
A BILL FOR AN ACT

RELATING TO CHARTER SCHOOLS.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF HAWAII:

- 1 SECTION 1. Section 89-6, Hawaii Revised Statutes, is
2 amended by amending subsection (g) to read as follows:
3 "(g) The following individuals shall not be included in
4 any appropriate bargaining unit or be entitled to coverage under
5 this chapter:
6 (1) Elected or appointed official;
7 (2) Member of any board or commission; provided that
8 nothing in this paragraph shall prohibit a member of a
9 collective bargaining unit from serving on a local
10 school board of a charter school;
11 (3) Top-level managerial and administrative personnel,
12 including the department head, deputy or assistant to
13 a department head, administrative officer, director,
14 or chief of a state or county agency or major
15 division, and legal counsel;
16 (4) Secretary to top-level managerial and administrative
17 personnel under paragraph (3);

- 1 (5) Individual concerned with confidential matters
- 2 affecting employee-employer relations;
- 3 (6) Part-time employee working less than twenty hours per
- 4 week, except part-time employees included in
- 5 bargaining unit (5);
- 6 (7) Temporary employee of three months' duration or less;
- 7 (8) Employee of the executive office of the governor or a
- 8 household employee at Washington Place;
- 9 (9) Employee of the executive office of the lieutenant
- 10 governor;
- 11 (10) Employee of the executive office of the mayor;
- 12 (11) Staff of the legislative branch of the State;
- 13 (12) Staff of the legislative branches of the counties,
- 14 except employees of the clerks' offices of the
- 15 counties;
- 16 (13) Any commissioned and enlisted personnel of the Hawaii
- 17 national guard;
- 18 (14) Inmate, kokua, patient, ward, or student of a state
- 19 institution;
- 20 (15) Student help;
- 21 (16) Staff of the Hawaii labor relations board;



1 (17) Employee of the Hawaii national guard youth challenge
2 academy; or

3 (18) Employees of the office of elections."

4 SECTION 2. Section 302A-607, Hawaii Revised Statutes, is
5 amended to read as follows:

6 "[+]§302A-607[+] **Probationary period of employment.** (a)

7 All teachers, principals, and vice-principals entering the
8 service of the department for the first time shall serve as
9 probationary employees of the department, except as provided for
10 in subsection (c), for a minimum period of two consecutive
11 years; provided that:

12 (1) The consecutive employment may be interrupted by
13 maternity leave, sick leave, or any other leave
14 approved by the department not exceeding a period of
15 three years; by military leave not exceeding a period
16 of five years; or by termination or nonrenewal of the
17 probationary employment contract because of decrease
18 in the number of pupils or for causes over which the
19 department has no control, the period between
20 employment not to exceed five years, without loss of
21 credit for the period of probationary employment; and



1 (2) At or prior to the end of two years of probation, the
2 department may extend the probationary period of a
3 teacher, principal, or vice-principal for additional
4 periods not to exceed a total of five years.

5 (b) Any full-time intern teaching period served in the
6 State shall be credited toward fulfillment of the probationary
7 period. Any annual contract with any teacher, principal, or
8 vice-principal during this probationary period of employment may
9 or may not be renewed as the department shall determine. The
10 department, during the probationary period, may discharge or
11 demote a teacher, principal, or vice-principal.

12 (c) If a teacher from a new century charter school who:

13 (1) Possesses the minimum period of two consecutive years
14 of service;

15 (2) Was subject to an employment interruption identical to
16 the terms of subsection (a)(2), but who has
17 successfully completed a total of two years of service
18 as a teacher at a new century charter school; or

19 (3) Was not placed on an extended probationary period
20 identical to the terms of subsection (a)(2),

21 and transfers to a public school, the teacher's tenure shall be
22 recognized and the teacher shall not be considered a new teacher

1 of the department of education and subject to the probationary
2 requirements of subsection (a); provided that the employee being
3 transferred is licensed to teach in Hawaii."

4 SECTION 3. Section 302A-1184, Hawaii Revised Statutes, is
5 amended by amending subsection (b) to read as follows:

6 "(b) Civil service employees of department of education
7 schools shall retain their civil service status upon the
8 conversion of their school to a new century conversion charter
9 school. Positions in a new century conversion charter school
10 that would be civil service in a department of education public
11 school shall be civil service positions and subject to chapter
12 76. An employee with civil service status at a new century
13 conversion charter school who transfers, is promoted, or takes a
14 voluntary demotion to another civil service position shall be
15 entitled to all of the rights, privileges, and benefits of
16 continuous, uninterrupted civil service. Civil service
17 employees of a new century conversion charter school shall
18 retain their civil service status in the department of education
19 human resources civil service system and shall be entitled to
20 all rights and benefits as other civil service employees
21 employed by the department of education. Exempt civil service
22 employees as provided in section 76-16(b) of a conversion



1 charter school shall retain their status in the department of
2 education human resources system for support services personnel
3 and shall be entitled to all rights and benefits as other civil
4 service employees employed by the department of education."

5 SECTION 4. Statutory material to be repealed is bracketed
6 and stricken. New statutory material is underscored.

7 SECTION 5. This Act shall take effect upon its approval.



Report Title:

Charter Schools; Employee Rights; Collective Bargaining

Description:

Designates local school boards as an employer for collective bargaining purposes and allows the executive director of the charter school administrative office to negotiate union agreements. Allows certain charter school employees to have the same transfer, tenure and promotion rights as civil service employees. (HB3098 HD1)

