

Board Policy 5200

February 21, 2012

April 3, 2012

April 10, 2012

Board Policy 5200 – February 21, 2012

2/6/2012
Draft

**Board Policy 5200 Compensation and Classification Policy
(Proposed amendments are underlined)**

The Department of Education shall establish, maintain and administer appropriate classification and compensation systems for teachers and educational officers in accordance with State of Hawaii statutes, Department regulations, and collective bargaining agreements.

All pay increases for teachers and school-level educational officers in the Department shall be linked to an evaluation of the performance of those employees, including the employees' contribution to growth in student achievement.

The Department shall develop a process whereby teachers and school-level educational officers who are rated "highly effective" on their annual evaluation shall receive a one-time financial recognition of this professional accomplishment, which shall not be added to or increase base compensation.

This policy amendment shall take effect July 1, 2013.

New teachers who do not hold a degree in a State Approved Teacher Education Program (SATEP) shall be placed in the teacher salary schedule on the Instructor level. Teachers at the Instructor level shall not be eligible for step movement or any other increase in compensation until they have received a degree from a SATEP and are properly licensed.

This policy amendment shall take effect immediately.

Board Policy 5200 – April 3, 2012

4/2/2012

Comments

Hawaii Department of Education

Deleted: 6/

Deleted: Draft

**Board Policy 5200 Compensation and Classification Policy
(Proposed amendments are underlined)**

The Department of Education shall establish, maintain and administer appropriate classification and compensation systems for teachers and educational officers in accordance with State of Hawaii statutes, Department regulations, and collective bargaining agreements.

All pay increases for teachers and school-level educational officers in the Department shall be linked to an evaluation of the performance of those employees, including the employees' contribution to growth in student achievement.

The Department shall develop a process whereby teachers and school-level educational officers who are rated "highly effective" on their annual evaluation shall receive a financial recognition of this professional accomplishment, which shall not be added to or increase base compensation.

This policy shall take effect July 1, 2013.

New teachers who do not hold a degree in a State Approved Teacher Education Program (SATEP) shall be placed in the teacher salary schedule on the Instructor level. Teachers at the Instructor level shall not be eligible for step movement or any other increase in compensation until they have received a degree from a SATEP and are properly licensed.

This policy shall take effect immediately.

Deleted: one-time

Deleted: amendment

Deleted: amendment

Board Policy 5200 – April 10, 2012

**Board Policy 5200 Compensation and Classification Policy
(Proposed amendments are underlined)**

The Department of Education shall establish, maintain and administer appropriate classification and compensation systems for teachers and educational officers in accordance with State of Hawaii statutes, Department regulations, and collective bargaining agreements.

Any pay increase for teachers and school-level educational officers in the Department shall be based on an evaluation of the performance of those employees and only employees who receive a rating of "effective" or higher will be eligible to receive such pay increases.

Deleted: All

Deleted: increases

Deleted: linked to

Deleted: including the employees' contribution to growth in student achievement

The Department shall develop a process whereby teachers and school-level educational officers who are rated "highly effective" on their annual evaluation shall be eligible to receive financial recognition of this professional accomplishment, which shall not be added to or increase base compensation.

Deleted: a

This policy shall take effect July 1, 2013.

New teachers who do not hold a degree in a State Approved Teacher Education Program (SATEP) shall be placed in the teacher salary schedule on the Instructor level. Teachers at the Instructor level shall not be eligible for step movement or any other increase in compensation until they have received a degree from a SATEP and are properly licensed.

This policy shall take effect immediately.