

Kamehameha Schools Faculty Association

P.O. Box 894163, Mililani HI 96789 / www.ksfaculty.org

Don K: State of our (faculty) Union

As I make the transition from Treasurer to President I would like to say thank you to the membership for their support during my time in service to KSFA. Mahalo nui loa to outgoing President Larry McElheny for his years of dedicated service. Larry has consistently led us to the high road and held us there throughout the challenges of our birth and growth into a respected Association. He has been steadfast in his focus on our students and the values that help define us as teaching professionals. Thanks to Bill Follmer and Moana Leong as they continue in their roles on the executive board and welcome to Arlis Legler as Treasurer. To all past and present members of the Representative Assembly your commitment and counsel is appreciated.

All successful organizations need a focused vision, persistence, courage, and a willingness to engage in effective communication with all stakeholders. Our KSFA Constitution expresses the essence of our vision: “Kamehameha Schools Faculty Association exists to articulate the professional concerns of Kamehameha teachers, and to express their strength and pride. In partnership with trustees, administrators and parents, and guided by the spirit of Pauahi’s will, it places the educational needs of students above all other considerations”.

Our Hawaiian values of pono, laulima, and mālama provide a foundation upon which we strive to build relationships and establish trust. Such relationships indeed require persistence and courage as we adapt and evolve in the face of the ever-changing landscape that is the Kamehameha Schools. Those of us in leadership roles cannot navigate this change allow. We need the support and commitment of our membership if we are to improve our association and continue to be effective and relevant.

Recent discussions in the Representative Assembly meetings have shown that effective

communication is an ongoing challenge. As we approach the upcoming negotiations we will be working on more effective ways to communicate with our membership. However to be successful we need this communication to flow both ways. Results from our recent survey will help to formulate our negotiation strategies and we will be asking for continued guidance as we proceed.

It is important to remember that the union looks to the welfare of our membership as a whole and therefore may not always seem responsive to unique individual concerns. Therefore, it is essential that individual members strive to establish effective relationships within their respective units and to support each other. To paraphrase an effective leader “ask not what your union can do for you, but what you can do to support your union and its vision for the future.”

In closing, I would encourage you to visit our website <http://www.ksfaculty.org>.

It will be updated in the near future to reflect the changes in the Representative Assembly and is a good source of information about KSFA.

—Don Kroessig, KSFA President

What’s Inside

Calendar2

Survey results2

Survey results3,5

One teacher’s finances6

Announced calendar premature

SY 2007 – 2008 calendar issues

KSFA leadership identified three main issues with the proposed calendar for the next school year: the start and end dates of the school year, the impact on potential summer income opportunities, and the impact on those wishing to take UH summer session classes.

The start and end dates determine the period you work for KS, and because they are material changes to longstanding faculty schedules, KSFA and our attorney believe they are mandatory subjects of bargaining. When we heard that these dates were changing and that our summer break was being curtailed, we notified Dr. Chun that KSFA, under Section 28 of the collective bargain-

ing agreement currently in effect, makes an initial designation of contract Section 12 as a subject of bargaining with respect to the negotiations scheduled for March 1, 2007. We also have a meeting scheduled with our attorney and a consultation meeting schedule with Dr. Chun to address these issues.

If you have additional concerns or input, please contact your Unit Representative so that they can bring them to the Representative Assembly. We will keep you abreast of further developments.

— Don Kroessig, Unit 7-8

The results are in, the results are in

With 100 of our 242 members responding, we are confident the survey reveals what KSFA members currently believe. Your negotiating team truly appreciates the thought and effort of those who completed it as their responses will guide us at the negotiating table. Negotiations are only a month away and we need to be sure we know what our members think and have evidence that management will find persuasive. The survey also begins a more active two-way period of communications where the KSFA negotiation team will be seeking guidance from and providing information to its members. The survey results in terms of percentage of those responding is shown on pages 3 and 5.

Correct us if you disagree, but we think it is safe to draw several conclusions from this survey. We think our member believe that the pay raises over the last three years have not kept up with inflation and that their lifestyle has been adversely affected. They also felt that KS did not value their service and that KS could easily have afforded more. While few members considered changing careers or working for the DOE, the

majority were dissatisfied and felt they had no option but to continue teaching at KS. There were a significant number (not a majority but still a significant number) who were considering taking on a second job or applying at another school. We think these responses strongly indicate that KS has crossed over a threshold of competitiveness where it will not be able to retain or attract the quality of teachers they will need to perform their mission.

