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# A BILL FOR AN ACT

RELATING TO SALARIES.

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

**1** **PART I**

**2** SECTION 1. The legislature finds that existing laws  
**3** authorize the board of education to set the salaries of the  
**4** superintendent of education and state librarian. The  
**5** legislature further finds that it is a challenge to recruit and  
**6** fill state education leadership positions because the maximum  
**7** salaries are not competitive with or in the range of the  
**8** salaries of administrative leadership positions at the school  
**9** level.

**10** The legislature finds that authorizing the board of  
**11** education to grant annual performance bonuses to the  
**12** superintendent of education and state librarian would provide  
**13** the board of education with the authority and latitude to  
**14** establish compensation for these positions commensurate with  
**15** various factors, including the breadth of responsibilities and  
**16** duties of those positions and the experience and skills the  
**17** individuals bring to their respective positions, and to provide  
**18** performance-based incentives. This authority would also provide



1 the board of education with the flexibility it needs to attract  
2 and retain individuals to support a strong statewide public  
3 education system and statewide public library system.

4 The purpose of this part is to provide the board of  
5 education, as the appointing authority for the superintendent  
6 and state librarian, with more flexibility to establish the  
7 compensation of the superintendent and state librarian by  
8 authorizing it to grant annual performance bonuses to  
9 individuals in these state leadership positions.

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

12 "**§26-52 Department heads and executive officers.** The  
13 salaries of the following state officers shall be as follows:

14 (1) The [~~salary of the superintendent of education shall~~  
15 ~~be set by the]~~ board of education shall set the salary  
16 of the superintendent of education at a rate no  
17 greater than \$150,000 a year[~~+~~], with an annual  
18 performance bonus up to an amount equivalent to fifty  
19 per cent of the superintendent's annual salary and  
20 based on evaluation criteria determined by the board  
21 of education that include but are not limited to  
22 outcomes in the following categories:



- 1           (A) Principals;
- 2           (B) Teachers;
- 3           (C) Students (not including test scores);
- 4           (D) Test scores; and
- 5           (E) Community relations;
- 6           (2) The salary of the president of the University of
- 7           Hawaii shall be set by the board of regents;
- 8           (3) Effective July 1, 2004, the salaries of all department
- 9           heads or executive officers of the departments of
- 10           accounting and general services, agriculture, attorney
- 11           general, budget and finance, business, economic
- 12           development, and tourism, commerce and consumer
- 13           affairs, Hawaiian home lands, health, human resources
- 14           development, human services, labor and industrial
- 15           relations, land and natural resources, public safety,
- 16           taxation, and transportation shall be as last
- 17           recommended by the executive salary commission.
- 18           Effective July 1, 2007, and every six years
- 19           thereafter, the salaries shall be as last recommended
- 20           by the commission on salaries pursuant to section
- 21           26-56, unless rejected by the legislature; and



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

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

12           "(b) The [~~salary of the state librarian shall be set by~~  
 13           ~~the]~~ board of education shall set the salary of the state  
 14           librarian at a rate no greater than \$120,000 a year[-], with an  
 15           annual performance bonus up to an amount equivalent to twenty-  
 16           five per cent of the state librarian's annual salary and based  
 17           on an annual evaluation of outcomes to be established through  
 18           contract negotiations between the board of education and the  
 19           state librarian."

**PART II**

21           SECTION 4. Statutory material to be repealed is bracketed  
 22           and stricken. New statutory material is underscored.



1 SECTION 5. This Act shall take effect on July 1, 2020;  
2 provided that part I shall apply beginning with the 2011-2012  
3 school year.

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**Report Title:**

Education; Salaries; Performance Bonuses

**Description:**

Adjusts compensation of the superintendent of education and state librarian by adding annual performance-based bonuses based on various evaluation criteria. Effective July 1, 2020.

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

