



PEARL CITY NEIGHBORHOOD BOARD NO. 21 <https://pearlcitynb.com/>

NEIGHBORHOOD COMMISSION • 925 DILLINGHAM BLVD, SUITE 160 • HONOLULU, HAWAII, 96817
PHONE (808) 768-3710 • FAX (808) 768-3711 • <http://www.honolulu.gov/nco>

*Chair Larry Veray, Vice-Chair Dion Mesta, Secretary Charmaine T. Doran, Treasurer Guy Inouye
Kuni Agard, Elayne Funakoshi, Jayden Liu, Lawrence Miyazono, Kelsey Poaha, Shanda Delos Reyes Tony Velasco*

RESOLUTION SUPPORTING INCREASED COMPENSATION FOR HAWAII TEACHERS.

WHEREAS, “*Children are the world's most valuable resource and its best hope for the future*”ⁱ; and

WHEREAS, educating our youth is a tool to combat poverty, a source of economic growth, and a central tenet of our democratic society; and

WHEREAS, the COVID-19 pandemic reinforced the critical role of teachers in both our local communities and in broader society; and

WHEREAS, there are about 12,800 teachers in Hawai'i of which nearly 8,000 are both female and minorities;ⁱⁱ and

WHEREAS, despite the renewed importance of education and the significance of teachers during the pandemic, the State of Hawai'i reduced the education budget drastically in 2021;ⁱⁱⁱ and

WHEREAS, in addition, no base salary increases, or step movements, were authorized for teachers throughout the 2021-2023 contract period;^{iv} and

WHEREAS, the *Hawai'i Teacher Compensation Study and Recommendations*^v reported the following key findings in 2020:

- Hawai'i Teacher Salaries Are Not Competitive
- Hawai'i's Compensation System Has A Limited Number Of Pay Steps And There Is Step Compression
- The High Cost Of Living In Hawai'i Makes The Teaching Profession Less Sustainable; and

WHEREAS, according to the Hawai'i Department of Education (HIDOE) the compressed compensation system with limited steps, means that the salaries of experienced teachers in Hawai'i are almost equal to newer teachers with less experience; and

WHEREAS, the compressed compensation system is causing senior teachers to leave the profession; and

WHEREAS, throughout 2016-2021 HIDOE hired more than 5,000 teachers with roughly 20% hired^{vi} from out of state; however, during the same period about 4,500 teachers resigned with more than 30% choosing to leave Hawai'i;^{vii} and

WHEREAS, vacancies and turnover continue to plague HIDOE which reported more than 200 teacher resignations last month and currently has over 250 outstanding vacancies;^{viii} and

WHEREAS, the decreased investment in education, compressed compensation system, and non-competitive salaries, will likely remain significant factors in teacher turnover, shortages, and vacancies in Hawai'i; and

WHEREAS, our children deserve a well-funded and effective education system that values its teachers and ensures that they are both highly qualified and professionally compensated; NOW, THEREFORE,

BE IT RESOLVED that the Pearl City Neighborhood Board (Board) has consistently lobbied in support of teachers and has included increasing teacher pay as a Legislative Priority in FY 20 and FY 22; and

BE IT FURTHER RESOLVED that the Board is in full support of a robust and competitive teacher compensation package that includes, at minimum, the following:

- Salaries That Commensurate With Teacher Years of Service And Experience
- Permanent Funding Of Differentials For Special Education, Hawaiian Immersion, And Other Hard-To-Staff Posts
- One-Time Workforce Stabilization Payment For Teachers
- Establishment Of A Housing Assistance Program For Teachers; and

BE IT FURTHER RESOLVED that in addition to adopting a competitive compensation package for teachers, the Board also requests that the Hawai'i State Legislature work to accomplish the following:

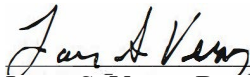
- Restoration Of HIDEOE Funding In The FY 2021–2023 Supplemental Budget^{ix}
- Strengthen Hawai'i's Teachers Ability To Negotiate Contracts
- Fund And Implement A Program To Increase Hiring Of Local Teachers; and

BE IT FINALLY RESOLVED that electronic copies of this Resolution be forwarded to Governor David Ige, the Hawai'i State Board of Education, the Superintendent of the Department of Education, Hawaii State Teachers Association - Leeward President Julie Reyes Oda, Senate Committee on Education, Senate Committee on Government Operations, Senate Committee on Ways and Means, House Committee on Education, House Committee on Finance, Hawai'i State Legislature – Pearl City Delegation, and all City Neighborhood Boards.

