



The Committee on Education
Wednesday, April 11, 2018
2:45 PM, Conference Room 229

RE: **GM 695 Confirmation Board of Education, Dwight Takeno**

Attention: Chair Michelle Kidani, Vice Chair Kai Kahele, and Members of the Committee

Aloha, my name is Christian L. Fern and I am with the University of Hawaii Professional Assembly (UHPA). Mahalo for the opportunity to **strongly support** the Governor's nomination of Dwight Takeno for the appointment to the State Board of Education (BOE) and respectfully request the Education Committee's confirmation.

Mr. Takeno has served as one of the primary administrators responsible for overseeing system-wide personnel practices at the University of Hawai'i. Over the past three years, I have had the pleasure to work closely with Mr. Takeno in resolving personnel matters involving members of Bargaining Unit 7. Mr. Takeno's work experience is vast, having worked for both exclusive representatives and management, thus providing him with a unique perspective, which has helped him develop into a consensus builder, always seeking a reasonable and fair solution to any dispute. One of Mr. Takeno's strongest attributes is that he listens and takes the time to understand issues, often placing himself into the shoes of the individual with an opposing view to get a full understanding and perspective to any situation.

The BOE is charged with formulating statewide educational policies that meet the needs of our students and employees. Mr. Takeno's background will provide the BOE with a well balanced advocate that will work to find solutions in the best interests of all parties.

Mahalo nui for your consideration.

Christian L. Fern
Associate Executive Director
University of Hawaii Professional Assembly



The Committee on Education
Wednesday, April 11, 2018
2:45 PM, Conference Room 229

RE: **GM 695 Confirmation Board of Education, Dwight Takeno**

Attention: Chair Michelle Kidani, Vice Chair Kai Kahele, and Members of the Committee

The University of Hawaii Professional Assembly (UHPA) **urges the committee to support the appointment of Dwight Takeno** to the Hawai'i Board of Education. UHPA has extensive experience working with Mr. Takeno in a variety of circumstances at the University of Hawai'i. He is known for his skill and knowledge in labor relations and an ability to bring disparate point of views together for problem solving.

The Board of Education is a high profile body which demands the ability to have discussion and make decisions under the scrutiny of public review. To be an effective BOE member requires not only an understanding of pre-k through higher education but an ability to articulate the goals and aspirations for Hawai'i students Mr. Takeno has extensive experience in addressing public policy and its implementation whether it be as Executive Director of the Hawai'i State Teachers Association or as the UH administrator responsible for research compliance with state and federal rules and regulations.

The BOE is charged with oversight for judging the effectiveness of education programs and ensuring that the requisite resources are present to meet employee and student needs. Advocacy skills to advance public education is critical to legislative and public support. Mr. Takeno is able to work well in a political environment maintaining his advocacy without damaging essential relationships.

UHPA looks forward to Mr. Takeno being on the Hawai'i Board of Education bringing much needed expertise and experience to the body.

Respectfully submitted,

Kristeen Hanselman
Executive Director

841 Bishop St., Suite 301
Honolulu, Hawaii 96813



Telephone: 808 926-1530
Contact@HEECoalition.org

Committee on Education
Senator Michelle Kidani, Chair
Senator Kaiali'i Kahele, Vice Chair

April 11, 2018

Dear Chair Kidani, Vice Chair Kahele, and Committee Members:

This testimony is in support for GM695, submitting for consideration and confirmation to the Board of Education, gubernatorial nominee, DWIGHT TAKENO, for a term to expire 06-30-2021.

The Hui for Excellence in Education (HE'E) is a diverse coalition of over 40 parent and community organizations, which promotes a child-centered and strength-based public education system in which families, communities and schools are valued and empowered to help every student succeed. HE'E works to bring diverse stakeholders together to harness collective energy, share resources, and identify opportunities for progressive action in education. Our member list is attached.

One of HE'E Coalition's priorities is influencing policy that affects public education. Therefore, the Coalition staff attends Board of Education meetings on a regular basis. We continue to advocate strongly on family and community engagement as well as equity in education in our public school system. We are pleased that Mr. Takeno brings a perspective and experience of higher education, which is needed in discussions about our K-12 system.

We encourage the Committee to approve the nomination of Mr. Takeno and look forward to collaborating with him.

Thank you for the opportunity to testify and for your consideration. Our support represents a 75% consensus or more of our voting membership.

Sincerely,

Cheri Nakamura
HE'E Coalition Director

HE'E Members and Participants

Academy 21
After-School All-Stars Hawaii
Alliance for Place Based Learning
*Castle Complex Community Council
*Castle-Kahuku Principal and CAS
Coalition for Children with Special Needs
*Faith Action for Community Equity
Fresh Leadership LLC
Girl Scouts Hawaii
Harold K.L. Castle Foundation
*HawaiiKIDSCan
*Hawai'i Afterschool Alliance
*Hawai'i Appleseed Center for Law and Economic Justice
*Hawai'i Association of School Psychologists
Hawai'i Athletic League of Scholars
*Hawai'i Charter School Network
*Hawai'i Children's Action Network
Hawai'i Nutrition and Physical Activity Coalition
* Hawai'i State PTSA
Hawai'i State Student Council
Hawai'i State Teachers Association
Hawai'i P-20
Hawai'i 3Rs
Head Start Collaboration Office
It's All About Kids
*INPEACE
Joint Venture Education Forum
Junior Achievement of Hawaii
Kamehameha Schools
Kanu Hawai'i
*Kaua'i Ho'okele Council
Keiki to Career Kaua'i
Kupu A'e
*Leaders for the Next Generation

Learning First

McREL's Pacific Center for Changing the Odds
*Native Hawaiian Education Council
Our Public School
*Pacific Resources for Education and Learning
*Parents and Children Together
*Parents for Public Schools Hawai'i
Punahou School PUEO Program
*Teach for America
The Learning Coalition
US PACOM
University of Hawai'i College of Education
YMCA of Honolulu
Voting Members () Voting member organizations vote on action items while individual and non-voting participants may collaborate on all efforts within the coalition.*

GM-695

Submitted on: 4/10/2018 10:45:07 PM

Testimony for EDU on 4/11/2018 2:45:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Roger Takabayashi	Individual	Support	Yes

Comments:

Dwight Takeno is my second testimony of support.

I've worked with Dwight Takeno during my tenure as the President of the Hawaii State Teachers Association. Dwight served as our chief negotiator and later as both chief negotiator and as our executive director.

His knowledge of collective bargaining chapter 89 and his ability to conduct negotiations is unsurpassed. These skill sets will be a tremendous asset to our Board of Education.

As a board member of the Laboratory Charter School and with his knowledge of the teacher contract, Dwight was able to adapt elements of the teachers contract into the University Laboratory School's supplemental teacher agreement. With his involvement, the school has a schedule that is in compliance with the teachers contract. This supplemental contract supports both teachers and students with a school calendar that is designed specifically to meet their needs.

It is without reservation that I support the nomination of Dwight Takeno to the Board of Education.

Mahalo.

Roger Takabayashi

Commissioner, State Public Charter School Commission (2012-present)

President, HSTA (2003-2009)

DIANA P. S. C. HAMASAKI

April 6, 2018

Senator Michelle Kidani Chair
Senate Committee on Education
Senatorial District 18
Hawaii State Capitol, Room 228
Honolulu, Hawaii 96813

RE: Mr. Dwight Takeno's Nomination to the Board of Education, Measure Number GM 695.

Dear Senator Kidani:

My name is Diana Hamasaki, Information Technology Manager at the University of Hawaii. I would like to submit this testimony in support of Director Dwight Takeno's confirmation to the Board of Education.

Please allow me to outline some of my experiences with Mr. Takeno and his qualifications for this position.

Professionally, I have known Mr. Takeno during his years as the Director of Collective Bargaining and Employee Relations at the University of Hawaii. Mr. Takeno is extremely competent and is able to effectively communicate with the entire range of people and personalities. His ability to listen to all sides, identify the root cause of the most difficult issues, then providing creative options to resolve them is unprecedented.

He is selfless and dedicates his time to helping others. While he was in my office, I have been fortunate enough to be part of his mentorship program. On a weekly basis, our group would meet and he would educate us about the history of government, labor, unions, grievances, mediation, arbitration and more generally-- how the world works.

Awkwardly, as I have chosen an information technology career, I may have no business learning from Mr. Takeno. He found ways to debunk that myth and made clear that *everything* learned and experienced is of value and lends to the person I was to become.

His insight and the experience under his guidance has empowered me to become a far better person and able to see things on a greater, more global scale. The life lessons he had taught me are invaluable and have not only impacted how I approach work, but other aspects of my life.

Soon after Mr. Takeno had moved on, I had been promoted to a manager role. I attribute this promotion to my growth based on lessons I have learned from Mr. Takeno, and have always considered him to be an exceptional and positive role model.

