

S .B. NO. 2806

JAN 23 2014

A BILL FOR AN ACT

RELATING TO DEPARTMENT OF EDUCATION SUPERINTENDENT'S SALARY.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF HAWAII:

1 SECTION 1. The legislature finds that existing law
2 authorizes the board of education to set the salary of the
3 superintendent of education but the salary cannot exceed a
4 specific amount, also referred to as a salary cap.

5 The legislature further finds that it is a challenge to
6 recruit and fill this state leadership position because the
7 statutory salary cap is not in alignment with national salary
8 norms and therefore is not competitive with or in the range of
9 the salaries of other similar administrative leadership positions
10 at comparable school districts.

11 The legislature further finds that the statute governing
12 the superintendent's salary has not been amended since 2000 and
13 that the salary cap should be revised as a matter of equity, to
14 account for cost of living increases.

15 Amending the current salary cap for the superintendent of
16 education was based on a review of the mean salary of all
17 superintendents across the country, the average annual cost of
18 living increases indicated by the consumer price index, and the

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1 majority of superintendents' salaries across the country with
2 student enrollment greater than twenty-five thousand. Hawaii's
3 public schools enroll approximately 185,000 students.

4 The amendment to the salary cap will also provide the board
5 of education with the flexibility it needs to attract and retain
6 individuals to support a strong statewide public education system
7 and the authority and latitude to establish the salary of this
8 leadership position commensurate with various factors, including
9 the breadth of responsibilities and duties of the position, the
10 experience and skills the individual brings to the position, and
11 the job performance of the individual.

12 The purpose of this Act is to provide the board of
13 education, as the appointing body of the superintendent, with
14 more flexibility to establish the salary of the superintendent,
15 by increasing the salary cap on the superintendent position.

16 SECTION 2. Section 26-52, Hawaii Revised Statutes, is
17 amended to read as follows:

18 "**§26-52 Department heads and executive officers.** The
19 salaries of the following state officers shall be as follows:

- 20 (1) The salary of the superintendent of education shall be
21 set by the board of education at a rate no greater than
22 [~~\$150,000 a year;~~] \$250,000 a year;

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- 1 (2) The salary of the president of the University of Hawaii
2 shall be set by the board of regents;
- 3 (3) Effective July 1, 2004, the salaries of all department
4 heads or executive officers of the departments of
5 accounting and general services, agriculture, attorney
6 general, budget and finance, business, economic
7 development, and tourism, commerce and consumer
8 affairs, Hawaiian home lands, health, human resources
9 development, human services, labor and industrial
10 relations, land and natural resources, public safety,
11 taxation, and transportation shall be as last
12 recommended by the executive salary commission.
13 Effective July 1, 2007, and every six years thereafter,
14 the salaries shall be as last recommended by the
15 commission on salaries pursuant to section 26-56,
16 unless rejected by the legislature; and
- 17 (4) The salary of the adjutant general shall be \$85,302 a
18 year. Effective July 1, 2007, and every six years
19 thereafter, the salary of the adjutant general shall be
20 as last recommended by the commission on salaries
21 pursuant to section 26-56, unless rejected by the
22 legislature, except that if the state salary is in

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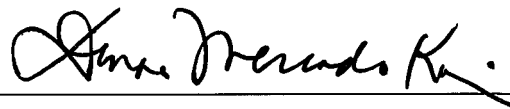
1 conflict with the pay and allowance fixed by the tables
2 of the regular army or air force of the United States,
3 the latter shall prevail."

4 SECTION 3. Statutory material to be repealed is bracketed
5 and stricken. New statutory material is underscored.

6 SECTION 4. This Act shall take effect upon its approval.

7

8

INTRODUCED BY: 

9

BY REQUEST

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Report Title:

Board of Education; Superintendent's Salary

Description:

Adjusts the salary cap of the Superintendent of Education.

The summary description of legislation appearing on this page is for informational purposes only and is not legislation or evidence of legislative intent.

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JUSTIFICATION SHEET

DEPARTMENT: Education

TITLE: A BILL FOR AN ACT RELATING TO THE DEPARTMENT OF EDUCATION SUPERINTENDENT'S SALARY

PURPOSE: To increase the Superintendent of Education's salary cap from \$150,000 per year to \$250,000 per year.

MEANS: Amend section 26-52, Hawaii Revised Statutes

JUSTIFICATION: The current salary cap is not consistent with the duties and responsibilities of the position, not in alignment with national salary norms, and fails to account for cost of living increases. According to the Educational Research Service, a national research organization, the mean salary for superintendents across the country is \$226,651 regardless of student population. Seventy-five percent of the superintendents managing a school district of more than 25,000 students earn \$260,000. Hawaii's public schools enroll approximately 185,000 students. The statute governing the Superintendent's salary has not been amended since 2000. When accounting for an average increase over this twelve year period, based conservatively only on the consumer price index (average 2.4%), the current 2013 Superintendent's salary should be \$199,994.77. Amending the current salary cap for the Superintendent of Education would provide the Board of Education with the authority and latitude to establish the salary of this leadership position commensurate with various factors, including the breadth of

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responsibilities and duties of the position, the experience and skills the individual brings to the position, and the job performance of the individual. Adjusting the salary cap would also provide the Board of Education with the flexibility it needs to attract and retain individuals to support a strong statewide public education system. The ability to recruit and retain competent educational leadership and to compensate them in a competitive manner will have a positive impact on student achievement. The quality of leadership directly impacts the quality of the organization and the provision of the Department of Education's most important service: the education of students. In 2010, the Hawaii State Legislature passed S.B. No. 2434, which provided an increase in the Superintendent's incentive pay and base pay in the amount of \$250,000.

Impact on the public: With the ability to recruit and retain competent educational leadership, the public will benefit from an effective public education system.

Impact on the department and other agencies: The ability to recruit and retain competent educational leadership, will positively impact the department and other agencies by ensuring a well managed Department.

GENERAL FUND: Not applicable.

OTHER FUNDS: Not applicable.

PPBS PROGRAM
DESIGNATION: EDN _____

OTHER AFFECTED
AGENCIES: None.

EFFECTIVE DATE: Upon approval.