

## GENERAL SALARY PROVISIONS

This salary schedule is based upon the 2017-2021 Collective Bargaining Agreement between the State of Hawaii Board of Education and the Hawaii State Teachers Association.

## MAXIMUM ENTRY CLASS

Teachers may enter the Salary Schedule at Classes II, III, or VII. Teachers who have not completed a state approved teacher education program shall enter at Step 1, and teachers who have completed a state approved teacher education program shall enter at Step 5 or Step 6. Teachers may enter at Class VII provided they have a Doctorate degree from an accredited institution recognized by the HIDEO, teach subject(s) in or related to the major of the Doctorate degree, and hold a valid Hawaii State teacher license. All requirements for initial salary classification must be met prior to the effective date of employment.

Annual salary for 10-month employees is earned at the daily rate for each scheduled work day, paid holidays and paid Winter and Spring vacation days. Salaries shall be paid over 24 equal semi-monthly pay periods except when adjustments are necessary because of absence without pay or partial work year or other good reason. Summer salary earnings shall be paid over the summer salary period according to School Code Regulation #5201.

Employees may be paid at Class II or III – Step 1 when official documentation of completion of a state approved teacher education program is not submitted to the HIDEO in a timely manner.

## PRIOR EXPERIENCE CREDIT

Experience must be officially verified before being credited and must have been in a recognized K-12 public or private school. Certain military experience, up to four (4) years, may also be used in combination with acceptable teaching experience for salary credit up to a maximum of six (6) years. The verification of experience credit must be by the former employer and must be received within the current school year.

## MOVEMENT TO A HIGHER CLASS (Reclassification)

Teachers on initial HIDEO appointments must remain in the entry level class for two (2) semesters prior to eligibility for movement to a higher class. After the initial two (2) semesters, teachers must serve one (1) semester time-in-class and complete the additional 15 credit requirement as determined by the HIDEO for the next higher class. These 15 credits must be earned after initial HIDEO employment and must be in education, and/or in the teacher's area of preparation, and/or in the subject area of teaching assignment. At least seven (7) of the 15 professional development and/or academic credits applied for reclassification shall be related to the Standards Based Instruction aligned to the school's Strategic Plan. A valid Hawaii State teacher license is required for Classes V, VI, and VII.

## MAXIMUM EMPLOYMENT FOR NON-LICENSED TEACHERS

Teachers who do not meet teacher licensing requirements may be employed on a temporary, year-to-year basis, for a maximum of three (3) school years, provided they actively pursue licensing requirements in each school year.

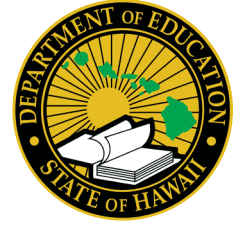
## PROBATION PERIOD

Teachers must serve a minimum of six (6) semesters as a probationary period. Every probationary teacher must complete at least two (2) consecutive annual overall ratings with a rating of Effective or better in their last two (2) years of probation in order to gain tenure within the six (6) semester probationary period. Teachers with a National Board Certification shall serve a probationary period of two (2) semesters in order to gain tenure. Teachers will become tenured teachers on the first working day after successfully completing their probation. To be eligible for probationary status, teachers must have an effective date of employment and a Hawaii State teacher license issued on or before the 24<sup>th</sup> working day of a semester, may not have more than 23 days of unpaid leave in a semester and must be on paid status at the end of a semester.

# TEACHERS' SALARY SCHEDULE

## ENTRY LEVELS FOR NEW EMPLOYEES

*Effective School Year 2020-2021*



Office of Talent Management • Personnel Management Branch  
Hawaii State Department of Education  
P.O. Box 2360 • Honolulu, Hawaii 96804

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# TEACHERS' GROSS ANNUAL SALARY SCHEDULE

Entry Level for Newly Hired Teachers to the Hawaii State Department of Education  
Effective School Year 2020-2021

## Teachers' Salary Schedule

This teachers' salary schedule applies to all newly hired teachers for the Hawaii State Department of Education (HIDOE). All salary steps are updated in accordance with the negotiated Collective Bargaining Agreement. Effective the first working day of the second quarter, salary amounts will reflect an across-the-board increase of 3.5 % as shown in the table below.

Years of Teaching Experience Prior to HIDOE	Class II Bachelor's		Class III Bachelor's + 30 or Master's		Class VII PhD or EdD	
	1 <sup>st</sup> Quarter	2 <sup>nd</sup> Quarter	1 <sup>st</sup> Quarter	2 <sup>nd</sup> Quarter	1 <sup>st</sup> Quarter	2 <sup>nd</sup> Quarter
* No SATEP 1	\$37,218	\$38,521	\$40,195	\$41,602		
** SATEP 5 (0-5 yrs)	\$49,100	\$50,819	\$53,028	\$54,884	\$63,228	\$65,441
6 (6 yrs)	\$50,574	\$52,344	\$54,619	\$56,530	\$65,126	\$67,405

\* No SATEP: Teachers who have not completed a state approved teacher education program (SATEP) enter at Step 1.

\*\* SATEP: Teachers who have completed a state approved teacher education program (SATEP) enter at Step 5 (0-5 yrs) or Step 6 (6 yrs). A maximum of six (6) years of officially verified non-HIDOE teaching experience in a recognized K-12 public or private school may be used towards step placement.

**NOTE: Requirements for initial salary classification must be met prior to the effective date of employment.**

### No SATEP Salary Classification

- Class II – Step 1: Hold a Bachelor's degree from an accredited institution recognized by the HIDOE.
- Class III – Step 1: Hold a Bachelor's degree from an accredited institution recognized by the HIDOE plus 30 semester credit hours earned subsequently or a Master's degree as determined by the HIDOE from an accredited institution recognized by the HIDOE. The 30 semester credit hours and/or the Master's degree must be in the subject area of teaching assignment.

### SATEP Salary Classification

- Class II – Step 5 or Step 6: Hold a Bachelor's degree from an accredited institution recognized by the HIDOE and shall have completed a SATEP.
- Class III – Step 5 or Step 6: Hold a Bachelor's degree from an accredited institution recognized by the HIDOE and shall have completed a SATEP plus 30 semester credit hours earned subsequently or a Master's degree as determined by the HIDOE from an accredited institution recognized by the HIDOE. The 30 semester credit hours and Master's degree must be in education, and/or in the teacher's area of preparation, and/or subject area of teaching assignment.

***Please note the SATEP could have been earned within the Bachelor's degree or subsequently. If earned subsequently, the credits or degree completed may be used to meet the 30 semester credit hours or Master's degree criteria.***

- Class VII – Step 5 or Step 6: Hold a Doctorate degree from an accredited institution recognized by the HIDOE, teach subject(s) in or related to the major of the Doctorate degree, and hold a valid Hawaii State teacher license.

***Please note a Doctorate degree is defined as a degree that is higher than a Master's degree and the highest possible degree within the education profession.***