $10.5M
  - SY 20-21: $26.5M

- **EQUITY & COMPRESSION**
  - SY 20-21: $46.0M
History of Hawai‘i’s Teacher Shortage

While Hawai‘i has 14 State Approved Teacher Education Programs (SATEP), the supply of teachers graduating in the state does not meet the demand to fill all teacher positions. Approximately 1,000 teachers leave each year, with nearly one third retiring.

HIDOE Recruitment & Retention Efforts

Grow Our Own Teachers: This initiative is a partnership with UH Manoa’s College of Education, offering a post-baccalaureate certificate in Teacher Education in Secondary Education to HIDOE employees with a full tuition subsidy.

Homes for Heroes: A product of the Joint Venture Education Forum, a cooperative partnership that provides the opportunity for our public school teachers to lease military housing, usually only available to active duty service members.

Induction & Mentoring for New Teachers: HIDOE’s revamped induction and mentoring programs provide a comprehensive, statewide effort to implement teacher induction standards to establish a common, higher, more consistent bar for quality. Since its inception, the three-year induction program has cut turnover and improve performance.

Out-of-state Teacher Recruitment: HIDOE regularly participates in education-related career fairs across the United States. In addition, the Department has recently begun its first-ever international recruitment efforts, with a focus on qualified teachers from the Philippines.

Refer a Friend: This new program offers HIDOE employees the opportunity to earn $500 per referral of a friend who ultimately becomes a full-time teacher. Those being referred must have completed a State Approved Teacher Education Program.

Talent Management Approach: In lieu of the traditional Human Resources framework, which focuses primarily on an employee’s transition in and out of an organization, HIDOE has made a concerted effort to focus on talent acquisition, development, and retention — the lifetime experience of an employee while in the organization. The Office of Human Resources was renamed the Office of Talent Management to reflect the new approach.

Teacher Academies: Several high schools across the state have created “Teacher Education Pathways.” These Career and Technical Education academies prepare students for a potential career in education. Students are paired with highly-qualified teaching professionals and given hands-on, real-world teaching experience usually reserved for college-level teaching candidates.

Troops to Teachers: This initiative is a military career transition program that helps eligible members of the armed forces begin new careers as K-12 public school teachers. The Department of Defense program facilitates veterans’ successful transition to a teaching career by providing counseling, financial and placement assistance for eligible service members and veterans.

**Note:** SPED SATEP is in any subject (not necessarily SPED)