



**STATE OF HAWAII  
BOARD OF EDUCATION  
PAPA HO'ONA'AUAO**  
P.O. BOX 2360  
HONOLULU, HAWAII 96804

**House Committee on Education**  
**Thursday, February 19, 2026**  
2:00 p.m.  
Hawaii State Capitol, Room 309

**Measure: House Bill 1595, Relating to the State Librarian**

**Purpose of Measure:**

Repeals the salary cap for the state librarian.

Aloha Chair Woodson, Vice Chair La Chica, and Members of the Committee:

The Board of Education (Board) is in strong support of House Bill 1595, which repeals the salary cap for the state librarian.

The salary cap of the state librarian was last increased to the current amount of \$175,000 seven years ago, through Act 224, Session Laws of Hawaii 2019. The prior increase was almost a decade earlier, from \$85,302 to \$120,000, through Act 117, Session Laws of Hawaii 2001.

The Board respectfully offers the following:

- During the years since the salary cap was last adjusted, Hawaii and the entire nation have experienced significant inflation.
- The inability to offer an increased salary will impact future contracts with the state librarian and hinder future recruitment.
  - Despite the state librarian's continual demonstration of dedication and efforts to improve Hawaii's public library system and historically high ratings on annual evaluations, the Board was not able to consider a salary increase in her most recent contract renewal due to the salary cap.

- The proposed legislation allows for flexibility to make salary adjustments that align with the Board's policy regarding compensation philosophy for the state librarian. The Board wished to establish a compensation philosophy to ensure consistency in the approach to the salaries of this key position. Board Policy 600-8, adopted on August 14, 2025, explains the principles that shall guide the Board's determination of compensation: equity and transparency, fiscal responsibility, deep respect for the content in which we operate, total compensation approach, and market competitiveness.
- The Board has utilized an annual evaluation process to review the state librarian's performance against a set of approved metrics and would like to continue with this process.

Mahalo for this opportunity to testify on behalf of the Board.

**HB-1595**

Submitted on: 2/17/2026 5:26:47 PM

Testimony for EDN on 2/19/2026 2:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Johnnie-Mae L. Perry	Individual	Oppose	Written Testimony Only

Comments:

I, Johnnie-Mae L. Perry, OPPOSE

1595 HB RELATING TO THE STATE LIBRARIAN.

closure of public school libraries

decline in public library visits by the public

staff personal cell phone next to them indicating LOW public visits