As you are well aware, Mr. Takeno's commitment to education is clear. He has served on the Board of the University Lab School, he held the Chief Negotiator and Interim Director positions at HSTA, and has held multiple director positions at the University of Hawaii. Nevertheless, the titles he has held does not even to begin to express the impact he's had on so many programs and organizations. Mr. Takeno is adaptive to any topic, to any role, and to any situation.

His entire career is a stream of experience: negotiating and finalizing contracts, policies, decisions, and amicable agreements towards common, and sometimes disparate, goals. Due to his vast experience and resourcefulness, he is extremely effective in his methods and can devise plans from concept to fruition, making his recommendations and decisions sound and stable. Especially for something so difficult as to set policies and standards throughout the schools in the State of Hawaii, Mr. Takeno is ready for that challenge and based on his track record, will certainly be successful.

GM-695

Submitted on: 4/9/2018 9:13:50 AM

Testimony for EDU on 4/11/2018 2:45:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Joyce Najita	Individual	Support	No

Comments:

Dear Senator Kidani:

It is with a great deal of pleasure that I write in support of the nomination of Mr. Dwight Takeno to the Hawaii Board of Education.

Mr. Takeno is superbly qualified for the appointment to the BOE. He will bring valuable knowledge about Hawaii's public schools based on his long experience as a labor/management negotiator both with the University of Hawaii and the Hawaii State Teachers Association. He has a deep interest in and knowledge of the operation of Hawaii's public schools, not only as a professional in the work of collective bargaining and contract administration but also as a parent of children enrolled in Hawaii's public sector. Mr. Takeno stands out as an intelligent, caring, and highly articulate representative in all his endeavors.

I have no doubt that Mr. Takeno will distinguish himself in his service with the Hawaii Board of Education, and it is with great pleasure that I endorse Mr. Takeno's nomination to the Board.

Sincerely,
Joyce M. Najita
Director, Industrial Relations Center

Senator Michelle N. Kidani, Chair
Senator Kaiali'i Kahele, Vice Chair
Senate Committee On Education

Wednesday, April 11, 2018

Support for the consideration and confirmation to the Board of Education of DWIGHT TAKENO

Honorable Chair Kidani, Vice Chair Kahele, and members of the Senate Committee on Education, my name is Tracy Lee Teixeira, Dean of Students/Vice Principal of the University Laboratory School, Public Charter School. I submit this testimony in STRONG SUPPORT for the consideration and confirmation of Gubernatorial Nominee, DWIGHT TAKENO, to the Board of Education.

Mr. Dwight Takeno has been a strong and supportive parent of a child enrolled at the University Laboratory School since grade 6. He is a parent who has, over the years, fully dedicated himself to the overall ULS program. My experience in working with Mr. Takeno is always positive and proactive; he gives of himself selflessly and always fulfills the tasks he sets out to do. Mr. Takeno also serves as a member of the University Laboratory School Governing Board. The breadth and depth of Mr. Takeno's professional knowledge and experiences has provided the ULS Governing Board with sound expertise and guidance. Mr. Takeno is a strong believer and supporter of public education, a prolific thinker and contributor, and a thoughtful action-oriented individual who works toward improving opportunities for students and teachers. Given the opportunity, Mr. Takeno will justly serve our State on the Board of Education.

It is for these reasons noted, that I strongly and emphatically support the nomination of Mr. Dwight Takeno to the Board of Education. I thank you for the opportunity to testify.

With humble regard,

Tracy Lee Teixeira



The Committee on Education
Wednesday, April 11, 2018
2:45 PM, Conference Room 229

RE: **GM 695 Confirmation Board of Education, Dwight Takeno**

Attention: Chair Michelle Kidani, Vice Chair Kai Kahele, and Members of the Committee

Aloha members of the Senate Education Committee, my name is James Kardash and I am with the University of Hawaii Professional Assembly (UHPA). I strongly support the Governor's nomination of Dwight Takeno for the appointment to the State Board of Education and respectfully request the committee's confirmation.

As one of the primary administrators responsible for overseeing system-wide personnel practices at the University of Hawai'i, Mr. Takeno has exceeded expectations as a competent, reasonable, and fair manager. These characteristics have contributed, more often than not, to effective union-administrator interactions. His ability to accurately interpret public policy and provide timely and necessary leadership in a positive and humane manner is noteworthy. These attributes and accomplishments ought to translate well into expected service as a member of the State Board of Board of Education.

Thank you for your consideration.

James D. Kardash, Ph.D.
Associate Executive Director
University of Hawaii Professional Assembly

Senator Michelle N. Kidani, Chair
Senator Kaiali'i Kahele, Vice Chair
Committee on Education

Sandra Uyeno
uyenos1234@gmail.com

Wednesday, April 11, 2018

Support for GM 695, Submitting for consideration and confirmation to the Board of Education, Gubernatorial Nominee, DWIGHT TAKENO, for a term to expire 06-30-2021.

My name is Sandra Uyeno, Director of Human Resources for the University of Hawaii Community Colleges. Thank you for the opportunity to provide this letter of support for Mr. Dwight Takeno's nomination to the State of Hawaii Board of Education.

It is my belief that there is no organization that is more important to the future of the State of Hawaii than the Board of Education (BOE). Its members are given the responsibility to make the right decisions to guide our Department of Education (DOE) as it tackles the many challenges facing education today. Those decisions have a direct and daily impact on the thousands of students in the DOE system, and by extension, on the future prospects of our state as a special place to live and work.

I have known Mr. Takeno since 2007 and worked extensively with him during the period 2011-2016. During this time, he was the Director of Collective Bargaining and Employee Relations for the University of Hawaii System. I believe Mr. Takeno has the background, knowledge, skills, and commitment that will make him a valuable member of the BOE. I have seen his ability to deal with multiple stakeholders on complex, high-stakes (and sometimes contentious) issues, in a way that respects all perspectives and maintains clear focus on shared priorities and goals. In this way, Mr. Takeno's skills and temperament are ideally suited for the BOE, which faces difficult decisions that require input from and openness to the many different stakeholders of public education. In addition, I have always been impressed by Mr. Takeno's work ethic and commitment to preparation and completeness, which enables those around him to trust and depend on the quality of his work.

Ultimately, the members of the BOE are placed in a position of immense trust on behalf of the people of our state—as parents, grandparents, employers, and neighbors of the students who are building their lives. From this perspective, I would like to support Mr. Takeno's nomination as someone who will bring a genuine commitment to the lives of our youth. The BOE exists for their sake, and I believe Mr. Takeno will maintain this clear focus in all of the work he will undertake as part of the Board.

Thank you again for this opportunity to support Mr. Dwight Takeno's nomination to the Board of Education.

T. ANTHONY GILL
WADE C. ZUKERAN
DAVID A. SGAN

GILL, ZUKERAN & SGAN

Attorneys-at-Law
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707 Richards Street, Suite 100
Honolulu, Hawaii 96813-4693
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Email: gzsdocs@gzsattorneys.com

THOMAS P. GILL
1922-2009

April 10, 2018

Hon. Michelle Kidani, Chair
Committee on Education, 29th Legislature

re: GM 695; Board of Education nominee Dwight Takeno

Chair Kidani and members:

I am an attorney in private practice, specializing in labor relations. The greatest portion of my professional time since 1982 has been the representation of the University of Hawaii Professional Assembly, in its relations with the University and the State of Hawaii.

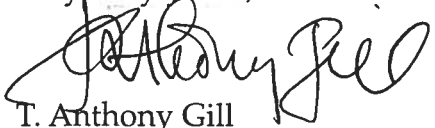
In that capacity I have observed Mr. Takeno in numerous contractual negotiations and grievance settlements, often under pressure. He has the character, fairness, and creativity to invent a solution that can work for everybody. The higher the stakes, the more his insights count. I have no hesitation in informing you and the committee that at the University, he is the finest problem-solver of his generation.

Mr. Takeno combines a strong sense of equity with a superior working knowledge of the labor law, the ability to innovate, a masterful sense of how bureaucracies work, and, most importantly, rock-steady candor and trustworthiness. He deflates hypocrisy, laziness, and doubletalk, and cuts to what matters. This kind of talent doesn't come along every day.

Because of his long experience in labor relations matters, including in education, he will be a valuable addition to the Board. Public sector labor relations everywhere in the country will likely go into upheaval, once the *Janus* case is decided. Mr. Takeno understands the traditional values of the Hawaii labor law, and will be able to assist the Board in getting through what is bound to be a tough period.

The nomination is solid. It should be confirmed.