Respectfully Submitted By:



Charmaine T. Doran, Chair
Legislative and Capital Improvements
Committee

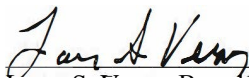


Larry S. Veray, Board Chair



Shanda Delos Reyes, Vice-Chair
Legislative and Capital Improvements
Committee

Adopted by the Pearl City Neighborhood Board No. 21 at its regular meeting on January 25, 2022, by a vote of 10-0-0.



Larry S. Veray, Board Chair

ⁱ <https://www.jfklibrary.org/learn/about-jfk/life-of-john-f-kennedy/john-f-kennedy-quotations#:~:text=Kennedy%2C%201963,-,Children,Kennedy>

ⁱⁱ <https://www.hawaiipublicschools.org/Reports/EmploymentReport2020-21.pdf#page=8>

ⁱⁱⁱ <https://governor.hawaii.gov/newsroom/office-of-the-governor-news-release-governor-iges-budget-calls-for-increased-funding-for-pandemic-response-critical-services/>

^{iv} <https://www.hsta.org/wp-content/uploads/2021/05/HSTA-Tentative-Settlement-Summary-2021.pdf/>

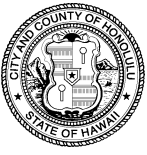
^v <https://www.hawaiipublicschools.org/ConnectWithUs/MediaRoom/PressReleases/Pages/Compensation-Study-2020.aspx>

^{vi} <https://www.hawaiipublicschools.org/DOE%20Forms/OTM/Hawaii%20Teacher%20Compensation%20Study%20and%20Recommendations,%20Final%20Report%201.20.2020.pdf>

^{vii} <https://www.hawaiipublicschools.org/Reports/EmploymentReport2020-21.pdf#page=8>

^{viii} <https://www.hsta.org/news/recent-stories/lawmakers-will-consider-bills-to-fix-salary-compression-end-salary-class-cap/>

^{ix} <https://governor.hawaii.gov/newsroom/office-of-the-governor-news-release-governor-iges-budget-calls-for-increased-funding-for-pandemic-response-critical-services/>



WAIPAHU NEIGHBORHOOD BOARD NO. 22

c/o NEIGHBORHOOD COMMISSION ♦ 925 DILLINGHAM BOULEVARD SUITE 106 ♦ HONOLULU, HAWAII, 96817
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RESOLUTION SUPPORTING INCREASED COMPENSATION FOR HAWAI‘I TEACHERS.

WHEREAS, “*Children are the world's most valuable resource and its best hope for the future*”¹; and

WHEREAS, educating our youth is a tool to combat poverty, a source of economic growth, and a central tenet of our democratic society; and

WHEREAS, the COVID-19 pandemic reinforced the critical role of teachers in both our local communities and in broader society; and

WHEREAS, there are about 12,800 teachers in Hawai‘i of which nearly 8,000 are both female and minorities;² and

WHEREAS, despite the renewed importance of education and the significance of teachers during the pandemic, the State of Hawai‘i reduced the education budget drastically in 2021;³ and

WHEREAS, in addition, no base salary increases, or step movements, were authorized for teachers throughout the 2021-2023 contract period;⁴ and

WHEREAS, the *Hawai‘i Teacher Compensation Study and Recommendations*⁵ reported the following key findings in 2020:

- Hawai‘i Teacher Salaries Are Not Competitive
- Hawai‘i’s Compensation System Has A Limited Number Of Pay Steps And There Is Step Compression
- The High Cost Of Living In Hawai‘i Makes The Teaching Profession Less Sustainable; And

