



**STATE OF HAWAII
BOARD OF EDUCATION
PAPA HO'ONA'AUAO**
P.O. BOX 2360
HONOLULU, HAWAII 96804

House Committee on Labor
Thursday, February 12, 2026
9:30 a.m.
Hawaii State Capitol, Room 309

Measure: House Bill 1892 HD1, Relating to the Board of Education

Purpose of Measure:

Requires the exclusive representative for bargaining unit (5) to appoint to the Board of Education a nonvoting public school teacher representative. Authorizes the nonvoting public school teacher representative to participate in all Board of Education meetings and enter into executive sessions, except in certain matters related to collective bargaining negotiations or personnel matters that may pose a conflict of interest. Effective 7/1/3000.

Aloha Chair Sayama, Vice Chair Lee, and Members of the Committee:

The Board of Education (Board) respectfully offers comments on House Bill 1892 HD1, in regards to the composition of the Board.

The composition of the Board is the prerogative of the Legislature.

The Board recognizes the important role of educator perspectives. We endeavor to provide relevant information to assist the Legislature with making its decision:

1. The Board, pursuant to section 302A-121, Hawaii Revised Statutes, currently consists of nine members: one from the County of Hawaii, one from the County of Maui, one from the County of Kaua'i, three from the City and County of Honolulu, and three at-large members. The Board also has two nonvoting representatives – a student representative and military representative.
2. There are numerous stakeholders with specific educational interests who may also be interested in dedicated seats on the Board.

3. The Board welcomes and considers testimony and input from any individual at each of its public hearings and community meetings.

This legislation, if passed, will create precedent that may affect Board representation in other ways.

Mahalo for this opportunity to testify on behalf of the Board.

JOSH GREEN, M. D.
GOVERNOR
KE KIA'ĀINA

SYLVIA LUKE
LT. GOVERNOR
KA HOPE KIA'ĀINA



J.N. MUSTO, PhD
CHIEF NEGOTIATOR
KE PO'O KUKAKUKA

STATE OF HAWAII | KA MOKU'ĀINA O HAWAII
OFFICE OF COLLECTIVE BARGAINING
KE KE'ENA MĀLAMA LIMAHANA AUPUNI
EXECUTIVE OFFICE OF THE GOVERNOR
235 S. BERETANIA STREET, SUITE 1201
HONOLULU, HAWAII 96813-2437

Statement of
J.N. Musto, PhD
Chief Negotiator, Office of Collective Bargaining

Before the
HOUSE COMMITTEE ON LABOR
Thursday, February 12, 2026
9:30 AM
State Capitol, Conference Room 309

In consideration of
HB1892 HD1, RELATING TO THE BOARD OF EDUCATION

Chair Sayama, Vice Chair Lee, and the members of the committee:

The Office of Collective Bargaining (OCB) appreciates the intent of HB1892 HD1, which requires the Board of Education to invite the exclusive representative for bargaining unit (5) (teachers) to appoint a nonvoting public school teacher representative to the board. However, OCB offers the following comment on this measure:

OCB recommends that HB 1892 HD1, be submitted to the Hawai'i State Ethics Commission for further review, specifically Section 2. (f) of the bill, which allows the exclusive representative for bargaining unit 5 (teachers) to select and appoint the nonvoting public school teacher representative to the Board of Education, which may be a conflict of interest.

Thank you for the opportunity to provide testimony.



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TESTIMONY TO THE HAWAI'I HOUSE COMMITTEE ON LABOR

Item: HB 1892, HD1 – Relating to Board of Education

Position: Support

Hearing: Thursday, February 12, 2026, 9:30 am, Room 309

Submitter: Osa Tui, Jr., President - Hawai'i State Teachers Association

Dear Chair Sayama, Vice Chair Lee, and members of the committee,

The Hawai'i State Teachers Association (HSTA) **strongly supports** H.B. 1892, HD1 which adds a nonvoting teacher representative to the Board of Education. This measure ensures that our public educators have a formal voice in the policy-making body for the state's public school system.

While the Board currently includes nonvoting student and military representatives, it does not have a formal seat for a public school teacher. This omission leaves a critical gap in the Board's direct access to the professional pedagogical expertise of those working daily in our classrooms.

Teachers are the primary implementers of Board policy. They possess unique, ground-level insights into the challenges and opportunities within Hawai'i's classrooms. Adding a teacher representative will ensure the Board has first-hand knowledge of how policy decisions impact both students and educators.

Under this bill, the nonvoting representative will be appointed by the exclusive representative for bargaining unit (5) for a two-year term. This representative will be authorized to participate in all Board meetings and enter into executive sessions.

To maintain professional boundaries, the representative would be excluded from executive sessions involving collective bargaining negotiations or personnel matters that may pose a conflict of interest. This structure ensures that teacher expertise is integrated into policy discussions while upholding the integrity of the Board's other functions.

Adding a teacher's perspective to the Board of Education is a vital step toward creating more informed and effective educational policy for our state. We respectfully urge the committee to pass this measure.

Mahalo.



