

Honolulu, Hawaii

APR 23 2010

, 2010

RE: S.B. No. 2434
S.D. 1
H.D. 1
C.D. 1

Honorable Colleen Hanabusa
President of the Senate
Twenty-Fifth State Legislature
Regular Session of 2010
State of Hawaii

Honorable Calvin K.Y. Say
Speaker, House of Representatives
Twenty-Fifth State Legislature
Regular Session of 2010
State of Hawaii

Madam and Sir:

Your Committee on Conference on the disagreeing vote of the Senate to the amendments proposed by the House of Representatives in S.B. No. 2434, S.D. 1, H.D. 1, entitled:

"A BILL FOR AN ACT RELATING TO SALARIES,"

having met, and after full and free discussion, has agreed to recommend and does recommend to the respective Houses the final passage of this bill in an amended form.

The purpose of this measure is to provide the Board of Education, as the appointing authority for the Superintendent of Education and the State Librarian, with more flexibility to establish the salaries of the Superintendent and State Librarian by adjusting the salary caps on these state leadership positions.

Your Committee on Conference finds that state departments, such as the Department of Education, are run by proficient and experienced individuals who frequently come from the private sector. Your Committee on Conference believes that seeking out and retaining the most qualified individuals to manage and run the Department of Education is critical to improving the public education system and



to providing a superior education for all of Hawaii's public school children. By incorporating specific salaries for certain of the Department of Education's administrators and adding annual performance bonuses that are contingent upon specified outcomes and benchmarks, exceptional individuals can be retained and excellent performance can be adequately compensated.

Your Committee on Conference has amended this measure by:

- (1) Increasing the salary of the Superintendent from \$150,000 to \$160,000, and adding an annual performance bonus of up to \$90,000, which shall be contingent upon an annual performance evaluation that is subject to certain specified performance outcomes and limited for consecutive annual performance evaluations;
- (2) Specifying that the Board of Education shall set the salary of the Deputy Superintendent at no greater than \$130,000, and including an annual performance bonus of up to \$50,000, which shall be contingent upon an annual performance evaluation that is subject to certain specified performance outcomes and limited for consecutive annual performance evaluations;
- (3) Providing that the Board of Education shall set the salary of each Assistant Superintendent at a rate no greater than \$120,000 a year, and including an annual performance bonus of up to \$20,000, which shall be contingent upon an annual performance evaluation that is subject to certain specified performance outcomes and limited for consecutive annual performance evaluations;
- (4) Specifying that the Board of Education shall set the salary of each Complex Area Superintendent at a rate no greater than \$120,000 a year, and including an annual performance bonus of up to \$40,000, which shall be contingent upon an annual performance evaluation that is subject to certain specified performance outcomes and limited for consecutive annual performance evaluations;
- (5) Retaining the existing \$120,000 salary level and adding an annual performance bonus for the State Librarian of up to \$20,000, the specific amount of which is contingent upon an annual performance evaluation based on a minimum of four outcomes to be determined by the Board of Education



and limited for the second consecutive annual performance evaluations;

- (6) Revising the purpose section of the measure to reflect the changes to the measure; and
- (7) Inserting an effective date of July 1, 2010.

As affirmed by the record of votes of the managers of your Committee on Conference that is attached to this report, your Committee on Conference is in accord with the intent and purpose of S.B. No. 2434, S.D. 1, H.D. 1, as amended herein, and recommends that it pass Final Reading in the form attached hereto as S.B. No. 2434, S.D. 1, H.D. 1, C.D. 1.

Respectfully submitted on behalf
of the managers:

ON THE PART OF THE HOUSE


ON THE PART OF THE SENATE




ROY TAKUMI, Co-Chair



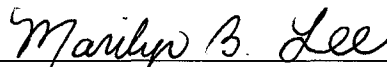
NORMAN SAKAMOTO, Chair



KARL RHOADS, Co-Chair



SHAN S. TSUTSUI, Co-Chair



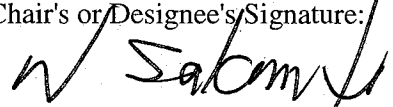

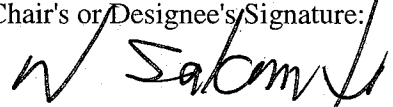

MARILYN B. LEE, Co-Chair



Hawaii State Legislature

Record of Votes of a Conference Committee

130-10

Bill / Concurrent Resolution No.: SB 2434, SD 1, HD 1					Date/Time: 4/23/10 5:56 pm																			
<input checked="" type="checkbox"/> The recommendation of the House and Senate managers is to pass with amendments (CD).																								
<input type="checkbox"/> The Committee is reconsidering its previous decision.																								
<input type="checkbox"/> The recommendation of the Senate Manager(s) is to AGREE to the House amendments made to the Senate Measure					<input type="checkbox"/> The recommendation of the House Manager(s) is to AGREE to the Senate amendments made to the House Measure.																			
Senate Managers	A	WR	N	E	House Managers	A	WR	N	E															
SAKAMOTO, Norman, Chr.	✓				TAKUMI, Roy M., Co-Chr.	✓																		
TSUTSUI, Shan S., Co-Chr.	✓				RHOADS, Karl, Co-Chr.	✓																		
KIDANI, Michelle				✓	LEE, Marilyn B., Co-Chr.	✓																		
TOTAL	2	-	-	1	TOTAL	3	-	-	-															
A = Aye					WR = Aye with Reservations					N = Nay					E = Excused									
Senate Recommendation is:					House Recommendation is:					Senate Recommendation is:					House Recommendation is:									
<input checked="" type="checkbox"/> Adopted <input type="checkbox"/> Not Adopted					<input checked="" type="checkbox"/> Adopted <input type="checkbox"/> Not Adopted					<input checked="" type="checkbox"/> Adopted <input type="checkbox"/> Not Adopted					<input checked="" type="checkbox"/> Adopted <input type="checkbox"/> Not Adopted									
Senate Lead Chair's or Designee's Signature:					House Lead Chair's or Designee's Signature:					Senate Lead Chair's or Designee's Signature:					House Lead Chair's or Designee's Signature:									
																								
Distribution:					Original					Yellow					Pink					Goldenrod				
					File with Conference Committee Report					House Clerk's Office					Senate Clerk's Office					Drafting Agency				