The tentative settlement of the Hawaii State Teachers Association’s (HSTA) successor agreement includes a status quo renewal of all provisions (articles, addenda, and appendixes) of the July 1, 2017 – June 30, 2021, HSTA Collective Bargaining Agreement (CBA) with the following modifications:

**Contract Duration — Article XXVIII**

The contract duration will be two (2) years, effective July 1, 2021, through June 30, 2023.

**Rationale:** A two-year contract allows HSTA members to have stability for the next two years. **While it was discussed at the bargaining table, the parties did not agree to a contract reopener. The employer would only agree to a reopener in the second year if HSTA agreed to the possibility (should the state economy worsen) of pay cuts in the second year. The HSTA Negotiations Team felt that was too much of a risk to take during this time of economic uncertainty.**

**Salaries — Article XX**

Salary schedule stays status quo with no raises or pay cuts from July 1, 2021, to and
including June 30, 2023.

**Rationale:** Throughout the last year, the State of Hawaii has faced unprecedented reductions in state tax revenues, which directly impact the state’s ability to pay for public education as our state does not use property taxes to support schools. Gov. David Ige threatened furloughs as early as April 2020 and continued that threat through March of 2021. On top of the furlough threat, in negotiations, the employer sought a 9.23% pay cut plus the elimination of probationary bonuses, supplemental and hard-to-staff pay in the contract. The significant influx of federal COVID-19 relief money into the state is the ONLY reason we were able to stave off the furloughs and pay cuts. While the HSTA Negotiations Team would have loved to secure pay increases and even address the issue of salary compression, it was not an option in the current financial climate. Given the continued reduction in state tax revenue, the team felt it was more important to lock in and continue to maintain the current base salary rates for all teachers for the next two years.

**Salaries — Article XX — Section on Professional Development**

Improvements in the professional development language, providing more flexibility in the use of academic (university) credits for reclassification.

**Rationale:** Prior to the COVID-19 pandemic, the HSTA and HIDOE were working collaboratively on a pilot program to use education administration credits for reclassification and find ways to streamline the reclassification system to better support teachers’ professional development. This language will further improve the process and provide greater flexibility to administrators and teachers by allowing the use of university credits which may not be a specific part of a program of study leading to a degree, yet support the school design plan and or support other Department initiatives. This clarification supports a diversity of teachers’ training in areas such as science, technology, math, English learners, Hawaiian knowledge, and special education.

**Health Benefits — Employer Union Trust Fund (EUTF) — Article XXI**

The state will increase the employer’s contribution to medical and drug health premiums. [View the new contribution rates here](#).

**Effective July 1, 2021**

- Primary medical (medical, drug, and chiro) ($428.78-self; $1,041.40-two party; $1,327.70-family; 84.3% cap), other plans (e.g., dental, vision, dual coverage [medical & drug]) 60–40, except 100% life
- HSTA VB Primary medical (medical, drug, vision, and chiro) ($378.66-self; $916.72-two party; $1,168.42-family), other plans (i.e., vision, dental, supplemental dental) 60–40, except 100% life
Effective July 1, 2022

- Primary medical (medical, drug, and chiro) amounts based on 60% of total premium of HMSA 80–20 medical plan (with drug and chiro) provided dollar amount shall not exceed 84.3% of total premium, other plans (e.g., dental, vision, dual coverage [medical and drug]) 60–40, except 100% life.
- HSTA VB Primary medical amounts (medical, drug, vision and chiro) based on 60% of total premium of HMSA VB 80–20 plan bundle, other plans (e.g., vision, dental, supplemental dental) 60–40, except 100% life

Rationale: With the understanding that health premiums will continue to increase in the coming years, the bargaining team felt it was critical to have the employer continue to maintain their 60–40 split to help offset rising health premiums. The amounts are also the exact same offered and ratified by other bargaining units, the Employer has maintained a position that all state employees should have equity of contributions regardless of the bargaining unit. Please be sure to review the full chart outlining the EUTF contribution changes.

