



HAWAII GOVERNMENT EMPLOYEES ASSOCIATION

AFSCME Local 152, AFL-CIO

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December 15, 2025

Mr. Keith Hayashi
Department of Education
State of Hawaii
P.O. Box 2360
Honolulu, HI 96813

Dear Superintendent Hayashi:

It would be an understatement to describe the reaction of our organization as appalled in the wake of the assault of Moanalua High School employee Natalie Iwamoto. While we understand that such an incident may not be preventable, you cannot deny that this day has been coming and that our organization along with the Hawaii State Teachers Association (HSTA) in sounding the alarm about such a situation.

For several years now the Hawaii Government Employees Association (HGEA) has expressed concern to the Department of Education (DOE) about the escalation of violence against employees in the form of threats and now in a brutal assault. Throughout the years, in the face of employees being harassed and stalked, the DOE has seemed ambivalent, seeking first to avoid liability rather than prioritizing the protection of its employees. At its worst, the DOE has worked *against* the efforts of our union to protect employees. Sad as it is, we certainly hope this incident at Moanalua High School changes the orientation of the DOE.

We appreciate that you immediately reacted to the situation, and publicly stated that the DOE would take action and that “there are consequences” to such acts of violence. Words are easy; however, currently we are demanding to know what steps the department intends to take to prevent such instances from occurring again in the future.

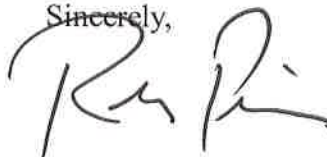
What is the department doing to ensure that the perpetrator in this case is prosecuted to the fullest extent of the law, and legally prohibited from attending any school events going forward? We are already aware that Ms. Iwamoto had to seek a restraining order from the courts on her own without State assistance; sadly, this is par for the course for our Department of the Attorney General and the DOE. Has your staff been directed to develop a plan of action to increase security on campuses and at school activities? A code of conduct poster hanging on the wall of a school office, classroom, or gymnasium will not stop these types of perpetrators.

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We most certainly expect that the DOE will now be more proactive in pushing for changes at the 2026 Legislature to create more criminal penalties for assaulting school employees. For several years, the HGEA and HSTA have sought passage of such legislation, with the response from the DOE being tepid at best. Tragic for sure, but we hope this act of violence will compel the DOE to push hard for greater criminal penalties.

We request that the DOE provide the HGEA an update as quickly as possible, as we anticipate receiving expressions of concern from the employees we represent who have been subjected to harassing behavior and fear for their own safety. Now is the time for the DOE to step up to assure its employees that it will not be passive in such instances and will in fact stand up to protect its dedicated employees. We truly hope the department understands this.

Sincerely,

A handwritten signature in black ink, appearing to read 'Randy Perreira', with a stylized, cursive script.

Randy Perreira
Executive Director