GENERAL SALARY PROVISIONS

This salary schedule is based upon a collective bargaining agreement between the Board of Education and the Hawaii State Teachers' Association which expires on June 30, 2009. Any future changes will be subject to collective bargaining and be reflected on the Notification of Personnel Action Form SF5A.

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 DOE in a timely manner.

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 Class VII provided they have a Doctorate degree from an accredited institution recognized by the DOE, teaches in a subject in or related to the field in which they hold the Doctorate degree, and holds a valid Hawaii State teacher license.

MOVEMENT TO A HIGHER CLASS

Teachers on initial DOE 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 semesters, teachers must serve one semester time-in-class and complete the additional 15 credit requirement as determined by the DOE for the next higher class. These 15 credits must be earned after initial DOE employment and must be in education (excluding educational administration) and/or in the teachers' area of preparation and/or in the subject area of teaching assignment. At least seven (7) of the fifteen (15) PD 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.

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 years, may also be used in combination with acceptable teaching experience for salary credit to a maximum of six (6) years. The verification of experience credit must be by the former employers and must be received within the current school year.

MAXIMUM EMPLOYMENT FOR TEACHERS

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

PROBATION PERIOD

Teachers must complete four consecutive semesters of successful teaching to complete the probation period. Teachers will become tenured teachers on the first working day of the fifth consecutive semester. 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 twenty-fourth 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 2008-2009

State of Hawaii
Department of Education
Office of Human Resources
Personnel Services Branch
680 Iwilei Road, Suite 490
Honolulu, Hawaii 96817

An Affirmative Action and Equal Opportunity Employer

RS 08-0915 (Rev. of RS 08-0010)

TEACHERS' GROSS ANNUAL SALARY SCHEDULE

Entry Level for Newly Hired Teachers to the Hawaii Department of Education
Effective School Year 2008-09

Teachers' Salary Schedule

Years of Teaching Experience Prior to DOE		Class II Bachelor's	Class III Bachelor's + 30 or Master's	Class VII Ph.D or Ed.D.
Steps				
No SATEP*	1	$31,455	$33,971	
SATEP**	5 (0-2 yrs)	$41,497	$44,817	$53,437
	6 (3-6 yrs)	$42,742	$46,161	$55,041

The above teachers' salary schedule is applicable to all newly hired teachers. Teachers who have not completed a state-approved teacher education program (No SATEP) enter into Step 1. Teachers who have completed a state-approved teacher education program (SATEP) enter into Step 5 or Step 6. Entry level into Step 5 (0-2 yrs) or Step 6 (3-6 yrs).

Teachers entering at Class II – Step 1 shall hold a Bachelor's degree from an accredited institution recognized by the Department of Education (DOE). Teachers entering at Class III – Step 1 shall hold a Bachelor's degree from an accredited institution recognized by the DOE plus 30 semester credit hours earned subsequently or a Master's degree as determined by the DOE from an accredited institution recognized by the DOE. The 30 semester credit hours and/or the Master's degree must be in the subject area of teaching assignment.

Teachers entering at Class II – Step 5 or Step 6 shall hold a Bachelor's degree from an accredited institution recognized by the DOE and shall have completed a state approved teacher education program. Teachers entering in Class III – Step 5 or Step 6 shall hold a Bachelor's degree from an accredited institution recognized by the DOE and shall have completed a state-approved teacher education program plus 30 semester credit hours earned subsequently or a Master's degree as determined by the DOE from an accredited institution recognized by the DOE. The 30 semester credit hours earned subsequently and the Master's degree must be in education (excluding educational administration), and/or in the teachers' area of preparation and/or subject area of teaching assignment. Teachers entering at Class VII – Step 5 or Step 6 shall have completed a Doctorate degree from an accredited institution as recognized by the DOE, teaches in a subject in or related to the field in which they hold the Doctorate degree, and holds a valid Hawaii State teacher license.

The Classes II, III and VII are entry levels on the Teacher Salary Schedule.

* No SATEP: Teachers who have not completed a state-approved teacher education program (SATEP).

** SATEP: Teachers who have completed a state-approved teacher education program (SATEP).