


**STATE OF HAWAII**  
**DEPARTMENT OF EDUCATION**  
**KA 'OIHANA HO'ONA'AUAO**  
P.O. BOX 2360  
HONOLULU, HAWAII 96804

OFFICE OF THE SUPERINTENDENT

September 7, 2023

TO: The Honorable Warren Haruki  
Chairperson, Board of Education

FROM: Keith T. Hayashi  
Superintendent 

SUBJECT: Board Action to Appoint and Authorize a Board Member to Represent the Board in Negotiation Matters Pertaining to the Hawaii Government Employees Association (Bargaining Unit 6)

I. EXECUTIVE SUMMARY

The Hawaii State Department of Education (Department) employs approximately 1,100 educational officers. The Hawaii Government Employees Association (HGEA) is the exclusive representative for all Educational Officers in Bargaining Unit 6 (BU6).

The BU6 collective bargaining agreement (CBA) expires on June 30, 2025. In accordance with Hawaii Revised Statutes, §89-6, [Appropriate bargaining units](#), and for the purposes of negotiating the CBAs and any related agreements pursuant thereto for employees in BU6, the Governor shall have three (3) votes, the Board of Education shall have two (2) votes, and the Superintendent shall have one (1) vote.

II. BACKGROUND

Negotiation proceedings are confidential to facilitate open and free dialogue between the parties while protecting sensitive information about the employees in a given bargaining unit. BU6 is composed entirely of the Department's Educational Officers.

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

III. DISCUSSION

An appointed Board of Education (Board) member is required to participate in any negotiation matters pertaining to BU6, including but not limited to any changes to the CBA, Memorandums of Understanding, adjustments to salary schedules, or changes to EUTF benefits and contributions.

The current BU6 CBA is in effect through June 30, 2025.

IV. RECOMMENDATION

The Department recommends that the Board authorize a Board member to serve on the negotiations team for HGEA BU6 on behalf of the Board.

KTH:sb

c: Office of Talent Management