Very truly yours,



T. Anthony Gill

Testimony Presented Before the
Senate Committee on Education
Wednesday, April 11, 2018 at 2:45 pm

GM 695 - Board of Education, Gubernatorial Nominee Dwight Takeno

Chair Kidani, Vice Chair Kahele, and members of the Committee on Education:

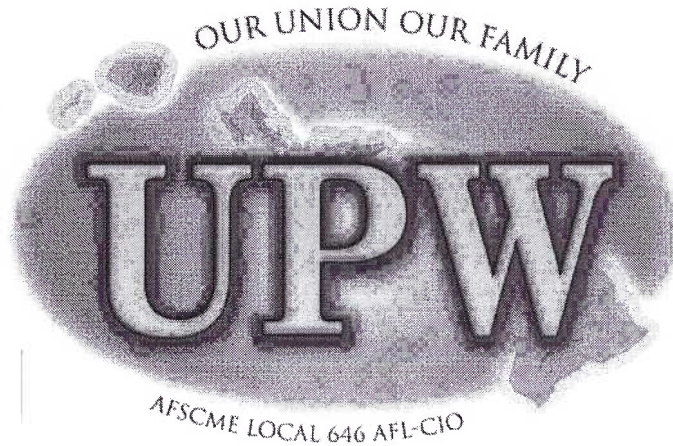
My name is David Oride and I am currently the Vice Chair of the University Laboratory School's (ULS) Governing Board.

I fully support Governor Ige's nomination of Dwight Takeno to serve on the Board of Education.

Having served on the ULS Governing Board since 2007, I have worked with many knowledgeable and dedicated individuals who have volunteered their time and made an impact on our school. Mr. Takeno is one of those individuals. His knowledge and expertise in labor related issues is impressive. Since joining the ULS Governing Board in 2010, Mr. Takeno has led our Human Resources Committee to great accomplishments. From overseeing a labor arbitration case, negotiating employment contracts with labor unions, and negotiating a Supplemental Agreement for our teachers, Mr. Takeno has done a great job in leading our Board through these complicated issues. I have a deep respect for Mr. Takeno as person and for what he has provided our Governing Board.

While his departure from our Governing Board will be sorely missed, I am confident that his appointment to the Board of Education will greatly benefit our State's education system. I hope you will join me in supporting the nomination of Dwight Takeno to the Board of Education.

Thank you for the opportunity to provide testimony on behalf of Dwight Takeno.



The Hawaii State Senate
The Twenty-Ninth Legislature
Regular Session of 2018

Committee on Education
Senator Michelle N. Kidani, Chair
Senator Kaiali'i Kahele, Vice Chair
Members of the Committee

Date of Hearing: Wednesday, April 11, 2018
Time of Hearing: 2:45 p. m.
Place of Hearing: Conference Room 229

**Testimony in Support of GM695 Gubernatorial Nominee Dwight Takeno
For Consideration and Confirmation to the Board of Education**

By Dayton M. Nakanelua,
State Director of the United Public Workers,
AFSCME, Local 646, AFL-CIO

My name is Dayton M. Nakanelua, State Director of the United Public Workers, AFSCME, Local 646, and AFL-CIO (UPW). The UPW is the exclusive representative for approximately 12,000 public employees, which include blue collar, non-supervisory employees in Bargaining Unit 01 and institutional, health and correctional employees in Bargaining Unit 10, in the State of Hawaii and the four counties.

The UPW supports GM695 Gubernatorial nominee Dwight Takeno to the State Board of Education. Mr. Takeno has a strong administrative background in strategic planning, fiscal, budgeting and policies and procedures. He served with the Hawaii State Teachers Association and the University of Hawaii both of which are educational oriented organizations. He brings to the State Board of Education strong experiences and abilities in human resources, collective bargaining and labor relations, important qualities to work professionally with and understand the issues and concerns of the 13,500 teachers in the public school system. Mr. Takeno earned a Bachelors Degree and a Professional Diploma in Education. Mr. Takeno will be a valuable asset and an administrative resource expert to the State Board of Education.

Thank you for the opportunity to submit this testimony.

Senate Committee on Education
Senator Michelle Kidani, Chair
Senator Kaiali'i Kahele, Vice Chair

April 10, 2018

Subject: Support for GM695, Dwight Takeno

Dear Honorable Chair Kidani, Vice Chair Kahele, and members of the Senate Committee on Education,

My name is A. Keoni Jeremiah, principal of the University Laboratory School. I submit this testimony in SUPPORT of Gubernatorial Nominee, DWIGHT TAKENO, to the Board of Education.

The University Laboratory School (ULS), is a public charter school that operates in partnership with the University of Hawai'i's College of Education. In addition to designing and delivering the best possible education to its students, the school also serves as an experimental site for researching and developing innovations in teaching, learning, and assessment in grades K-12.

Mr. Takeno is a dedicated member of our school's governing board since 2010 and is currently the human resources committee chair. During this time, Mr. Takeno has provided oversight and helped to set policy for ULS in accordance with the HRS Chapter 302D, pertaining to the financial, organizational, and academic viability of the school. Mr. Takeno has extensive experience with human resource management including collective bargaining. In addition, he has ensured that the school's programs and operations are faithful to the terms of its charter and that the school is a viable operation. Mr. Takeno understands and supports the mission, goals, and purpose of the University Laboratory School and public education.

For these reasons and experiences noted above, I strongly support the nomination of Mr. Dwight Takeno to the Board of Education.

Thank you for this opportunity to provide this testimony.

Sincerely,

A. Keoni Jeremiah, Principal
University Laboratory School

GM-695

Submitted on: 4/10/2018 1:09:48 PM

Testimony for EDU on 4/11/2018 2:45:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Laura Cottongim	Individual	Support	No

Comments:

Senator Michelle N. Kidani, Chair

Senator Kaiali'i Kahele, Vice Chair

Senate Committee On Education

Wednesday April 11, 2018

**Support for the consideration and confirmation to the Board of Education of
DWIGHT TAKENO**

Honorable Chair Kidani, Vice Chair Kahele, and members of the Senate Committee on Education, my name is Laura Cottongim, Dean of Curriculum and Instruction/Vice Principal of the University Laboratory School, Public Charter School. I submit this testimony in support for the consideration and confirmation of Gubernatorial Nominee, DWIGHT TAKENO, to the Board of Education.

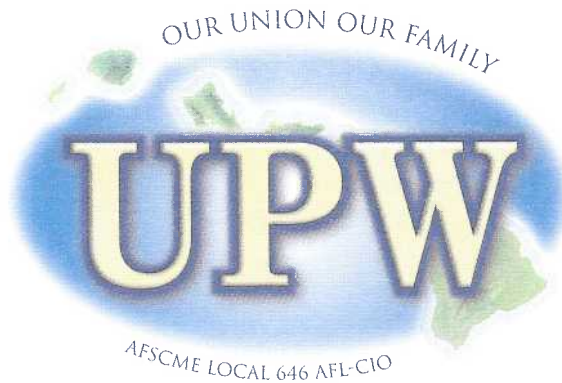
During my time at the University Laboratory School as a faculty member and administrator I have known Dwight Takeno to have always provided ULS' students, faculty and administration with his unwavering support and professional expertise. Dwight is a strong supporter of public school education and has worked with ULS to help us provide the best possible education for our students within a public charter school setting. Dwight's professional experiences and practical knowledge of working with Hawaii's public school teachers and administrators, including public charter schools, provide him with a

invaluable perspective and understanding into the workings of our public school system which would serve him well as a member of the Board of Education.

For the reasons stated above, I strongly support the nomination of Dwight Takeno to the Board of Education, and thank you for this opportunity to testify on his behalf.

Sincerely,

Laura Cottongim



April 11, 2018

Senator Michelle N. Kidani, Chair
Committee on Education
State Senate, State of Hawaii
State Capitol
Honolulu, HI 96813

RE: GOVERNOR'S MESSAGE #695 ON NOMINATION OF DWIGHT TAKENO FOR BOARD OF EDUCATION, DEPARTMENT OF EDUCATION, STATE OF HAWAII

Dear Chair Kidani & Members:

The purpose of this letter is to support the nomination and recommend the confirmation of the Governor's appointment of Dwight Takeno to the Board of Education with the Department of Education, State of Hawaii.

My name is Clifford Uwaine and I am the Executive Assistant to State Director Dayton Nakanelua of the United Public Workers (UPW), AFSCME, Local 646, AFL-CIO. The UPW is a labor organization that represents nearly 13,000 government and private sector employees in the State of Hawaii, specifically but not limited to BU-01 and BU-10 employees with the Department of Education.

As an experienced labor and human resources leader, Dwight is well respected by unions and government agencies in labor relations. I have worked with Dwight in his positions with UPW, HSTA and UH. I know him to be knowledgeable and experienced in employment and collective bargaining contractual matters. His positions on issues are professional and based on good judgment.