No Renewal of Appendix VI — Additional Professional Development Hours (21 hours)

This agreement does not include a renewal of the 21 hours of job-embedded professional development. This eliminates the required extra hours of work and the added compensation for the extra hours. Please click here to see the difference in your base salary (white blocks) and the added 21 hours of compensation (grey blocks).

Rationale: The funding for 21 hours has been an ongoing challenge for the last eight years. The HSTA has had to renegotiate the renewal of funding for the 21 hours every two years since the 2013–2017 contract. Membership surveys reflected that the majority of teachers continue to support a renewal of the 21 hours (with the pay and three PD credits.) Unfortunately, the funding for the 21 hours was not allocated by the 2021 Legislature, so the state (governor) was unwilling to agree to renew the cost of this provision. However, representatives of the HIDOE and BOE have expressed a desire to continue to pursue a way to renew the 21 hours. Should alternate and appropriate funding become available to the HIDOE, the HSTA and the employer may be able to reinstate the 21 hours at a future date.

Renewal of Appendixes I–V, VII–XI

This agreement renews all the other appendixes in the 2017–2021 contract, including
the following:

Appendix I — Grievance Form (page 89 of current contract)
**Rationale:** Maintain the current grievance form.

Appendix II — Ad Hoc Committee (page 90 of current contract)
**Rationale:** Maintain the current ability to utilize the Ad Hoc Committee for problem-solving of issues and concerns.

Appendix III — Exceptions to the Agreement (page 91 of current contract)
**Rationale:** Maintain the ability of schools to seek modifications to the contract.

Appendix IV — Teacher Evaluation (page 94 of current contract)
**Rationale:** Maintain contractual protections including the right of HSTA and teachers to have a say in the design and implementation of the teacher evaluation system through the EES Joint Committee. Maintain the requirement of an evaluation system that is fair, transparent, equitable, and comprehensive. Maintain the required EES orientation, training, and support for teachers. Ensure every evaluator continues to be properly trained and calibrated.

Appendix V — Expedited Appeals Process (page 102 of current contract)
**Rationale:** Maintain expedited appeals process allowing tenured teachers the ability to challenge a marginal Educator Evaluation System (EES) rating in an expedited manner over the summer.

Appendix VII — Recruitment/Retention Incentive for Hard to Staff Locations (page 109 of current contract)
**Rationale:** While the implementation of shortage differentials in January of 2020 by the HIDOE increased the compensation by more than $3,000 in some hard-to-staff areas, those shortage differentials are employer-driven and not part of the HSTA contract. This maintains the incentive and funding for the cost of the incentives for our charter teachers and ensures protections should the shortage differentials change.

Appendix VIII — Supplementary Pay (page 110 of current contract)
**Rationale:** Maintains all of the supplemental pay for individuals such as department heads, grade level chairs, librarians, and others.

Appendix IX — Licensing Fees (page 112 of current contract)
**Rationale:** Currently the state Legislature provides enough funding to the Hawaii Teacher Standards Board (HTSB) to allow for the licensing fee to be eliminated.
Should this change, this benefit is maintained for our members.

**Appendix X — Travel and Per Diem** (page 113 of current contract)

**Rationale:** Maintain the provision regarding travel and per diem rates.

**Appendix XI — English Language Learner (ELL)** (page 114 of current contract)

**Rationale:** Maintain the ELL Joint Committee to address English Learner issues.

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**Other Agreements**

In addition to the settlement agreement above, the parties have agreed to continue the discussion of the following non-cost items: use of gender-neutral terminology in the HSTA contract and creation of a Pilot Transfer Program Workgroup. The workgroup would discuss ways to improve the Teacher Assignment and Transfer Program (TATP). In particular, HSTA wants to increase year-round postings and transfer opportunities, including increasing opportunities for probationary teachers.