

LATE TESTIMONY

From: [Barb.Cuttance](#)
To: [REDACTED]
Subject: Re: HB2257 HD2
Date: Monday, March 10, 2014 12:44:04 PM
Importance: High

Thank you for the opportunity to testify on HB2257 HD2

While I see the need to attract a suitable applicant for the position Superintendent of Education I am concerned that by the time that the Board of Education is required to report to the Legislature that an appointment is already made and we are stuck with what ever has been agreed by the Board of Education.

I propose that the salary cap be raised to an acceptable level now and attached to an annual review and the CPI. I also believe that the benefits package should be an agreed upon package that is pre-approved by the Legislature.

Thank you for the opportunity to testify from the Island of Hawaii via video conferencing. This is an excellent facility and I thank you for making it available to me today.

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STATE OF HAWAII
BOARD OF EDUCATION
P.O. BOX 2360
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Senate Committee on Education
Senator Jill N. Tokuda, Chairperson
Senator Michelle N. Kidani, Vice Chairperson

Monday, March 10, 2014
1:15 p.m.
Hawai'i State Capitol, Room 414

Testimony of Don G. Horner, Chairperson

**Testimony in SUPPORT of HB 2257 HD2, 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.

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.