

STAND. COM. REP. NO. **2181**

Honolulu, Hawaii

**FEB 07 2024**

RE: S.B. No. 3207  
S.D. 1

Honorable Ronald D. Kouchi  
President of the Senate  
Thirty-Second State Legislature  
Regular Session of 2024  
State of Hawaii

Sir:

Your Committee on Education, to which was referred S.B. No. 3207 entitled:

"A BILL FOR AN ACT RELATING TO EDUCATION,"

begs leave to report as follows:

The purpose and intent of this measure is to:

- (1) Increase the cap on the Superintendent of Education's salary to not more than \$350,000; and
- (2) Make permanent the annual performance evaluation requirements for the Superintendent of Education.

Your Committee received testimony in support of this measure from the Board of Education, Buildteam 50, a letter signed by fifteen Department of Education Complex Area Superintendents, and CARES.

Your Committee received testimony in opposition to this measure from Hawai'i Parents United and one hundred seven individuals.

Your Committee finds that the Superintendent of Education plays a vital role in carrying out education policy for two hundred forty-eight public schools statewide. Serving as a key leader in the State, the Superintendent's salary should be



commensurate with the level and gravity of work accomplished. Additionally, as a leader for public education in the State, performance evaluations are necessary to offer feedback, accountability, and acknowledgement of this crucial effort. Your Committee further finds that effective leadership is necessary to ensure student success, high academic achievement, and efficient departmental operations. Therefore, this measure codifies existing performance evaluation requirements while recognizing the role and responsibility of the Superintendent of Education.

Your Committee has amended this measure by decreasing the annual salary cap for the Superintendent of Education from \$350,000 to \$300,000.

As affirmed by the record of votes of the members of your Committee on Education that is attached to this report, your Committee is in accord with the intent and purpose of S.B. No. 3207, as amended herein, and recommends that it pass Second Reading in the form attached hereto as S.B. No. 3207, S.D. 1, and be referred to your Committee on Ways and Means.

Respectfully submitted on  
behalf of the members of the  
Committee on Education,



MICHELLE N. KIDANI, Chair