WHEREAS, according to the Hawai‘i Department of Education (HIDOE) the compressed compensation system with limited steps, means that the salaries of experienced teachers in Hawai‘i are almost equal to newer teachers with less experience; and

WHEREAS, the compressed compensation system is causing senior teachers to leave the profession; and

WHEREAS, throughout 2016-2021 HIDOE hired more than 5,000 teachers with roughly 20% hired⁶ from out of state; however, during the same period about 4,500 teachers resigned with more than 30% choosing to leave Hawai‘i;⁷ and

WHEREAS, vacancies and turnover continue to plague HIDOE which reported more than 200 teacher resignations last month and currently has over 250 outstanding vacancies;⁸ and

WHEREAS, the decreased investment in education, compressed compensation system, and non-competitive salaries, will likely remain significant factors in teacher turnover, shortages, and vacancies in Hawai‘i; and

WHEREAS, our children deserve a well-funded and effective education system that values its teachers and ensures that they are both highly qualified and professionally compensated; NOW, THEREFORE,

BE IT RESOLVED that the Waipahu Neighborhood Board (Board) has advocated in support of teachers; and

¹ <https://www.jfklibrary.org/learn/about-jfk/life-of-john-f-kennedy/john-f-kennedy-quotations#:~:text=Kennedy%2C%201963-.%20Children,Kennedy>

² <https://www.hawaiipublicschools.org/Reports/EmploymentReport2020-21.pdf#page=8>

³ <https://governor.hawaii.gov/newsroom/office-of-the-governor-news-release-governor-iges-budget-calls-for-increased-funding-for-pandemic-response-critical-services/>

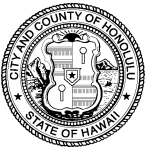
⁴ <https://www.hsta.org/wp-content/uploads/2021/05/HSTA-Tentative-Settlement-Summary-2021.pdf/>

⁵ <https://www.hawaiipublicschools.org/ConnectWithUs/MediaRoom/PressReleases/Pages/Compensation-Study-2020.aspx>

⁶ <https://www.hawaiipublicschools.org/DOE%20Forms/OTM/Hawaii%20Teacher%20Compensation%20Study%20and%20Recommendations.%20Final%20Report%201.20.2020.pdf>

⁷ <https://www.hawaiipublicschools.org/Reports/EmploymentReport2020-21.pdf#page=8>

⁸ <https://www.hsta.org/news/recent-stories/lawmakers-will-consider-bills-to-fix-salary-compression-end-salary-class-cap/>



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- Permanent Funding Of Differentials For Special Education, Hawaiian Immersion, And Other Hard-To-Staff Posts
- One-Time Workforce Stabilization Payment For Teachers
- Establishment Of A Housing Assistance Program For Teachers; and

BE IT FURTHER RESOLVED that in addition to adopting a competitive compensation package for teachers, the Board also requests that the Hawai'i State Legislature work to accomplish the following:

- Restoration Of HDOE Funding In The FY 2021–2023 Supplemental Budget⁹
- Strengthen Hawai'i's Teachers Ability To Negotiate Contracts
- Fund And Implement A Program To Increase Hiring Of Local Teachers; And

BE IT FINALLY RESOLVED that electronic copies of this Resolution be forwarded to Governor David Ige, the Hawai'i State Board of Education, the Superintendent of the Department of Education, Hawai'i State Teachers Association - Leeward President Julie Reyes Oda, Senate Committee on Education, Senate Committee on Government Operations, Senate Committee on Ways and Means, House Committee on Education, House Committee on Finance, Hawai'i State Legislature – Waipahu Delegation, and all City Neighborhood Boards.

Adopted by the Waipahu Neighborhood Board No. 22 at its regular meeting on February 24, 2022, by a vote of 10-0-0.

Respectfully Submitted By:

A handwritten signature in black ink, reading "Cory Chun", is written over a horizontal line.

Cory Chun, Chair

⁹ <https://governor.hawaii.gov/newsroom/office-of-the-governor-news-release-governor-iges-budget-calls-for-increased-funding-for-pandemic-response-critical-services/>