
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 salaries
16 for the superintendent of education, deputy superintendent,
17 assistant superintendents, complex area superintendents, and
18 state librarian would provide the board of education with the



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

9 The purpose of this Act is to provide the board of
10 education with more flexibility to establish the compensation of
11 the superintendent, deputy superintendent, assistant
12 superintendents, complex area superintendents, and state
13 librarian by authorizing it to grant annual performance bonuses
14 to individuals in these state leadership positions.

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

17 **"§26-52 Department heads and executive officers.** The
18 salaries of the following state officers shall be as follows:

- 19 (1) The ~~[salary of the superintendent of education shall~~
20 ~~be set by the]~~ board of education shall set the salary
21 of the superintendent of education at a rate no
22 greater than ~~[\$150,000] \$160,000 a year[+], with an~~



1 annual performance bonus of up to \$90,000, the exact
2 amount of which shall be:

3 (A) Subject to an annual performance evaluation based
4 on outcomes that shall be determined by the board
5 of education and include at least the following
6 general categories of outcomes:

7 (i) Student achievement;

8 (ii) Leadership based on outcomes of employees
9 supervised by the superintendent of
10 education;

11 (iii) Community relations; and

12 (iv) Targeted outcomes developed through an
13 agreement between the board of education and
14 the superintendent of education;

15 (B) No greater than \$30,000 prior to the second
16 consecutive annual performance evaluation; and

17 (C) No greater than \$70,000 prior to the third
18 consecutive annual performance evaluation;

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

21 (3) Effective July 1, 2004, the salaries of all department
22 heads or executive officers of the departments of



1 accounting and general services, agriculture, attorney
2 general, budget and finance, business, economic
3 development, and tourism, commerce and consumer
4 affairs, Hawaiian home lands, health, human resources
5 development, human services, labor and industrial
6 relations, land and natural resources, public safety,
7 taxation, and transportation shall be as last
8 recommended by the executive salary commission.
9 Effective July 1, 2007, and every six years
10 thereafter, the salaries shall be as last recommended
11 by the commission on salaries pursuant to section
12 26-56, unless rejected by the legislature; and
13 (4) The salary of the adjutant general shall be \$85,302 a
14 year. Effective July 1, 2007, and every six years
15 thereafter, the salary of the adjutant general shall
16 be as last recommended by the commission on salaries
17 pursuant to section 26-56, unless rejected by the
18 legislature, except that if the state salary is in
19 conflict with the pay and allowance fixed by the
20 tables of the regular army or air force of the United
21 States, the latter shall prevail."

1 SECTION 3. Section 302A-621, Hawaii Revised Statutes, is
2 amended to read as follows:

3 "§302A-621 Salary; deputy superintendent, assistant
4 superintendents, complex area superintendents. [~~The salaries of~~
5 ~~the deputy superintendent, assistant superintendents, and~~
6 ~~complex area superintendents shall be set by the board; provided~~
7 ~~that the salaries of the deputy superintendent, assistant~~
8 ~~superintendents, and the complex area superintendents shall not~~
9 ~~exceed eighty per cent of the superintendent's salary.] (a)~~

10 The board of education shall set the salary of the deputy
11 superintendent at a rate no greater than \$130,000 a year, with
12 an annual performance bonus of up to \$50,000, the exact amount
13 of which shall be:

14 (1) Subject to an annual performance evaluation based on
15 outcomes that shall be determined by the board of
16 education and include at least the following general
17 categories of outcomes:

18 (A) Student achievement;

19 (B) Leadership based on outcomes of employees
20 supervised by the deputy superintendent;

21 (C) Community relations; and



1 (D) Targeted outcomes developed through an agreement
2 between the board of education and the deputy
3 superintendent;

4 (2) No greater than \$20,000 prior to the second
5 consecutive annual performance evaluation; and

6 (3) No greater than \$35,000 prior to the third consecutive
7 annual performance evaluation;

8 (b) The board of education shall set the salary of each
9 assistant superintendent at a rate no greater than \$120,000 a
10 year, with an annual performance bonus of up to \$20,000, the
11 exact amount of which shall be subject to an annual performance
12 evaluation based on outcomes that shall be determined by the
13 board of education and include at least the following general
14 categories of outcomes:

15 (1) Support of student achievement;

16 (2) Leadership based on outcomes of employees supervised
17 by the assistant superintendent; and

18 (3) Targeted outcomes developed through an agreement
19 between the board of education and the assistant
20 superintendent.

21 (c) The board of education shall set the salary of each
22 complex area superintendent at a rate no greater than \$120,000 a



1 year, with an annual performance bonus of up to \$40,000, the
2 exact amount of which shall be:

3 (1) Subject to an annual performance evaluation based on
4 outcomes that shall be determined by the board of
5 education and include at least the following general
6 categories of outcomes:

7 (A) Student achievement;

8 (B) Leadership based on outcomes of employees
9 supervised by the complex area superintendent;

10 (C) Community relations; and

11 (D) Targeted outcomes developed through an agreement
12 between the board of education and the complex
13 area superintendent;

14 (2) No greater than \$10,000 prior to the second
15 consecutive annual performance evaluation; and

16 (3) No greater than \$25,000 prior to the third consecutive
17 annual performance evaluation."

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

20 "(b) ~~The [salary of the state librarian shall be set by~~
21 ~~the] board of education shall set the salary of the state~~

22 librarian at a rate no greater than \$120,000 a year[-], with an



1 annual performance bonus of up to \$20,000, the exact amount of
2 which shall be:

- 3 (1) Subject to an annual performance evaluation based on a
4 minimum of four outcomes to be determined by the board
5 of education; and
6 (2) No greater than \$10,000 prior to the second
7 consecutive annual performance evaluation."

8 SECTION 5. Statutory material to be repealed is bracketed
9 and stricken. New statutory material is underscored.

10 SECTION 6. This Act shall take effect on July 1, 2010, and
11 shall apply beginning with the 2011-2012 school year.

12



Report Title:

Education; Salary Adjustments

Description:

Adjusts the salaries and includes performance bonuses for the superintendent of education, deputy superintendent, assistant superintendents, complex area superintendents, and state librarian beginning with the 2011-2012 school year. Effective July 1, 2010. (CD1)

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