Dwight possesses the dedication and commitment to address difficult issues facing our educational system and, importantly, the ability to make sound decisions. He recognizes the necessity that laws, regulations, and governance must be balanced with the needs and interests of government, employees, and the public, especially the school children of Hawaii. Dwight is a responsible and responsive decision-maker who is careful to study the issues and relevant facts before making judgment that will directly and indirectly affect our children and their future.

HEADQUARTERS - 1426 North School Street ♦ Honolulu, Hawaii 96817-1914 ♦ Phone: (808) 847-2631
HAWAII - 362 East Lanikaula Street ♦ Hilo, Hawaii 96720-4336 ♦ Phone: (808) 961-3424
KAUAI - 4211 Rice Street ♦ Lihue, Hawaii 96766-1325 ♦ Phone: (808) 245-2412
MAUI - 841 Kolu Street ♦ Wailuku, Hawaii 96793-1436 ♦ Phone: (808) 244-0815
1-866-454-4166 (Toll Free, Molokai/Lanai only)

UPW Dwight Takeno Ltr
April 11, 2018
Page Two

Based on his background, character, education, and experience, I am confident that you will find Dwight qualified. Moreover, as a personal friend, I know Dwight to be a compassionate and caring person. Therefore, I respectfully support his nomination to the Board of Education. Please feel free to call me at 847-2631 if you have any questions or need further information on my recommendation of Dwight Takeno.

Sincerely,



Clifford T. Uwaine
Executive Assistant

Senator Michelle Kidani Chair
Senate Committee on Education

Hearing Date: April 11, 2018

Support of Mr. Dwight Takeno's Nomination to the Board of Education, Measure Number GM 695

My name is Steve Yamada, Human Resources Specialist, formerly with the Office of Human Resources (OHR) at the University of Hawaii. I feel very strongly about Mr. Dwight Takeno's nomination to the Board of Education that I would like to submit this testimony in support of his confirmation.

I have had the pleasure of working with Mr. Takeno at the OHR while he was working as Director of Collective Bargaining and Labor Relations for the University of Hawaii. Throughout the many years that I have worked with Mr. Takeno, he has demonstrated skills that I feel are highly prized as a member of the Board of Education and I wish to summarize my perceptions of his strengths.

- Mr. Takeno has the unique distinction during his career of having represented both sides of the educational spectrum. He has held positions as the Chief Negotiator and Interim Director at the Hawaii State Teachers Association (employee side) and Director of Collective Bargaining and Labor Relations at the University of Hawaii (employer side). These experiences will allow him to view issues from both sides of the table to arrive at an equitable decision for all.
- He does whatever it takes to make a situation pono. There was an employee situation that lasted through the years that went ignored due to the complexity of the issue. Mr. Takeno upon discovering of the problem took it upon himself to ensure that the situation was rectified which required a lot of work on his part understanding unfamiliar technical materials, writing a decision and representing the University at a hearing. Due to his concise presentation of the situation, the case was finally decided in favor of the University.
- Mr. Takeno freely shares his knowledge and experience with others. He created an in-house program at the University to afford the opportunity for the younger generation of Human Resources Specialists to learn about the history of personnel in Hawaii, state and federal laws governing personnel actions, the legislative process, collective bargaining and mediation and other HR issues that will ensure that this valuable and personal knowledge is passed on to the next generation.
- He has a passion for serving the public. He has served on the Board of the University Lab School and currently serves as chair for the Merits Appeal Board. All done on a voluntary basis similar to serving on the Board of Education.

I believe that Mr. Takeno is a very capable of handling the duties of this position and I would without hesitation recommend him to be a member of the Board of Education.

Sincerely Yours,



Steve T. Yamada
Human Resources Specialist (Retired)
Office of Human Resources
University of Hawaii

GM-695

Submitted on: 4/7/2018 11:32:33 AM

Testimony for EDU on 4/11/2018 2:45:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Peggy Hong	Individual	Support	No

Comments:

Senator Michelle N. Kidani, Chair

Senator Kaiali'i Kahele, Vice Chair

Committee on Education

Peggy S. Hong

(808) 391-4015

Wednesday, April 11, 2018

Support for the Confirmation of Gubernatorial Nominee, Dwight Takeno

My name is Peggy S. Hong and I am testifying in support of the confirmation of Mr. Dwight Takeno as a member of the Board of Education.

I retired from the University of Hawaii (UH) Human Resources program after 30+ years of service. During those years of employment, I had the privilege of working with Mr. Takeno both as an "adversary" from the union as well as a colleague working within the UH. In all cases, Mr. Takeno worked with integrity and intelligence. He demonstrated his ability to discern critical issues and analyze difficult situations.

Over the years, Mr. Takeno demonstrated his loyalty and commitment to the University by his work ethic and pride in the quality of whatever he produced. With his strength of character, I am positive that he will similarly commit to the betterment of the Department of Education and the keiki it serves.

Finally, I believe that with Mr. Takeno's background in Human Resources, from the union as well as employer positions, he will bring a keen and balanced perspective. The Department of Education, as an extremely large and complex organization, would benefit from the presence of an experienced and knowledgeable board member. Our children are the ultimate beneficiaries of the actions, policies and programs of the Department and I know, Mr. Takeno will bring his unique insights to support the Department.

In conclusion, I fully support and recommend the confirmation of Mr. Dwight Takeno to the Board of Education.

April 8, 2018

To: Senator Michelle Kidani, Chair
Senator Kaiali'i Kahele, Vice Chair
Members of the Committee on Education

From: Nona Tamanaha
271-7742

RE: GM695 Submitting for consideration and confirmation to the Board of Education Gubernatorial
Nominee, Dwight Takeno for a term to expire June 30, 2021.
Date of Hearing: Wednesday, April 11, 2018

POSITION: Support

Aloha Chair Kidani and Vice Chair Kahele and members of the Committee on Education. I am Nona Tamanaha, testifying in support of Dwight Takeno's consideration and confirmation to the Board of Education for a term to expire on June 30, 2021.

I had the honor of serving on the Merit and Appeals Board – State of Hawaii with Dwight for 4 years from 2013 – 2017. He served as the Chair of the Board and did an excellent job in his role. He was knowledgeable of all of the laws and was skillful at facilitating the sessions and keeping things on track. When things got a little heated, he was able to bring the parties back to the subject at hand and move the case forward. As we heard each of the cases, he demonstrated his critical thinking and analytical skills by the questions he asked. He is someone who pays it forward and helps others in Human Resources with offering his expertise and knowledge with whatever issues they may have in their organizations and he does it on his own personal time. Dwight is someone who is honest and has a high level of integrity and is compassionate. He is someone who speaks his mind, but does so in a respectful way while always striving to do the right thing.

I respectfully urge you to confirm Mr. Takeno as a member of the Board of Education where he would bring his many years of working in the University of Hawaii system and his passion for education to your committee.

Thank you for the opportunity to provide testimony in support of Mr. Takeno's nomination.

April 9, 2018

HEARING BEFORE THE SENATE COMMITTEE ON EDUCATION

TESTIMONY ON GM 695

Nomination of Mr. Dwight Takeno to the Board of Education

Aloha Chair Kidani, Vice Chair Kahele and Members of the Committee:

My name is Eric Tanigawa testifying in strong support of the nomination of Mr. Dwight Takeno to the Board of Education.

Aside from being a colleague of Dwight, I am also a parent of two second graders currently in the public school system and I believe that Dwight would be an excellent representative on the Board. I know Dwight on both a personal and professional level and have found him to be a hard-working, visionary and strategic leader who has the ability to work with people at all levels of an organization, including representatives of opposing factions. I have also been impressed with Dwight's consistent ability to come up with creative, workable solutions and alternatives in resolving issues. Although his educational background is in the field of Education, Dwight has worked for many years in various positions in public sector administration, human resources and labor relations. Dwight's experience includes work for two of the major public employee labor unions in Hawaii as well as various administrative positions at the University of Hawaii where he is currently serving as the Director of Administrative Services in the Office of the Vice President for Research and Innovation.

Dwight also has a strong sense of community service having served on the Board of Directors for United Cerebral Palsy of Hawaii, Mutual Benefits Association of Hawaii, Voluntary Benefits Association of Hawaii, Lokahi Benefits Association of Hawaii, Epilepsy Foundation of Hawaii, University Laboratory School, and the State Department of Education Merit Appeals Board.

In my opinion, Dwight's personal characteristics and professional work experience, including his knowledge and experience in both administration and collective bargaining, makes him an exceptional candidate for the Board. As a parent, I would be comforted knowing that Dwight would be involved in the governance of the educational system that my children are a part of.

Thank you very much for your consideration.

