

**HB 2306,
HD2, SD1
Testimony**

Date of Hearing: Wednesday, March 31, 2010

Committee: Senate Committee on Ways and Means

Agency: Garrett Toguchi, Chairperson, Board of Education

Title of Bill: H.B. No. 2306, H.D. 2, S.D. 1, Relating to Salaries

Purpose of Bill: Retains the current statutory caps on the superintendent's and state librarian's salaries. Authorizes the Board of Education (Board) to grant annual performance bonuses to the following individuals: (1) the superintendent an annual performance bonus up to an amount equivalent to 50 percent of the superintendent's annual salary and based on evaluation criteria determined by the Board that include outcomes in the following categories: principals, teachers, students (not including test scores), test scores, and community relations; and (2) the state librarian an annual performance bonus up to an amount equivalent to 25 percent of the state librarian's annual salary and based on an annual evaluation of outcomes to be established through contract negotiations between the Board and the state librarian.

Board's Position: Chairperson Kim, Vice Chairperson Tsutsui, and members of the Senate Committee on Ways and Means, thank you for the opportunity to submit comments on H.B. No. 2306, H.D. 2, S.D. 1.

The Board of Education (Board) supports H.B. No. 2306, as *introduced in its original form*, because H.B. No. 2306 authorizes the Board with full flexibility and latitude to establish the salaries of the

superintendent of education, deputy superintendent, assistant superintendents, complex area superintendents, and state librarian, by repealing the statutory salary caps on these positions. H.B. No. 2306, H.D. 2, S.D. 1, on the other hand, retains the current salary caps of the superintendent and state librarian, and instead enables the Board to grant performance bonuses for these positions.

As the appointing body of the superintendent and state librarian, it is the Board's position that it be given full flexibility and authority to establish salaries that are commensurate with various factors, including the scope and responsibilities of these individual positions, and the experience and skills that individuals bring to these positions. The salaries of these positions must be competitive to attract and retain highly qualified and effective individuals to lead our public school and public library systems.

The Board believes that the breadth of responsibilities, complexities of these jobs, and the importance of the superintendent's and state librarian's positions are reflected in that the superintendent oversees a statewide public school system of 258 public schools, 15 complex areas, and 172,327 students; and the state librarian oversees a statewide public library system of 51 public libraries on Hawaii, Kauai,

Lanai, Maui, Molokai, and Oahu.

While the salaries of other state positions have increased, the salaries of the superintendent and state librarian, as well as the DOE leadership salaries that are tied to the superintendent's salary cap, have not increased in nearly a decade. There are four principals whose salaries are higher than the superintendent's \$150,000 salary cap. About 100 principals earn from \$121,000 to \$149,000, and are within 80 percent of the superintendent's salary, and about the same number of principals are paid more than the deputy superintendent. A far greater number of principals earn more than complex area superintendents. It is clear that the salaries of the DOE's top leadership are not commensurate with their scope and breadth of responsibilities.

The Board firmly believes that the importance of the superintendent's and state librarian's positions, the breadth and scope of their work, and the worth that must be demonstrated to draw a high caliber of individuals to the positions, should be reflected through an appropriate *salary* that values and respects the importance and magnitude of these positions and the individuals who are appointed to these positions. H.B. No. 2306, H.D. 2, S.D. 1 does not recognize the

differences in scope and breadth of responsibility, complexities of the job, and worth of the individuals appointed to the superintendent and state librarian positions, nor does this bill recognize the significant disparity between their current salaries, in relation to other subordinate positions and salaries.

The Board is currently developing a search process to hire a permanent superintendent of education. The Board believes that giving the Board full authority and flexibility to determine the salaries of the superintendent will enable the Board to attract and recruit a greater number of applicants to lead our public education system, and allow Board members to select from a range of individuals with multiple talents, and leadership, academic, and professional experiences. The flexibility of the Board to establish competitive and fair salaries for these positions, along with performance measurements, will ensure accountability and feedback to these individuals.

Thank you very much for the opportunity to submit comments on this measure.