



State of Hawai'i
Department of Education

Report on Teacher Salary Step Study

December 2024

Senate Concurrent Resolution No. 142 (2024) requires the Hawai'i State Department of Education to report on its analysis of the current salary structures, impact of step movements on salary schedule compression, and recommendations to mitigate the negative impacts of compression through step movements.

Teacher Salary Step Study

The lack of step movements for teachers in the past has resulted in the compression of teacher salaries and veteran teachers not being compensated for their years of service in the classroom. Equity and compression issues appeared to be impacting the ability of the Hawai'i State Department of Education (Department) to recruit and retain licensed tenured teachers who are essential in ensuring equitable access for all students. The Department had developed an implementation plan to address the equity and compression issues in current teacher salaries through salary adjustments pursuant to a funding proviso in Act 248 of the 2022 Session Laws of Hawai'i. The plan provides employer-initiated pay adjustments based on years of service in Bargaining Unit 05 (BU05), the bargaining unit for teachers.

The salary adjustments were applied to approximately 9,196 teachers in BU05 who were actively employed on the last teacher workday of the school year 2021-2022 and continued employment on the first teacher workday of the school year 2022-2023. Public charter school teachers were also eligible for pay adjustments to compensate for the teacher salary compression. The effective date of the salary adjustments for eligible teachers was retroactive to the first teacher workday of the school year 2022-2023.

The salary adjustment cost the Department \$55,020,913. The state budget passed in Act 248 during the 2022 Legislative Session included funding for these increases.

Subsequently, on April 23, 2024, the Senate Concurrent Resolution No. 142 passed, which requested a study on teacher compression and its subsequent impact, if any.

In October 2024, the Department initiated a procurement for professional services. This process involves several steps, including preparing a request for proposal, evaluating proposals, and negotiating and executing a contract. A typical procurement process for professional services can take up to nine months. However, the Department hopes to accelerate this timeline by selecting a vendor before the calendar year ends and executing a contract in January 2025. Following contract execution, we anticipate the vendor will require adequate time to collect and analyze data, consult with key stakeholders, and produce a preliminary report by mid to late summer 2025, with a final report expected in fall 2025.