GM-695

Submitted on: 4/9/2018 9:57:11 AM

Testimony for EDU on 4/11/2018 2:45:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
J N Musto	Individual	Support	No

Comments:

Chair Kidani and Vice Chair Kahele,

I write in strong support of the nomination of Dwight Takeno to the Board of Education. I have known and worked with Mr. Takeno for over twenty-five years. If ever there was an individual with the necessary qualifications and background to sit on the BOE, it is Dwight. He is a former DOE educator, a professional in the field of human resources, with experience representing both public employers and public sector unions, and an individual with deep personal experience working with children and adults with disabilities in the structure of the special education programs of the DOE. Dwight is the father of a now young adult who has herself faced the challenge of physical disabilities. It has been the dedication of her father and mother that continue to assist her in finding joy in this world. It is Dwight's compassion, understanding, and dedication that best describes this man. This is combined with the knowledge necessary to lead the BOE in meeting its public educational mission. Dwight has given selflessly to teachers, students, and parents over the years through his voluntary work with the DOE; to the betterment of our state. I can think of no more fitting honor than to acknowledge Mr. Takeno's commitment to public education than his appointment to the Board of Education.

Respectfully submitted,

J. N. Musto, Ph.D.

April 9, 2018

Senator Michelle N. Kidani, Chair
Senator Kaiali'i Kahele, Vice Chair
Committee on Education

Karyn Yoshioka, Individual
(808) 722-5146

Wednesday, April 11, 2018

Support for GSN 695, Consideration and Confirmation to the Board of Education, Gubernatorial Nominee, Dwight Takeno, for a term to expire 06-30-2021

This written testimony is in support of the consideration and confirmation to the Board of Education, Gubernatorial Nominee Dwight Takeno for a term to expire 06-30-2021.

I am the Payroll Supervisor for the University of Hawaii and have worked with Dwight in various capacities for the past 10 years. As Payroll Supervisor, part of our responsibility is to interpret bargaining unit contracts and apply accordingly. Dwight has always been responsive, helpful and approachable when clarification of certain articles is needed. Although he has changed positions over the years while employed at the University of Hawaii, he is always available to assist in any given moment.

Another commonality is being members of the University Laboratory School (ULS) Governing Board. Our ULS Governing Board meetings are once a month and Dwight contributes his insight on items of discussion as well as participates in various relevant decisions of the ULS, as well as volunteers his time to any ULS activities.

Needless to say, my association with Dwight has been in a professional (University of Hawaii) as well as personal (ULS) capacity. In both capacities, Dwight is consistently himself regardless of the situation. He is supportive, cooperative and willing to assist in any way he can. Dwight is always an asset to any organization he is associated with. If confirmed, the ULS Governing Board will definitely miss his expertise on various labor issues but I feel he will also be a positive influence on the Board of Education.

This testimony is given in support of the Gubernatorial Nominee Dwight Takeno to the Board of Education for a term to expire 06-30-2021. Thank you for this opportunity to provide written testimony on Dwight Takeno's behalf.

Senator Michelle N. Kidani, Chair
Senator Kaiali'i Kahele, Vice Chair
Committee on Education

Submitted by: Carole Teshima, Retired, UH System Human Resources

Date of Hearing: Wednesday, April 11, 2018

Support for GM695, Consideration and Confirmation to the Board of Education,
Gubernatorial Nominee, DWIGHT TAKENO, for a term to expire June 30, 2021

I would like to submit this testimony in support of Dwight Takeno's confirmation to the Board of Education. I retired from the University of Hawaii, System Office of Human Resources, after nearly 45 years of employment. During 2011 to 2016, I have had the honor and privilege of working with Mr. Takeno while he served as Director of Collective Bargaining and Employee Relations.

Part of my job was to implement salary adjustments as well as non- salary related items as directed by approved collective bargaining agreements. Oftentimes, negotiated items were very confusing and I would turn to Mr. Takeno who would either answer my questions or refer back to his notes to get the intent of the provision. I could always count on Mr. Takeno for his expertise and insight.

I was truly impressed by his intelligence, competence, diverse knowledge, and his ability to make thoughtful decisions. He held the respect of the unions, the administration, and the employees.

On the personal side, my two grandchildren attend two excellent public schools, Hokulani Elementary School and Palisades Elementary School. As all grandparents do, I want nothing but the best for my grandchildren's education. I know that should Mr. Takeno be confirmed, he will have a positive impact on public education.

I urge the committee for their consideration in confirming Dwight Takeno to the Board of Education.

April 6, 2018

The Honorable Michelle N. Kidani
Chair, Committee on Education
Hawai'i State Senate
415 South Beretania Street, Room 228
Honolulu, Hawai'i 96813

SUBJECT: Testimony in Support of the Confirmation of Mr. Dwight Takeno to the Hawai'i State Board of Education

Dear Chair Kidani and Members of the Committee on Education:

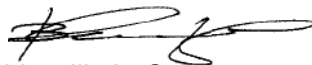
This letter is respectfully submitted on behalf of Mr. Dwight Takeno to support his confirmation to the Hawai'i State Board of Education. I am providing this testimony in my individual capacity and am not speaking on behalf of the Office of the Vice President for Research and Innovation (OVPRI) nor the University of Hawai'i (UH).

In my current employment as the Vice President for Research and Innovation, I have had the pleasure and honor to work directly with Mr. Takeno for the past two years. Mr. Takeno is currently the Director of Administrative Services for our office, where he is responsible for directing, planning, administering, coordinating and controlling all strategic and programmatic administrative needs for the OVPRI. He has been an asset to our office operations, and I am thoroughly impressed by his commitment and dedication to our institution and its community. Mr. Takeno has made invaluable contributions to promoting excellence in academics, research and public service; and has created collegial networks of support by encouraging participation in governance at all levels of our institution.

Mr. Takeno has over 25 years of professional working experience, knowledge, and expertise in the areas of collective bargaining, labor/employee relations, legislative coordination, human resources, and management. He has a proven record of being an effective and efficient leader through his previous appointments as the interim executive director and chief negotiator for the Hawai'i State Teachers Association (HSTA), and interim state director and director of research and legislation for the United Public Workers Union, Local 646, AFL-CIO.

I strongly urge the Committee's consideration of the confirmation of Mr. Takeno to the Hawai'i State Board of Education. Thank you for your time and consideration of this testimony.

Sincerely,



Vassilis L. Syrmos

GM-695

Submitted on: 4/9/2018 8:14:05 PM

Testimony for EDU on 4/11/2018 2:45:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Denise Yoshimori-Yamamoto	Individual	Support	No

Comments:

Senator Michelle Kidani, Chair

Senator Kai'ali'i Kahele, Vice Chair

Denise Yoshimori-Yamamoto, 808-381-5782

Monday, April 9, 2018

Support for GM 695, Senate Committee on Education, BOE Gubernatorial Nominee, Dwight Takeno

My name is Denise Yoshimori-Yamamoto and I am testifying in support of Dwight Takeno to be confirmed for a seat on the Board of Education GM695. I have had the privilege to sit on the governing board of the University Laboratory School with Mr. Takeno since 2014 and have witnessed his exemplary character.

Mr. Takeno is a person with the highest of morals with a history of working to help children and the working class people of Hawaii. His years of service and voluntary efforts at the University Laboratory School have proven him to be a champion for the public school system for our state. As a parent, governing board member and volunteer, he has put in many hours giving his time and expertise to help the greater student body with no need of self promotion or recognition.

I strongly urge you to confirm Mr. Takeno's appointment to the Board of Education. The children of the state of Hawaii's public school system will benefit from having a person of his character lead them through these very challenging times.

GM-695

Submitted on: 4/9/2018 2:11:09 PM

Testimony for EDU on 4/11/2018 2:45:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Travis Palmeira	Individual	Support	No

Comments:

Senator Michelle N. Kidani, Chair
Senator Kaiali'i Kahele, Vice Chair
Senate Committee on Education

Written Testimony of
Dee Wakabayashi
to the
Senate Committee on Education
on
Wednesday, April 11, 2018, 2:45p.m.
Conference Room 229

GM 695

Submitting for consideration and confirmation of Gubernatorial Nominee DWIGHT TAKENO to the Board of Education, for a term to expire June 30, 2021.

Chair Kidani, Vice Chair Kahele, and Members of the Senate Committee on Education:

I would like to state my support for Dwight Takeno, as a member to the Board of Education (BOE). I have known Mr. Takeno for twenty plus years having interacted with him in the public sector human resources field. Mr. Takeno is incredibly intelligent and hardworking, with unquestionable integrity.

Our professional association included working together in the labor relations and collective bargaining arena. Mr. Takeno is deliberate and thorough in his research of and approach to issues and problems. Because of his analytical and strategic thinking abilities, his opinion and recommendations are often sought on highly sensitive collective bargaining issues. The various human resources directors including myself will call upon Mr. Takeno for his accurate and sound advice.

Mr. Takeno communicates clearly and succinctly, and is able to deal with divergent perspectives and personalities. As such, he is able to provide leadership in various settings and to various executives, colleagues and staff.

