




STATE OF HAWAII  
DEPARTMENT OF EDUCATION

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OFFICE OF THE SUPERINTENDENT

November 18, 2021

TO: The Honorable Kaimana Barcarse  
Chairperson, Human Resources Committee

FROM: Keith T. Hayashi   
Interim Superintendent

SUBJECT: **Committee Action on Board Member Authorized to Represent the Board in Successor Bargaining with the Hawaii State Teachers Association (Bargaining Unit 5)**

I. EXECUTIVE SUMMARY

The Hawaii State Department of Education (Department) employs approximately 12,900 teachers, counselors, and librarians. The Hawaii State Teachers Association (HSTA) serves as the exclusive representative for all employees in Bargaining Unit 5 (BU5).

The collective bargaining agreement (CBA) for BU5 expires on June 30, 2023. In accordance with Hawaii Revised Statutes, §89-6, [Appropriate bargaining units](#), and for the purposes of negotiating the CBA for employees in BU5, the Governor shall have three (3) votes, the Board of Education shall have (2) votes, and the Superintendent shall have one (1) vote.

II. BACKGROUND

Negotiations proceedings are confidential and require the utmost care in the handling of sensitive information affecting teachers.

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.

III. DISCUSSION

An appointed Board of Education (Board) member is required to participate in successor contract negotiations for HSTA BU5. The Office of Collective Bargaining serves as the lead negotiator for the State of Hawaii.

IV. RECOMMENDATION

The Department recommends the Board authorize a Board member to serve on the negotiations team for successor contract negotiations for HSTA BU5 on behalf of the Board.

KTH:sb