UNITED PUBLIC WORKERS

AFSCME Local 646, AFL-CIO

**HOUSE OF REPRESENTATIVES
THE THIRTY-THIRD LEGISLATURE
REGULAR SESSION OF 2026**

COMMITTEE ON LABOR
Rep. Jackson D. Sayama, Chair
Rep. Mike Lee, Vice Chair

Thursday, February 12, 2026, 9:30 PM
Conference Room 309 & Videoconference

Re: Testimony on HB1892, HD1 – RELATING TO THE BOARD OF EDUCATION

Chair Sayama, Vice Chair Lee, and Members of the Committee:

The United Public Workers, AFSCME Local 646, AFL-CIO (“UPW”) is the exclusive bargaining representative for approximately 14,000 public employees, which includes blue collar, non-supervisory employees in Bargaining Unit 1 and institutional, health, and correctional employees in Bargaining Unit 10, in the State of Hawaii and various counties.

UPW provides **comments on** HB1892, HD1, which requires the exclusive representative for bargaining unit (5) to appoint to the Board of Education a nonvoting public school teacher representative. This measure also authorizes the nonvoting public school teacher representative to participate in all Board of Education meetings and enter into executive sessions, except in certain matters related to collective bargaining negotiations or personnel matters that may pose a conflict of interest.

UPW recognizes that schoolteachers are central to student learning in Hawaii’s public schools. They serve as mentors, role models, and support systems that are essential to student success . However, there are many other school-level employees who are equally dedicated to creating an educational environment where students are able to thrive. As the exclusive representative for Bargaining Unit 1 employees in the Department of Education, UPW has seen the positive impact our members can have on the schools they have great pride in working at.

Should this committee choose to pass this measure, we humbly request that you consider an amendment that would include additional non-voting members from each of the pertinent bargaining units with the understanding that they are all, in their own respective ways, valuable to the success of our public schools and the education of Hawaii’s students.

Mahalo for the opportunity to testify on this measure.

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HOUSE BILL 1892, HD1, RELATING TO THE BOARD OF EDUCATION

FEBRUARY 12, 2026 · LAB HEARING

POSITION: Support.

RATIONALE: The Democratic Party of Hawai'i Education Caucus **supports** HB 1892, HD1, relating to the Board of Education, which requires the exclusive representative for bargaining unit (5) to appoint to the Board of Education a nonvoting public school teacher representative; and authorizes the nonvoting public school teacher representative to participate in all Board of Education meetings and enter into executive sessions, except in certain matters related to collective bargaining negotiations or personnel matters that may pose a conflict of interest.

Ensuring that the Board of Education includes a public school teacher representative adds valuable real-time classroom perspective to decisions affecting students, educators, and school communities. According to research from the Learning Policy Institute, teacher involvement in policymaking correlates with increased teacher morale, greater alignment between classroom practice and policy, and more effective implementation of reforms, because decisions are informed by the lived experience of educators who interact daily with students and school systems. Including a teacher's perspective helps bridge the gap between policy development and classroom reality, particularly as the Board deliberates complex issues such as standards, assessments, budgeting, professional development, and student support systems.

Furthermore, according to the National Education Association in 2025, teacher participation in governance fosters a culture of shared leadership that improves working conditions and student outcomes. When teachers feel their voices are respected and incorporated into governance decisions, districts experience reduced turnover and stronger instructional coherence. This measure aligns with this evidence by ensuring teacher expertise is represented at the highest level of state education governance.

The inclusion of a nonvoting teacher representative to the Board of Education also supports trust and transparency between educators and policymakers. According to the RAND Corporation in 2024, governing bodies that include diverse stakeholder perspectives—including educators, families, and community members—tend to make more equitable and effective decisions because contextual insights help identify unintended consequences early in the policymaking process. This proposal’s authorization for meaningful participation strengthens the BOE’s capacity to consider nuanced educational challenges with teacher input.

Lastly, this bill affirms Hawai‘i’s longstanding commitment to collaborative, community-centered education policy. Public school teachers provide a critical lens on student needs and instructional quality that affect thousands of families across the islands. Centering this perspective in board deliberations fosters more responsive, evidence-aligned, and equitable education governance.

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HAWAII GOVERNMENT EMPLOYEES ASSOCIATION

AFSCME Local 152, AFL-CIO

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The Thirty-Third Legislature, State of Hawaii
House of Representatives
Committee on Labor

Testimony by
Hawaii Government Employees Association

February 12, 2026

H.B. 1892, H.D. 1 – RELATING TO THE BOARD OF EDUCATION

The Hawaii Government Employees Association, AFSCME Local 152, AFL-CIO opposes the intent of H.B. 1892, H.D. 1, and its concept of having a non-voting teacher representative on the Board of Education. While teachers may be seen as the primary implementers of board of education policy, they are certainly not the only educational employees who possess ground level insights into the challenges and opportunities within our public school classrooms. All of our public schools and charter schools employ a variety of classifications, not just from bargaining unit 5, but also bargaining units 1, 2, 3, 4, 6, 9 and 13.

If the legislature finds that the Board of Education would benefit from the perspective of a public-school teacher representative, they should equally consider the benefit of having the perspective of employees from each of the bargaining units mentioned above. Adding a non-voting representative to the board from each classification of the other seven (7) bargaining units may seem unwieldy, however, under the circumstances, it is only fair for all school level employees.

Thank you for the opportunity to testify on H.B. 1892, H.D. 1.

Respectfully submitted,

Randy Perreira
Executive Director