




STATE OF HAWAII  
DEPARTMENT OF EDUCATION  
P.O. BOX 2360  
HONOLULU, HAWAII 96804

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 Memorandum of Understanding Between State of Hawaii Board of Education and Hawaii State Teachers Association (Pilot Transfer Program Workgroup)**

1. 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 State of Hawaii, Board of Education (Board), Department, and the HSTA recently concluded negotiations for the BU5 successor agreement for the period of July 1, 2021 through June 30, 2023.

Since the conclusion of the BU5 negotiations, the Department and the HSTA have been involved in discussions regarding a Memorandum of Understanding (MOU) for a Pilot Transfer Program Workgroup.

2. BACKGROUND

At its July 15, 2021, Special Meeting, the Board authorized the Board Chairperson to execute the final HSTA agreement effective July 1, 2021 through June 30, 2023.

At that meeting, the Department informed the Board that it planned to continue discussions with the HSTA on any new and/or renewal MOUs and bring forth any additional mutual agreements later. Since then, the Department has met with the HSTA and is proposing the following non-cost item:

Pilot Transfer Program Workgroup

This program is intended to give teachers an opportunity to apply to vacant positions throughout a school year rather than once a school year.

3. DISCUSSION

The Pilot Transfer Program Workgroup will be looking at options to allow tenured and probationary teachers to apply to vacant positions throughout the school year rather than just once a school year. Providing qualified teachers the ability to apply to vacant teacher positions throughout the school year may enhance retention, increase overall job satisfaction, and positively impact student achievement.

The workgroup will be specifically tasked with developing options and requirements to determine the feasibility of creating a pilot program for the upcoming 2022-2023 school year. The workgroup's findings and recommendations will be reported to the Superintendent and the HSTA for consideration and possible implementation.

4. DISCUSS ANY FINANCIAL IMPACT

This is a non-cost item that does not have a financial impact on the Department.

5. RECOMMENDATION

The Department recommends that the Board approve the proposed Memorandum of Understanding for a Pilot Transfer Program Workgroup.

KTH:sb

Attachment: Memorandum of Understanding - Pilot Transfer Program Workgroup

Bargaining Unit 05

TENTATIVE AGREEMENT

Employer Keith Hayashi

Union Andra Edelman

Date 11/10/2021 | 12:56 PM EST

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**MEMORANDUM OF UNDERSTANDING  
BETWEEN  
STATE OF HAWAII  
BOARD OF EDUCATION  
AND  
HAWAII STATE TEACHERS ASSOCIATION  
PILOT TRANSFER PROGRAM WORKGROUP (NEW)**

This MEMORANDUM OF UNDERSTANDING (MOU) is entered into this 1<sup>st</sup> day of July 2021 by and between the State of Hawaii, Board of Education and Department of Education, and the Hawaii State Teachers Association.

The workgroup shall be comprised of no more than three (3) representatives appointed by the DOE and no more than three (3) representatives appointed by the Association. This workgroup shall meet not more than four (4) times each school year for the purpose of developing a pilot transfer program.

The Pilot Transfer Program shall include but not be limited to:

- Establishing a Pilot Transfer Program for school year 2022-2023;
- Increasing year-round vacancy postings and transfer opportunities;
- Increasing transfer opportunities for probationary teachers.

A recommendation will be made by this workgroup and presented to the Superintendent and the Hawaii State Teachers Association for consideration.

This MEMORANDUM OF UNDERSTANDING shall be effective from July 1, 2021 to and including June 30, 2023, unless either of the parties terminates this MOU by giving thirty (30) days written notice.

STATE OF HAWAII

HAWAII STATE TEACHERS ASSOCIATION

By: \_\_\_\_\_  
Catherine Payne  
Chairperson, Board of Education

By: \_\_\_\_\_  
Osa Tui, Jr.  
President

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Keith Hayashi  
Interim Superintendent, Dept. of Education

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Wilbert Holck  
Executive Director

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Ryker J. Wada  
Chief Negotiator, Office of Collective Bargaining