



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

**House Committee on Labor & Public Employment**  
Representative Mark M. Nakashima, Chairperson  
Representative Kyle T. Yamashita, Vice Chairperson

Friday, February 7, 2014  
9:00 a.m.  
Hawai'i State Capitol, Room 309

**Testimony of Don G. Horner, Chairperson**

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

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

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)<sup>1</sup> scores in its last administration.

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<sup>1</sup> 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 HB 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.

## 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 1<sup>st</sup>, the largest public school system, New York City Public Schools with a student population of 1,036,053 through the 15<sup>th</sup> largest public school system, Wake County Schools with a student population of 149,508.

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**LATE**

House Committee on Labor and Public Employment  
Representative Mark Nakashima, Chair  
Representative Kyle Yamashita, Vice Chair

February 7, 2014

Dear Chair Nakashima, Vice Chair Yamashita, and Committee Members:

This testimony is submitted in support for HB2257, adjusting the salary cap of the Superintendent of Education.

The Hui for Excellence in Education (HE'E) is a diverse coalition of over 40 parent and community organizations dedicated to improving student achievement by increasing family and community engagement and partnerships in our schools. Our member list is attached.

The Coalition supports the raising the salary cap of the Superintendent of education. The data comparing the 15th largest districts by student population on annual Superintendent salary is quite compelling (see attachment). Hawaii's Superintendent Salary at \$150,000 is by far the lowest salary among the 15 comparable districts; next Superintendent salary above Hawaii starts at \$225,000, with the other districts exceeding that and more. As a state, we have placed much responsibility on our Superintendent and we expect them to deliver a high quality education system for all public school students in the state. As the leader of the state's largest employer and the responsibility of over 180,000 students, it is critical that we have the best possible person in this position. Compensation is major factor in our ability to attract the most qualified candidates for this position. It is unacceptable that we pay our Superintendent nearly 50% less than their peers in other comparable school districts. Additionally, according to a Civil Beat article, our state Superintendent's salary does not even make the top 10 of highest paid state employees, with salary ranges from \$295,000 to 189,000.<sup>1</sup> Nor does it compete with dean's salary at University of Hawaii. As of May 2012, the University of Hawaii dean of education was paid \$199,368 and the dean of architecture's salary was \$188,520.<sup>2</sup> The UH football coach's salary is \$550,000.<sup>3</sup>

Parents, families and the community want to see the best quality leadership for our schools. We are in a unique situation, with one state and one district, serving all students in Hawaii. We want to be able to attract quality candidates to lead our state education system with salaries competitive with other comparable districts in the nation. We urge you to support this bill.

Thank you for the opportunity to testify and for your consideration. Our support of this bill represents a 75% consensus or more of our membership.

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<sup>1</sup> Nanea Kalani, "Hawaii State Salaries 2012: Highest Paid Employees," *Civil Beat*, 09/20/2011

<sup>2</sup> Keoki Kerr, "New UH Librarian's \$195K salary brings criticism," *Hawaii News Now*, last updated 03/18/2013

<sup>3</sup> Sara Lin, "UH Football Coach Norm Chow Releases His Salary," *Civil Beat*, 01/10/2012

Sincerely,

Cheri Nakamura  
HE'E Coalition Director

HE'E Member List

Academy 21

After-School All-Stars Hawaii

Alliance for Place Based Learning

\*Castle Complex Community Council

Center for Civic Education

Coalition for Children with Special Needs

\*DOE Windward District

\*Faith Action for Community Equity

Fresh Leadership LLC

Girl Scouts Hawaii

\*Good Beginnings Alliance

Harold K.L. Castle Foundation

\*Hawaii Appleseed Center for Law and Economic Justice

Hawai'i Athletic League of Scholars

\*Hawai'i Charter School Network

\*Hawai'i Nutrition and Physical Activity Coalition

\*Hawaii State PTSA

Hawai'i State Student Council

Hawai'i State Teachers Association

Hawai'i P-20

Hawai'i 3Rs

Head Start Collaboration Office

It's All About Kids

\*INPEACE

Joint Venture Education Forum

Junior Achievement of Hawaii

Kamehameha Schools

Kanu Hawai'i

Keiki to Career

Kupu A'e

\*Leaders for the Next Generation

Learning First

McREL's Pacific Center for Changing the Odds

Our Public School

\*Pacific Resources for Education and Learning

\*Parents and Children Together

\*Parents for Public Schools Hawai'i

Punahou School PUEO Program

Teach for America

The Learning Coalition

US PACOM

University of Hawai'i College of Education

YMCA of Honolulu

Voting Members (\*)



City Public Schools with a student population of 1,036,053 through the 15<sup>th</sup> largest public school system, Wake County Schools with a student population of 149,508.

**LATE**

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B. Previous action of the Board on the same or similar matter

The following are Board actions taken on salary adjustments:

1. The last across the board salary adjustment for the Deputy Superintendent, Assistant Superintendents and Complex Area Superintendents was in 2006 until just recently on September 17, 2013, this Board approved salary adjustments for these employees.
2. On June 19, 2012, the Board amended Board Policy 1310-4 to ensure that the minimum annual salary for a tenured educational officer appointed to the Deputy, Complex Area or Assistant Superintendent position shall be no less