
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, 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
10 positions 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



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
7 system and the authority and latitude to establish the salary of
8 this leadership position commensurate with various factors,
9 including the breadth of responsibilities and duties of the
10 position, the experience and skills the individual brings to the
11 position, and 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 raising the salary cap.

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
22 than [~~\$150,000~~] \$250,000 a year[~~7~~]. The



1 superintendent shall be subject to an annual
2 performance evaluation that is in alignment with other
3 employee evaluations within the department of
4 education and are based on outcomes determined by the
5 board of education; provided that nothing shall
6 prohibit the board of education from conditioning a
7 portion of the salary on performance;

8 (2) The salary of the president of the University of
9 Hawaii shall be set by the board of regents;

10 (3) Effective July 1, 2004, the salaries of all department
11 heads or executive officers of the departments of
12 accounting and general services, agriculture, attorney
13 general, budget and finance, business, economic
14 development, and tourism, commerce and consumer
15 affairs, Hawaiian home lands, health, human resources
16 development, human services, labor and industrial
17 relations, land and natural resources, public safety,
18 taxation, and transportation shall be as last
19 recommended by the executive salary commission.

20 Effective July 1, 2007, and every six years
21 thereafter, the salaries shall be as last recommended



1 by the commission on salaries pursuant to section
2 26-56, unless rejected by the legislature; and
3 (4) The salary of the adjutant general shall be \$85,302 a
4 year. Effective July 1, 2007, and every six years
5 thereafter, the salary of the adjutant general shall
6 be as last recommended by the commission on salaries
7 pursuant to section 26-56, unless rejected by the
8 legislature, except that if the state salary is in
9 conflict with the pay and allowance fixed by the
10 tables of the regular army or air force of the United
11 States, the latter shall prevail."

12 SECTION 3. Statutory material to be repealed is bracketed
13 and stricken. New statutory material is underscored.

14 SECTION 4. This Act shall take effect upon its approval;
15 provided that this Act shall be repealed on June 30, 2024, and
16 section 26-52, Hawaii Revised Statutes, shall be reenacted in
17 the form in which it read on the day prior to the approval date
18 of this Act; provided further that any contracts entered into
19 prior to June 30, 2024, shall remain in effect for the duration
20 of the contract.



Report Title:

Board of Education; Superintendent's Salary

Description:

Adjusts the salary cap of the Superintendent of Education.
Requires an annual evaluation of the Superintendent of Education
based on outcomes determined by the Board of Education. Repeals
June 30, 2024. (HB2257 CD1)

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