



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

OFFICE OF THE SUPERINTENDENT

August 16, 2016

TO: The Honorable Brian De Lima  
Chairperson, Human Resources Committee

FROM:   
Kathryn S. Matayoshi  
Superintendent

SUBJECT: **Committee Action on Salary Adjustments for the Department of Education's Deputy Superintendent, Assistant Superintendents, and Complex Area Superintendents**

1. RECOMMENDATION

The Department is requesting approval from the Board of Education (Board) for an across-the-board increase effective July 1, 2016 of 4.5 percent over their current salaries for the Deputy Superintendent, Assistant Superintendents, and Complex Area Superintendents.

2. RECOMMENDED EFFECTIVE DATE

July 1, 2016. This date is consistent with the implementation of compensation adjustments for most bargaining units and is the start of the new fiscal year.

3. DISCUSSION

a. Conditions leading to the recommendation:

The positions covered by this recommendation are not included in, or excluded from, a bargaining unit. Therefore, Board approval of the recommendations is required to effect any compensation adjustments for this group of employees.

The across-the-board 4.5 percent recommendation is consistent with the July 1, 2016 adjustments for Educational Officers. The Leadership employees covered by this recommendation have been evaluated by their respective supervisors.

b. Previous actions of the Board on the same or similar matters:

On June 16, 2015 the Board took action to approve a 4 percent increase for the positions covered by this request with an effective date of July 1, 2015.

c. Other policies affected:

The following section of the Hawaii Revised Statutes governs compensation practices for leadership positions:

§302A-621 Salary; deputy superintendent, assistant superintendents, complex area superintendents. The salaries of the deputy superintendent, assistant superintendents, and complex area superintendents shall be set by the board; provided that the salaries of the deputy superintendent, assistant superintendents, and the complex area superintendents shall not exceed the superintendent's salary.

d. Arguments in support of the recommendation:

The recommended compensation adjustments will assist in recruiting and retaining high quality individuals with the knowledge, skills, and abilities to succeed in the Department's leadership positions and drive advancement in the strategic initiatives. The adjustments are supported by BOE Policy 500.6 which states, in part, that "[t]he Board of Education desires that the best candidates are appointed to all of the subordinate superintendent positions to create a knowledgeable, strong, and dynamic leadership team that supports the superintendent, teachers, administrators, and other school-level personnel."

The proposed salary adjustments for leadership employees are consistent with the adjustments for educational officers, over whom they exercise responsibility. A number of educational officers are compensated at salaries higher than leadership employees and it is equitable to maintain appropriate pay relationships.

e. Arguments against the recommendation:

Higher compensation requires additional funding in the amount of \$143,247.

f. Other agencies or departments of the State of Hawaii involved in the action:

None.

g. Possible reaction of the public, professional organizations, unions, DOE staff and/or others to the recommendation:

There may be adverse reaction by the public anytime there are pay increases for public officials. Other stakeholders should support adjustments that are aligned with negotiated increases for represented employees.

h. Educational implications:

The Department's ability to appropriately compensate individuals in leadership positions will enhance the support of educational services.

i. Financial implications:

The Department has available funds to cover the proposed increases.

4. OTHER SUPPLEMENTARY RECOMMENDATIONS

None

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c: Office of Human Resources