Mr. Takeno served as chair of the Department of Education's Merit Appeals Board (MAB). I, too, served on the MAB during the same term as Mr. Takeno. Mr. Takeno was able to immediately understand the issues, identify the relevant laws, policies, procedures involved and guide the MAB through several of its cases. He was always fair and professional while conducting the hearings.

Mr. Takeno's interest in and passion for the educational systems are clear. Whether it is serving on various committees or boards such as the University Laboratory School, the DOE's

Merit Appeals Board, or working at the University of Hawaii, he is motivated by enhancing and improving the educational institution he is appointed to serve.

I am confident that Mr. Takeno will serve the Board of Education well in his role as a member.

Thank you for your consideration of my statement of support.

Senator Michelle N. Kidani, Chair
Senator Kaiali'i Kahele, Vice Chair
Committee on Education

Shareef Wang

Wednesday, April 11, 2018

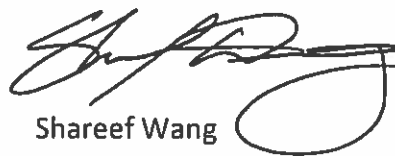
Support for the Consideration and Confirmation to the Board of Education of DWIGHT TAKENO

Honorable Chair, Vice Chair, and members of the Senate Committee on Education, my name is Shareef Wang, Business Manager of the University Laboratory School, a Public Charter School. I am testifying today in STRONG SUPPORT for the consideration and confirmation to the Board of Education of, Gubernatorial Nominee, DWIGHT TAKENO.

Mr. Takeno is presently a member of the Governing Board for the University Laboratory School, serving as the chairperson of the human resources committee. In that capacity, I have had the pleasure to work with and discuss various issues with him on a number of topics related to the school and public education overall. I have also attended training sessions that he has either developed and/or presented. It is clear that Mr. Takeno has a deep understanding and passion to improve the public education system in the State of Hawaii.

It is for these reasons that I strongly support the nomination, of Dwight Takeno, to the Board of Education. Thank you for the opportunity to testify.

Very Truly Yours,


Shareef Wang

Senator Michelle N. Kidani, Chair
Senator Kaiali'i Kahele, Vice Chair
Committee on Education

Marilyn Takeshita, Secretary to the System Director of Human Resources
University of Hawaii (Retired)
47-620 Hui Ulili Street, Kaneohe, HI 96744
239-9184

Wednesday, April 11, 2018

Support for GM695, Consideration and Confirmation to the Board of Education,
Gubernatorial Nominee, Dwight Takeno, for a term to expire June 30, 2021

Chair Kidani, Vice Chair Kahele and Committee Members:

I am Marilyn Takeshita, retired Secretary to the System Director of Human Resources,
University of Hawaii.

I am testifying in favor of Gubernatorial Nominee, Dwight Takeno's consideration and
confirmation to the Board of Education, for a term to expire on June 30, 2021.

I have known Mr. Takeno in his capacity as the Director of Collective Bargaining and
Employee Relations for about three years. Throughout those years I have come to
know Mr. Takeno as a man of great integrity willing to give his wealth of knowledge to
those who want to learn and then be able to help others not only in their own area of
expertise but also to help other staff in the field at the University of Hawaii. Mr. Takeno
gives his time freely without expecting any personal reward and is humbled and grateful
to pass on his knowledge to those who want to also gain his wisdom to be able to help
those who call upon them for help. He is well appreciated by the University of Hawaii
Administration, University of Hawaii departments, State of Hawaii unions as well as
other State agencies that have called upon him numerous times for his intellect and
ability to get the job done.

I know when he is confirmed to the Board of Education, Mr. Takeno will be a great and
valuable asset in all that he does as a member of the Board.

I urge the committee to consider and confirm Mr. Takeno to the Board of Education.

Thank you for this opportunity to testify.

GM-695

Submitted on: 4/9/2018 5:12:44 PM

Testimony for EDU on 4/11/2018 2:45:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
kalei rapoza	Individual	Support	No

Comments:

Aloha,

I strongly support the confirmation of Mr. Dwight Takeno to the State of Hawaii's Board of Education.

Mr. Takeno brings a wide range of experience in public sector government and union leadership. He has an ability to see issues from multiple perspectives, to communicate with various constituencies, and to seek solutions through collaboration.

It has been evident in my experiences with him for 10 years, that Mr. Takeno cares about the public education system, and he will be a positive influence for making our public school system the best it can be.

Mahalo,

Mr. Kalei Rapoza

Senate President Kouchi
Members of the Senate
Twenty-Ninth State Legislature
Support for GM 695

Peter Quigley
427 Ilimano St
Kailua, HI 96734
8083518499

Hearing date: April 11, 2018
2:45pm

I support Dwight Takeno who has been nominated (GM 695) by Governor Ige to be placed as a member of the Board of Education.

I have known Dwight Takeno for almost 10 years, and I have observed his advancement through several positions at the University of Hawaii. I am aware that his positions require integrity, detail, project management and extraordinary levels of discretion. Dwight is a principled and professional individual with enormous discipline and drive. He possesses an admirable work ethic and takes all of his assignments seriously: and more importantly he is thorough and gets results. He has clearly been a “go to” resource for several executives at UH over the past several years.

Dwight is also a dedicated family man. We have spoken often about our marriages and children. In addition, we have spoken many times about the importance of education for our kids and for the state of Hawai'i. Education is the best hope to raise more people out of poverty and to give them hope and a horizon of possibility. Dwight is a defender of high quality education for Hawai'i.

Dwight is passionate, principled, reliable, and he lives by the highest ethical standards. I have been proud to call him my friend over many years. I believe he would make an excellent member of the Board of Education and therefore I would like to repeat my support for GM 695 regarding Dwight Takeno.

All Best Wishes

Peter Quigley



david.miyashiro@hawaiikidscan.org
hawaiikidscan.org

David Miyashiro
Executive Director

April 11, 2018

Committee on Education
Senator Michelle N. Kidani, Chair
Senator Kaiali'i Kahele, Vice Chair

State Capitol
415 South Beretania Street
Honolulu, HI 96813

Aloha Chair Kidani, Vice Chair Kahele and Members of the Committee,

HawaiiKidsCAN supports GMM 695, the nomination of Dwight Takeno to serve on the Hawaii State Board of Education (BOE).

Founded in 2017, HawaiiKidsCAN is a nonprofit organization committed to ensuring that Hawaii has an excellent and equitable education system that reflects the true voices of our communities and, in turn, has a transformational impact on our children and our state. HawaiiKidsCAN is a branch of 50CAN: The 50-State Campaign for Achievement Now.

Mr. Takeno brings an important higher education perspective to the board, as strong alignment between our K-12 system, local universities and industries is critical to ensuring our kids are prepared to meet an uncertain economic future. He also understands the perspective of our public charter schools, as both a Governing Board Member and parent at University Laboratory School.

Moving forward, HawaiiKidsCAN strongly encourages the BOE to collaborate with community groups to create opportunities for everyday students, parents and concerned citizens to meet Mr. Takeno and other BOE members. In this process, communities would have the meaningful chance to share their feedback and hear board members' visions for serving on the BOE. In our grassroots conversations with community members, we often hear that folks are in the dark about the BOE: they don't know its members, how agenda items get selected or why meetings are so difficult to attend. By engaging more closely with communities, the BOE would establish more trust and understanding, while demonstrating the caliber of leadership in charge of these important decisions.

Ensuring Hawaii has great schools for all kids must start with stronger relationships between communities and policymakers.

Mahalo,

David Miyashiro
Founding Executive Director
HawaiiKidsCAN

Testimony for the Committee on Education
Hearing: Wednesday, April 11, 2018, at 2:45 pm

SUPPORT FOR GM 695, SUBMITTING FOR CONSIDERATION AND CONFIRMATION TO
THE BOARD OF EDUCATION, GUBERNATORIAL NOMINEE,
DWIGHT TAKENO, FOR A TERM TO EXPIRE 06-30-2021

Chair Kidani, Vice Chair Kahele and members of the Senate Committee on Education:

My name is Debra Ishii and I am respectfully submitting written testimony as an individual regarding GM 695 relating to the nomination of Mr. Dwight Takeno on the Board of Education. I support his nomination.

I have known Mr. Takeno since 2007. I have worked with him over the years in various capacities for both UH Mānoa and UH System and most recently within the UH System Office of Human Resources. Mr. Takeno is a proud graduate of Castle High School, an education major himself, and a professional with experience in higher education. He understands the strong and important role the Department of Education has in supporting our overall community and our state's future. His career includes a number of leadership positions in both public and private sectors and such diversity in organizations and positions provide perspectives in examining issues and approaches to a variety of situations. He has been a strategic leader with character and integrity coupled with a forward-thinking approach to initiatives and operations in both areas of general administration and human resources management. Mr. Takeno has also worked with a variety of individuals and groups in both work and community service capacities. Such individuals and groups have had varying viewpoints and he has worked with them to resolve issues in a timely, respectful manner. He has thoughtfully engaged parties, discussed options for consideration and resolution, and accomplished goals in moving organizations forward.

