




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 Mid-Term Bargaining for Contract Period July 1, 2021 – June 30, 2023 and Successor Bargaining with 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) serves as the exclusive representative for all Educational Officers in Bargaining Unit 6 (BU6).

The collective bargaining agreement (CBA) for BU6 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 BU6, 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 a confidential process that requires the utmost care in handling sensitive information affecting 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.

III. DISCUSSION

Currently, there is a two-year agreement for the HGEA BU6 that is in effect from July 1, 2021 - June 30, 2023. In the previous round of negotiations, the parties agreed that there would be a reopener regarding Article 30 "Salaries" of the current BU6 CBA for the period beginning July 1, 2022.

An appointed Board of Education (Board) member is required to participate in mid-term bargaining and the upcoming successor contract negotiations for HGEA BU6. 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 mid-term bargaining and successor contract negotiations for HGEA BU6 on behalf of the Board.

KTH:sb