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# A BILL FOR AN ACT

RELATING TO SALARIES.

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

1           SECTION 1. The legislature finds that existing laws  
2 authorize the board of education to set the salaries of the  
3 superintendent of education, deputy superintendent, assistant  
4 superintendents, complex area superintendents, and state  
5 librarian. The salaries of the deputy superintendent, assistant  
6 superintendents, and complex area superintendents are capped by  
7 statute at a percentage of the superintendent's salary.

8           The legislature further finds that it is a challenge to  
9 recruit and fill state and complex area leadership positions  
10 because the maximum salaries are not competitive with or in the  
11 range of the salaries of other administrative leadership  
12 positions at the school level. The cap on the superintendent's  
13 salary was last established in 2000 and the cap on the state  
14 librarian's salary was last established in 2001.

15           The legislature finds that amending the current salary caps  
16 for the superintendent of education and state librarian would  
17 provide the board of education with the authority and latitude  
18 to establish the salaries of these leadership positions



1 commensurate with various factors, including the breadth of  
2 responsibilities and duties of those positions, and the  
3 experience and skills the individuals bring to their respective  
4 positions. Adjusting the salary caps would also provide the  
5 board of education with the flexibility it needs to attract and  
6 retain individuals to support a strong statewide public  
7 education system and statewide public library system.

8 The purpose of this Act is to provide the board of  
9 education, as the appointing body of the superintendent and  
10 state librarian, with more flexibility to establish the salaries  
11 of the superintendent and state librarian, by adjusting the  
12 salary caps on these state leadership positions.

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

15 "§26-52 Department heads and executive officers. The  
16 salaries of the following state officers shall be as follows:

17 (1) The salary of the superintendent of education shall be  
18 set by the board of education at a rate no greater  
19 than [~~\$150,000 a year~~], one hundred fifty per cent of  
20 the highest-paid principal in the department of  
21 education;



- 1           (2) The salary of the president of the University of  
2           Hawaii 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  
14          thereafter, the salaries shall be as last recommended  
15          by the commission on salaries pursuant to section  
16          26-56, 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  
20          be 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



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

4 SECTION 3. Section 312-2.1, Hawaii Revised Statutes, is  
5 amended by amending subsection (b) to read as follows:

6 "(b) The salary of the state librarian shall be set by the  
7 board of education at a rate no greater than [~~\$120,000 a year.~~]  
8 one hundred fifty per cent of the highest-paid librarian in the  
9 department of education."

10 SECTION 4. Statutory material to be repealed is bracketed  
11 and stricken. New statutory material is underscored.

12 SECTION 5. This Act shall take effect upon its approval,  
13 and shall apply beginning with the 2011-2012 school year.



**Report Title:**

Education; Salary Cap Adjustments

**Description:**

Adjusts the salary caps of the Superintendent of Education and State Librarian. (HB2306 HD1)

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