Mr. Takeno's experience, sound judgment and solution oriented approach will prove beneficial for the Board. In all that he accomplishes, Mr. Takeno is a committed professional. I support his nomination to serve our state's education program and our community in supporting the success and well-being of our students.

Thank you for the opportunity to testify an individual on GM 695.



GM-695

Submitted on: 4/10/2018 9:10:11 AM

Testimony for EDU on 4/11/2018 2:45:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Nancy Nakasone	Individual	Support	No

Comments:

Senator Michelle N. Kidani, Chair

Senator Kaiali'i Kahele, Vice Chair

Committee on Education

Nancy Nakasone

Wednesday, April 11, 2018

Support for GM695

I am writing in support of GM695, supporting the nomination of Mr. Dwight Takeno for a term on the Board of Education, term to expire on 6/30/2021.

Mr. Takeno is an excellent candidate for this position and I enthusiastically support his nomination. Mr. Takeno deeply cares for our public education system and will continue to advocate for students, families, teachers and administrators.

I have known Mr. Takeno for over 20 years. We first met when he served as a Union Agent with the United Public Workers in the early 90s. He left a positive impression on me as a fair and dedicated agent for his bargaining unit . Since this initial meeting, I have continued to work with Dwight on many levels including when he returned to the

University of Hawaii in 2007. He was always willing to share his unique knowledge and perspective on personnel matters. He was also meticulous in his review of the Hawaii Revised Statutes, State and Federal laws, and union contracts.

In addition, when he was appointed as Director for Employee Relations at the University of Hawaii, I had the opportunity to work with him on two Collective Bargaining Teams that negotiated on behalf of the University, the BU-08 Contract with HGEA. Mr. Takeno created a cooperative working arrangement, where he successfully lead our team to negotiate terms and conditions that would benefit both the University and our professional staff.

His knowledge of collective bargaining laws, his experience working with various public sector unions, his ability to successfully bring people together to work on a common vision, and dedication to his field makes him an excellent candidate to serve on the Board of Education.

Once again, I would like to wholeheartedly endorse Mr. Dwight Takeno's nomination. He will advocate on our behalf to ensure educational excellence in our curriculum, classroom, facilities, and adequate resources in our public school system for all of our children in our great state. We all need Dwight Takeno on the Board of Education. Thank you for this opportunity to support GM695.

Senate Committee on Education
The Honorable Michelle N. Kidani, Chair
The Honorable Kaialii Kahele, Vice Chair

Date: Wednesday, April 11, 2018
Time: 2:45 p.m.
Place: Conference Room 229

RE: GM 695 Nomination of Dwight Takeno to the Board of Education

Dear Chair Kidani, Vice Chair Kahele, and members of the Committee,

I write in support of the nomination of Dwight Takeno to the State of Hawaii, Board of Education.

I am a lawyer for the University of Hawaii Professional Assembly and provide the union with representation on contract enforcement, administrative agency and judicial cases, and advice on labor relation matters. My contact with Dwight is in the context of his representation of the University of Hawaii. Since 2010, I've worked with and opposite Dwight over labor relations issues between the UHPA and the UH. In my experience, he has been an extremely effective representative for the University on labor relations. His extensive experience in collective bargaining brings an ability to quickly understand the challenges that both the union and the employer have over the issues before them. He has clearly stated the employer's concerns and perspectives in our discussions. When I have disagreed with Dwight, he has exhibited high integrity in his respectful consideration of my client's views and has demonstrated openness to find creative solutions. I have witnessed Dwight's ability to move his side to compromise and resolve problems for the benefit of both the union and employer.

I am confident that Dwight's high personal character and wide-variety of labor experience will be valuable to the Board of Education as it deals with changes to labor relations between public employers and public labor unions that are about to impact our state.

I urge the Committee to approve the appointment of Dwight Takeno to the Board of Education.

Sincerely,



Wade C. Zukeran, Esq.
Gill, Zukeran & Sgan, Attorneys-at-Law
The Block: Richards Building
707 Richards Street, Suite 100
Honolulu, Hawaii 96813
(808) 523-6777

April 7, 2018

Senate Committee on Education

Testimony of Danna Holck

Governor's Message GM695

Gubernatorial Nominee Dwight Takeno

Board of Education

The Honorable Senator Michelle Kidani and Members of the Committee on Education:

I strongly support the nomination of Dwight Takeno for the appointment to the Board of Education for the term expiring June 30, 2021.

I have known Dwight both personally and professionally for over 10 years. I admire his intellect, and his ability to listen and articulate his opinion with supportive knowledge.

His professionalism extends well beyond the work place. He is one who is always willing to train, develop and motivate others to be better at whatever it is they have passion for.

Dwight is also a wonderful son, father, husband and friend. He is patient. He is respectful and forthright. He will serve educators and our future leaders of Hawaii with honor and responsibility.

I am proud to recommend Dwight to serve as a member of the Board of Education. I respectfully request that his nomination to the Board of Education receive the consent of your committee and be forwarded for full Senate confirmation.

Respectfully,

Danna Holck

GM-695

Submitted on: 4/10/2018 11:09:34 AM

Testimony for EDU on 4/11/2018 2:45:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Donna Morinaga	Individual	Support	No

Comments:

Senator Michelle N. Kidani, Chair

Senator Keali'i Kahele, Vice Chair

Committe on Education

Submitted by: Donna Morinaga, Human Resources Assistant, State Department of Agriculture

Date of Hearing: Wednesday, April 11, 2018

Support for GM695, Consideration and Confirmation to the Board of Education, Gubernatorial Nominee, DWIGHT TAKENO, for a term to expire June 30, 2021

I am submitting this testimony in support of Dwight Takeno's confirmation to the Board of Education. After 22 1/2 years of working at the University of Hawaii, System Office of Human Resources, I had the privilege of working next to Dwight Takeno during 2011 to 2016.

Over the years of working next to Dwight Takeno, I have observed and confirmed that he is an individual that fully commits to any task. With his vast knowledge, wisdom and expertise, Dwight Takeno will go that extra mile and think both inside and outside of the box to find a solution to any situation.

Because of his foresight, diverse knowledge and expertise, he is often sought after by the unions, administration, employees and the community. He passes no judgement and provides unbiased counsel to individuals seeking his advice.

I have much respect and admiration for Dwight in all that he has accomplished. He has proven to me to be an individual with high moral values and is very well principled in many aspects of not only work, but in life itself. Being a parent of a child who attends Moanalua High School, I urge the committee for their support in confirming Dwight Takeno to the Board of Education.

April 10, 2018

SENATE COMMITTEE ON EDUCATION
For Hearing on Wednesday, April 11, 2018
2:45 p.m., Hawaii State Capitol, Room 228

RE: GM 695 Support for Confirmation of DWIGHT TAKENO, Gubernatorial Nominee for Board of Education

To Chair Kidani, Vice Chair Kahele, and Members of the Committee:

I **strongly support** the confirmation of Mr. Dwight Takeno as a member of the State of Hawai'i's Board of Education, for a term to expire on June 30, 2021.

My name is Raynell Yee and I had the honor of meeting and working with Dwight while I was employed as a Human Resources Specialist at the University of Hawai'i System Office of Human Resources in 2015. I was fortunate enough to be a part of his mentoring sessions, where he shared his experiences, knowledge and insights to various situations related to the practice of human resources and dealing effectively with people. He is a true leader with the innate ability for seeing all facets of an issue, and for presenting practical options for resolution.

Although I no longer have the pleasure of working with Dwight, he has made a positive and lifelong impact on my life both personally and professionally. He continues to be a teacher, coach and mentor.

Dwight Takeno is a person with integrity, compassion, and a rare passion for being a public servant, and I am certain that he will be a great asset to the youth in the State of Hawai'i as a member of the Board of Education.

Thank you for this opportunity to voice my strong support for Mr. Dwight Takeno.

Senator Michelle N. Kidani, Chair
Senator Kaiali'i Kahele, Chair
Committee on Education

Tina Matsuo
95-1133 Auina Street
Mililani, Hawaii, 96789

Support for Consideration and Confirmation to the Board of Education,
Gubernatorial Nominee, Dwight Takeno, for a term to expire 06-30-2021,
GM 695

April 9, 2018

Dear Senator Michelle N. Kidani and Senator Kahele,

I would like to humbly ask for your consideration and confirmation to the Board of Education, Gubernatorial Nominee, Dwight Takeno, for a term to expire 06-30-2021, GM 695.

