



STATE OF HAWAII
DEPARTMENT OF EDUCATION

P.O. BOX 2360
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OFFICE OF THE SUPERINTENDENT

July 23, 2020

TO: The Honorable Catherine Payne
Chairperson, Board of Education

FROM: Dr. Christina M. Kishimoto
Superintendent

A blue ink signature of Dr. Christina M. Kishimoto.

SUBJECT: **Board Action on Authorizing a Board Member to Represent the Board in Successor Bargaining with the Hawaii State Teachers Association (Bargaining Unit 5) and Authorizing a Board Member to Represent the Board of Education in Successor Bargaining with the Hawaii Government Employees Association (Bargaining Unit 6)**

1. EXECUTIVE SUMMARY

The Hawaii Department of Education (Department) employs approximately 13,000 teachers and 1,000 educational officers. The teachers in bargaining unit 5 are represented by the Hawaii State Teachers Association (HSTA), while the educational officers in bargaining unit 6 are represented by the Hawaii Government Employees Association (HGEA).

The collective bargaining agreements (CBA) for both units expire on June 30, 2021. In accordance with Hawaii Revised Statute, §89-6, [Appropriate Bargaining Units](#), and for the purposes of negotiating the CBA for employees in bargaining units 5 and 6, the governor shall have three (3) votes, the Board of Education (BOE) shall have two (2) votes, and the Superintendent shall have one (1) vote.

2. BACKGROUND

The negotiations process is a confidential process that requires the utmost care in the handling of sensitive information affecting teachers and educational officers.

The scope of negotiations requires the public employer and the exclusive representative to meet at reasonable times to confer and negotiate in good faith on matters affecting wages, hours, amounts of contributions by the State and counties to the Hawaii Employer-Union Health Benefits Trust Fund, and other terms and conditions of work.

3. DISCUSSION

A BOE member is needed to actively participate in successor contract negotiations for both HSTA bargaining unit 5 and HGEA bargaining unit 6. The Office of Collective Bargaining serves as the lead negotiator for the State of Hawaii.

4. RECOMMENDATION

The Department recommends the BOE appoint two (2) members in total to serve on the negotiations team; a member to act on behalf of the BOE for successor contract negotiations for HSTA bargaining unit 5, and another member for HGEA bargaining unit 6.

CMK:cac