



STATE OF HAWAII
BOARD OF EDUCATION
P.O. BOX 2360
HONOLULU, HAWAII 96804

Senate Committee on Ways & Means
Senator David Y. Ige, Chairperson
Senator Michelle N. Kidani, Vice Chairperson

Tuesday, March 25, 2014
9:00 a.m.
Hawai'i State Capitol, Room 211

Testimony of Don G. Horner, Chairperson

Testimony in SUPPORT of HB 2257 HD2 SD1, Relating to the Department of Education Superintendent's Salary

Thank you for the opportunity to submit testimony. The Board of Education SUPPORTS HB 2257 HD2 SD1.

The current salary for the Superintendent of Education has not been adjusted since 2001. The current salary is well below national norms.

The proposed increase of the salary cap from \$150,000 to \$250,000 is based upon a comprehensive review of similar positions and responsibilities.

The current Superintendent's contract expires June 30, 2014. If the current salary of \$150,000 was adjusted for inflation the current salary would be \$199,995. This salary adjustment would be dependent on a rigorous performance evaluation.

The Superintendent oversees in excess of 20,000 full-time employees and a larger number of part-time employees. The Department of Education is accountable for in excess of \$2.4 billion of federal and state expenditures. The ability to recruit and retain effective educational leadership has a direct impact on the quality of education for approximately 180,000 students within our state. The quality of education leadership cannot be underestimated as we have seen tremendous achievements within the last three years under current leadership.

- Test scores have reflected steady improvement.
 - Hawaii was the only state to experience across-the-board increases in the National Assessment of Educational Progress (NAEP)¹ scores in its last administration.

¹ NAEP is the largest national assessment of what America's students know and can do in various subject areas including but not limited to math, reading and science.

- Math and reading proficiency rates for the state's 8th graders on NAEP have climbed 30% and 23% in math and reading respectively.
 - Hawaii State Assessment (HSA) scores have increased 8% in both subjects over the past three years.
 - Achievement gaps between high-needs and non high-needs students have narrowed 19% in the last two years.
- Students are better prepared for college and career.
 - 1247 more students took Advanced Placement exams last year than in 2010, an increase of 36%.
 - There was a 7% increase in the graduation rate over the past three years, meaning that 809 more students graduated in 2012 than in 2010.
 - The class of 2011 enrolled in college at a rate 3% higher than the class of 2011 when measured 16 months from completing high school.
 - Fewer of the students entering college require remediation--as the remediation rate for DOE students at the University of Hawaii has declined 14% over the past three years.
- Efforts in the Zones of School Improvement (ZSI) are paying off.
 - In 2011, 12 of 18 ZSI schools were in federal restructuring status, and most recently in our new Strive HI index all but three have moved into the Continuous Improvement category that denotes minimal need for intervention.

Any future increases for the Superintendent will include a component for pay for performance.

Lastly, the proposed adjustment reflects the fact that in 2010, the Hawaii State Legislature approved SB 2434 increasing the Superintendent of Education's salary to \$250,000 which was subsequently vetoed.

The supporting data is attached.

Thank you for the opportunity to provide testimony in support of HB 2257 HD2 SD1.

Comparative data based on Consumer Price Index (CPI), student enrollment, salary distribution

	Current	CPI (avg. 2.4%)	Mean minimum scheduled salary (Enrollment 25,000 or more)	75th Percentile (Enrollment 25,000 or more)
Superintendent	\$150,000.00	\$199,994.77	\$226,651.00	\$260,000.00

*Source: National Survey of Salaries and Wages in Public Schools 2010-2011 by the Educational Research Service.

Ranking of the 15 largest school districts in the United States

Ranking	School District	Salary	Additional Compensation
1	New York City Public Schools	\$250,000.00	
2	Los Angeles Unified School District	\$330,000.00	Car/driver, bonus if student and graduation rates rise
3	Chicago Public Schools	\$250,000.00	
4	Miami-Dade County Public Schools	\$275,000.00 - \$320,000	
5	Clark County School District (Las Vegas, Nevada)	\$250,000.00 bonus up to \$20,000	Life insurance; \$4,000 after hours pay; 31 days vacation, car allowance
6	Broward County Public Schools (Fort Lauderdale, Florida)	\$290,000.00	\$77,800
7	Houston Independent School District	\$300,000.00	
8	Hillsborough County Public Schools (Tampa, Florida)	\$257,958.00	
9	Hawaii Public Schools	\$150,000.00	
10	Orange County Public Schools (Orlando, Florida)	\$230,000.00	
11	Fairfax County Public Schools (Fairfax, Virginia)	\$292,000.00	Deferred comp \$15,000
12	Palm Beach County School District (Palm Beach, Florida)	\$225,000.00	
13	Gwinnett County Public Schools (North Atlanta, Georgia)	\$387,934.00	\$18,000 transportation allowance; retirement supplement
14	Dallas Independent School District	\$328,000.00	Up to \$75,000 per annum-performance bonus, up to 3 professional memberships, student based incentive \$125,000, retention incentive \$50,000, travel expenses for District business, \$500 car allowance in lieu of mileage, cell phone \$250, term life ins. \$500,000, \$10,000 moving expenses, \$6,000 transition expenses, \$1,000,000 liability insurance
15	Wake County Schools (Raleigh, North Carolina)	\$275,000.00	\$16,500 for retirement, \$1,100/per day up to 10 consulting days, provide security if appropriate

*The table ranks 1st, the largest public school system, New York City Public Schools with a student population of 1,036,053 through the 15th largest public school system, Wake County Schools with a student population of 149,508.