Aloha, my name is Tina Matsuo, Induction and Mentoring District Resource Teacher in the Pearl City Waipahu Complex Area. I am a personal friend of Dwight Takeno and have known him for over 32 years and have remained life-long friends. We met at the University of Hawaii Manoa where we both were enrolled in the College of Education Elementary Teacher Education program and graduated in 1990. We were also fellow cohorts during student teaching.

There are many qualities that Dwight possesses that make him an excellent candidate for the Board of Education, but the one quality that stands out is his work ethic and responsiveness to assessed needs. He is able to quickly assess a situation or need, research resources and follow through on solutions. He also has the ability to inspire and motivate groups to work together and build a sense of team. Dwight is a passionate person who gives his all in anything he is involved in.

An example of this was in our last semester of student teaching. Dwight was the magnet that held our group together. He formed study/support groups to help our fellow colleagues through student teaching. He provided words of encouragement, and feedback for our lessons and challenges we encountered in the courses and practicum. He was able to guide us in ensuring that our lessons met the needs of our students. He empowered our group to problem solve and collaborate together. His ability to inspire and lead resulted in a successful student teaching experience; More importantly, all of us in our study group grew in our understanding of the importance of planning and preparation through his facilitation and leadership style.

His responsiveness goes beyond just a professional or academic setting. He also connects with and supports people outside the professional setting. I remember a time when a young doctor was just starting her practice and needed help with moving to a new office. With no hesitation, Dwight gathered a group of his gym friends to move all the heavy equipment/furniture to the new location and took care of the preparation details that were needed to get the office ready for her patients. As busy as he was, he dropped what he was involved in to assist her and be sure the office was ready to open for the community. He not only helped this young doctor, but also helped the community where this doctor was opening a practice.

Dwight has a wealth of experiences that will help guide our public education school system. His passion and work ethic is clearly evident in his ability to respond to needs and inspire others to work together towards a common goal.

Thank you for your support. Please consider Dwight Takeno for the Board of Education.

Sincerely,
Tina Matsuo

GM-695

Submitted on: 4/10/2018 1:31:09 PM

Testimony for EDU on 4/11/2018 2:45:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Linda Venenciano	Individual	Support	No

Comments:

To Whom It May Concern,

April 10, 2018

My name is Linda Venenciano and I am an Associate Professor in the College of Education at the University of Hawai'i at Mānoa and I would like to express my enthusiastic support for GM695 relating to the Gubernatorial Nominee, Dwight Takeno, for consideration and confirmation to the Board of Education.

I have known Dwight Takeno from 2010, when both he and I joined the Governing Board for the University Laboratory School, a Hawai'i State Public Charter School. The purpose of our Board is to set policy and provide oversight for ULS to help ensure the school complies with the terms of the charter contract with regards to financial, organizational, and academic viability.

Dwight has made substantial contributions to the work of the Board and has been an indispensable team member in the Board's contract negotiations with both the teachers' and the school administrators' unions. Dwight brings valuable expertise, has a firm understanding about the negotiation processes, and has successfully guided us through several challenging situations. Moreover, he understands the local Hawai'i context and has effectively helped the Board achieve its goals for sustaining financial and organizational viable.

Dwight is compassionate and attentive to the issues discussed by our charter school board. He shows genuine interested in the topics and actively participates in discussions to help resolve even the complicated issues. I believe these experiences have contributed to Dwight's development of a rich understanding about charter schools and broadened his overall understanding about the inner workings of a school. Over the nearly eight years we have worked together, I have been consistently impressed with the knowledge he has brought as well as the manner in which he has shared and interacted with others. He has a good instinct for knowing how to tactfully asks questions that help us clarify and focus on important issues. He has also been very open to feedback and questions that inevitably arise with challenging situations. I have the highest respect for Dwight as a fellow Board member.

I believe Dwight Takeno will be an excellent choice to serve on the Board of Education. He has a broad awareness of education issues, particularly those regarding personnel and unions, and will significantly increase the Board's capacity to effectively address them.

Aloha,

Linda Venenciano, Ph.D.

GM-695

Submitted on: 4/10/2018 1:31:50 PM

Testimony for EDU on 4/11/2018 2:45:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Darrick Tanigawa	Individual	Support	No

Comments:

My name is Darrick Tanigawa. I work at the University of Hawaii, System Office of Human Resources (OHR) as an HR Specialist. I am submitting this testimony in strongest support to GM 695 – confirmation to the Board of Education, Gubernatorial Nominee, Dwight Takeno, for a term to expire June 30, 2021.

I had the privilege to meet Mr. Takeno during his tenure at OHR serving as the Director of Labor Relations. During this time, I was able to develop a professional relationship with him because he took the time to lead a mentorship group of which I was fortunate to be included. However, the knowledge he passed was beyond my professional career. It was also applicable to my personal life. Therefore, I was able to get to know him on a personal level and consider him a friend beyond a colleague.

If you go through his resume, you can clearly see that he has the knowledge, competency and vast experience to qualify him for this position. He is very knowledgeable with the operations of government and is politically astute. It will also show that he is clearly committed to education.

Fair, honest, noble, practical, effective, generous, etc... there are so many adjectives that are probably being used to describe all the attributes that he possesses to truly illustrate his qualities as a person, but the one thing that will drive him to succeed in this role is because he cares. He cares too much for the children's education and the future possibilities that come with. It is not in his nature to fail especially when the stakes are this high. I'm sure he thought this over and understands the dedication required with this role and a dedicated Dwight is definitely someone you want on your team.

There is no doubt in my mind that Dwight will provide a positive impact to the public education system. I can't think of anyone else you would want to support your efforts. Thank you for entertaining this testimony and I truly hope that you consider and confirm Mr. Takeno as a member.

GM-695

Submitted on: 4/10/2018 1:56:15 PM

Testimony for EDU on 4/11/2018 2:45:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Janice Sunouchi	Individual	Support	No

Comments:

Senator Michelle N. Kidani, Chair

Senator Kaiali'i Kehele, Vice Chair

Support for Gubernatorial Nominee, Dwight Takeno, Board of Education

My name is Janice Sunouchi and I would like to submit my testimony in support of Mr. Dwight Takeno nomination to the Board of Education. I have known Mr. Takeno since he started at the University of Hawai'i in April 2007 when he was hired by the Manoa Human Resources office as a HR Specialist, specializing in Labor & Employee Relations and training. During the past 10 years I have gotten to know Dwight very well professionally and personally.

Professionally Dwight is very knowledgeable in his field and I have called upon him many of times for advice and guidance. During my time working on the Manoa campus he assisted our department on many cases. After Dwight moved to the System Office of Human Resources he provided professional guidance and training for the entire University system.

During this time I have also gotten to know Dwight as a friend. Many times when I call him for professional advice the conversation ends with us sharing stories of our families, mainly our children. Dwight's wife is a teacher in the DOE system and his son attends a public charter school. Dwight is very involved in his son's education and is very active in the school's board and activities. As a parent, I feel that is very important for members of the Board of Education to understand the things from the school level. I too have 2 children that are currently in the public school system and it is vital to me to have someone who understands that my children's success in school is very important to me. I currently sit on the School Community Council for my child's school because I am very interested in what goes on at the school. I feel that Dwight understands that and will make decisions that put the children of Hawai'i first. I feel it is important to have individuals on the Board of Education who understand how important a high quality of education is and I strongly feel Mr. Takeno is one of those individuals. For this and the aforementioned reasons, I strongly support Mr. Dwight Takeno's nomination to the Board of Education.

Thank you for your time.

April 11, 2018

The Honorable Senator Michelle N. Kidani, Chair
State Senate, Committee on Education
And Members of the Education Committee
Hawaii State Capitol, Room 229
Honolulu, Hawaii 96813

Support of GM 695 Appointing Dwight S. Takeno to the Board of Education

Dear Chair Kidani and Members of the Education Committee:

I am submitting written testimony in strong support of Governor's Message No. 695 nominating Dwight S. Takeno to serve on the Board of Education for a three-year term ending on June 30, 2021.

As evidenced by his professional experience and service to our community, Mr. Takeno is highly qualified and well-suited to serve on the Board. He is a well-respected leader, mentor, and strategic thinker who is dedicated to serving and supporting Hawaii's public education system.

As a longtime colleague of Mr. Takeno, I can attest his tireless work ethic, his dedication to advancing mission-critical initiatives, and his ability to act as a catalyst for constructive change. These qualities will serve the Board well, and I'm confident he will make significant contributions that will positively serve the students, educators, and administrators of our statewide community.

Again, I wish to express my full support of Mr. Takeno's nomination and appointment to the Board of Education.

Thank you for the opportunity to provide testimony in support of Governor's Message No. 695.

Sincerely,



Dana Funai

GM-695

Submitted on: 4/10/2018 4:57:53 PM

Testimony for EDU on 4/11/2018 2:45:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Allison	Individual	Support	No

Comments: