



**HAWAI'I STATE
TEACHERS
ASSOCIATION**

November 25, 2025

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*Certified Mail 7020 2450 0000 3062 6421
Return Receipt Requested*

Dear Assistant Superintendent Bacon:

Re: Hawai'i Labor Relations Board Case, Administrative Appeal, #1CCV-24-1706

As you are aware, on June 30, 2025, the Hawai'i State Teachers Association (HSTA) moved to intervene in the Hawai'i Department of Education's (HIDOE) administrative appeal of Hawai'i Labor Relations Board (HLRB) Decision No. 526, issued October 25, 2024, regarding Bargaining Unit 05 (BU 05) employees and HIDOE's implementation of a repricing plan for school years 2022–2024.

Earlier today, **Judge John M. Tonaki heard oral argument and denied HIDOE's administrative appeal** in Civil No. 1CCV-24-1706. With the appeal now resolved, Decision No. 526 is fully enforceable, and HIDOE's obligations under that decision remain outstanding.

Earlier conversations with you and others at HIDOE indicated that you wanted to wait and see the results of the appeal. Thus, HSTA is following up on our June 24, 2025, written request for information. To date, beyond a brief acknowledgment of receipt, HIDOE has not provided the required information for HSTA to confirm compliance with the HLRB's order.

Pursuant to Article IV of the Collective Bargaining Agreement, HSTA reiterates its request for the following information and updates regarding HIDOE's May 4, 2025 communication:

- A. Copies of the personnel action forms reflecting the salary adjustments for the three complainants, to allow HSTA to confirm HIDOE's implementation of the HLRB order.
- B. A copy of the June 2, 2025 memorandum regarding Decision No. 526 and confirmation that all schools and offices prominently displayed the memorandum for 60 consecutive days.

- C. Confirmation of HIDOE's timeline and plans for making similar adjustments for the 2,221¹ employees identified as similarly affected by the failure to consider prior teaching experience in the repricing action.
- D. Any updates to the preliminary list of similarly affected employees provided to HSTA on May 4, 2025.

HSTA requests a complete written response to the items above no later than Monday, December 15, 2025. In addition, to ensure clarity moving forward, HSTA formally requests a meeting with HIDOE to discuss the Department's implementation plans and timelines, and to ensure similarly affected employees are provided salary adjustments to reflect prior teaching experience. Please provide your availability for a meeting between November 27 and December 19, 2025.

If HIDOE does not intend to take action for the 2,221 similarly affected employees, please provide a written explanation and the basis for that determination.

Please be advised that if HIDOE does not provide the requested information or does not indicate its intent to comply with Decision No. 526, HSTA will have no choice but to return to the Hawai'i Labor Relations Board to enforce the decision and seek all appropriate remedies.

This request is made consistent with BU 05 employees' collective bargaining rights and does not diminish their entitlement to HSTA's representation. The requested information may be transmitted via email to aeshelman@hsta.org

Sincerely,



Andrea Eshelman
Executive Director

- C: Keith T. Hayashi, Superintendent
Deputy Superintendents
Roy Takumi, Board of Education Chair
Amanda Donlin, Supervising Deputy Attorney General, Employment Law Division
Jill Suzuki, Director, Employee Relations Branch, OTM
Wilbert Holck, Chief Negotiator, Office of Collective Bargaining and Managed Competition
Osa Tui, Jr., President, HSTA

¹ Noting the preliminary list provided to HSTA on May 4 reflected 2,221 individuals as having 1 or more years of prior teaching experience at the time of their hire by HIDOE.