

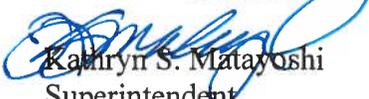


STATE OF HAWAII
DEPARTMENT OF EDUCATION
P.O. BOX 2360
HONOLULU, HAWAII 96804

OFFICE OF THE SUPERINTENDENT

June 19, 2012

To: The Honorable James D. Williams, Chairperson
Board of Education Human Resource Committee

From: 
Kathryn S. Matayoshi
Superintendent

Subject: Discussion/Recommendation for Board Action on Proposed Amendment to
Board of Education Policy 1310-4, "Salaries of Subordinate Superintendents"

1. RECOMMENDATION

It is recommended that the Board approve the proposed amendment to Board Policy, which shall be incorporated into Board Policy 1310-4, "Salaries of Subordinate Superintendents," as shown in Attachment A. The proposed Board policy maintains the salary of an Educational Officer at a level that the successful candidate was earning at the time of appointment to a key leadership position, but no higher than the salary of the Superintendent.

2. RECOMMENDED EFFECTIVE DATE

Upon approval.

3. RECOMMENDED COMPLIANCE DATE (if different from the effective date)

Same.

4. DISCUSSION

a) Conditions leading to the recommendation

The Department of Education (DOE) has faced difficulty in attracting qualified candidates to fill key leadership positions at the State and Complex Area levels including the Deputy Superintendent, the Complex Area Superintendent, and Assistant Superintendent positions.

- b) Previous action of the Board on the same or similar matter

Board Policy 1310-4, approved November 7, 2002.

- c) Other policies affected

None.

- d) Arguments in support of the recommendation

Leadership at both the State and Complex Areas can greatly benefit from the expertise that experienced school-level administrators can bring to the job. In order to address this challenge, a policy that assures candidates a fair salary and which supports career progression will encourage highly qualified school administrators to apply for Deputy, Complex Area and Assistant Superintendent vacancies.

- e) Arguments against the recommendation

None.

- f) Findings and conclusions of the Board committee

To be determined.

- g) Other agencies or departments of the State of Hawaii involved in the action

None.

- h) Possible reaction of the public; professional organizations, unions, DOE staff and/or others to be recommendations.

None.

- i) Educational implication

This policy is designed to remove barriers to promoting the best school level leaders into departmental leadership positions thereby insuring strong educational leadership for the system.

- j) Personnel implications
Provide a career ladder for senior DOE leadership positions

- k) Facilities implications

None.

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- 1) Financial implications
A modest increase in salary costs will be incurred over time

5. OTHER SUPPLEMENTARY RECOMMENDATIONS

None.

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Attachment

c: Office of Human Resources

Proposed Amendment to Board of Education Policy
Series 1310-4

The Department of Education shall set the rate of pay for the Deputy, Assistant and Complex Area Superintendents in accordance with statutory and Board direction. The salaries of the Deputy, Complex Area, and Assistant Superintendents shall not exceed the Superintendent's salary.

The minimum annual salary for a tenured educational officer appointed to the Deputy, Complex Area or Assistant Superintendent position shall be no less than the tenured educational officer's rate of pay prior to the appointment, subject to the limitations previously set forth.

Any amount of minimum annual salary established in accordance with this policy which exceeds the established salary level for the Deputy, Complex Area, or Assistant Superintendent position, shall be maintained for the duration of the tenured educational officer's appointment.

Upon return to an educational officer position, the employee's pay will be set at the appropriate range and step for which they are qualified according to applicable statute, rule, collective bargaining agreement, and/or policy and procedure.