Line-by-line
survey
results:
page 3 & 5

Faculty pay raise survey results, blow-by-blow

Making ends meet. The pay schedule in our last CBA included a series of 1% across-the-board increases that totaled 5% by the end of the third year plus our normal yearly step increases (2.5-3%). The following explores the affect this pay schedule had upon your lifestyle. (SA = Strongly Agree, A = Agree, N = Neutral, D = Disagree, SD = Strongly Disagree)

RESULTS (%)

1. The step and across-the-board increases in our last CBA:

a. Have kept up with inflation and I could afford my normal expenses.	SA	A	N	D	SD	1, 11, 12, 35, 41
b. Have not kept up with inflation and I was not able to save or buy as normal.	SA	A	N	D	SD	49, 32, 11, 6, 2
c. Have not kept up with inflation and I had to lower my lifestyle significantly.	SA	A	N	D	SD	22, 26, 28, 21, 2
d. Would you be willing to discuss the affect of pay on your lifestyle with Dean or the KSFA Negotiation Team?	Yes	No				38, 45

2. Reflecting upon my pay for the last three years, I am:

a. Satisfied. KS valued my service appropriately.	SA	A	N	D	SD	1, 16, 11, 46, 27
b. Satisfied. KS paid what it could reasonably afford.	SA	A	N	D	SD	0, 9, 9, 40, 43
c. Dissatisfied, but feel I have no option but to continue teaching at Kamehameha Schools.	SA	A	N	D	SD	19, 35, 24, 15, 7
d. Considering, seeking, or have taken on a second job.	SA	A	N	D	SD	23, 22, 15, 30, 10
e. Considering retiring earlier than previously.	SA	A	N	D	SD	5, 9, 20, 36, 29
f. Considering changing careers.	SA	A	N	D	SD	6, 18, 10, 36, 29
g. Considering applying for a position at another school	SA	A	N	D	SD	11, 24, 14, 25, 25
h. Considering applying for a position at a DOE school.	SA	A	N	D	SD	4, 4, 14, 38, 40

3. As the result of our pay for the last three years, I know a fellow KS teacher who is:

(“Yes” means you know of at least one teacher. “No” means I don’t know of any.)

a. Considering retiring earlier than previously.	Yes	No	41, 59
b. Considering changing careers.	Yes	No	51, 49
c. Considering applying for a position at another school	Yes	No	68, 32
d. Considering applying for a position at a DOE school.	Yes	No	26, 74

Worst Case Scenario Options. During our last negotiations, management took a hard line approach to pay negotiations. They explained that because KSFA pay increases over the last 3 years had increased an average of 5.36% while other KS staff received only 3.5%, they wanted a “moderation in future KSFA pay increases.” Their “moderation” offer was 0% across-the-board pay increases for the next 3 years and a 1% raise at the beginning of each of the next 2 years. That’s a total across-the-board increase of 2% in 5 years. Using the median salary of a pool of West Coast teachers infrequently hired by KS (NAIS-West), KS claimed we were being paid “between 117% - 138% above market.” However, when our analysis of their rationale revealed we were actually paid 10% less than NAI-West, management abandoned that rationale. Using a completely different rationale, they resubmitted exactly the same proposal.

**AUTHORIZATION FORM FOR DEDUCTION OF
UNION DUES/SERVICE FEE OUT OF WAGES**

I, _____, an employee of Kamehameha Schools ("KS") voluntarily agree to have KS take out of my wages regular monthly dues as established by the Kamehameha Schools Faculty Association ("KSFA") in accordance with its Constitution and Bylaws, or a regular monthly Service Fee not to exceed KSFA's regular monthly dues for its members as certified to you in writing by KSFA, and to turn over to KSFA any and all such monies on the following conditions:

1. This authorization shall become effective upon the date set forth below and cannot be cancelled for a period of one year from this date or until the termination of the existing collective bargaining agreement between KS and KSFA, whichever occurs sooner, unless cancelled sooner as provided in Section 2 below.

2. I agree and direct that this authorization shall be irrevocable for successive periods of one year each, or for the period of each succeeding applicable collective bargaining agreement between KS and KSFA, whichever shall be shorter unless:

- (a) I cancel this authorization by written notice to KS at any time or within ten days after the expiration of any such one year period; or
- (b) In the case of the expiration of any applicable collective bargaining agreement between KS and KSFA during any such one year period, I cancel this authorization by written notice to KS at any time during the period following the expiration of the applicable collective bargaining agreement and ten days after the effective date of any new agreement.

3. This authorization is subject to sufficient wages being available to comply with all other required deductions and existing federal and state laws. This authorization shall be suspended during any period in which there is no collective bargaining agreement in effect between KS and KSFA. This authorization shall end if my employment with KS ends. This

Employee Signature

Receipt of the foregoing authorization is acknowledged:

Date

Employer

Mailing Address:

SS#

Your KSFA Representative Assembly

UNIT KES

Winona Farias Moana Leong, Bette Savini, Lynn Tagami, Diane Tanner-Cazinha

UNIT KMS

Mike Ching, Don Kroessig, Grace Omura,

UNIT 9/10

Bill Follmer, Tom Gardapee, Debbie Johnson, Art Monteville, Warren Takata, Becky Tesch, Keoni Wilhelm

UNIT 11/12

Jan Becket, Jimmy Chun, Arlis Legler, Joyce Neilson, Melani Pang, Darrell Schuetz, John White

EXECUTIVE BOARD MEMBERS

— OUR NEGOTIATING TEAM—

President: Don Kroessig
 Vice President: Bill Follmer 488-0767
 Treasurer: Arlis Legler

Your Weingarten Rights

I believe this discussion could lead to my being disciplined. I therefore request that a union representative be present to assist me at this meeting. I further request reasonable time to consult with my union representative regarding the subject and purpose of the meeting. Please consider this a continuing request. Without proper representation, any discussion you require me to participate in from this point on and any statements you may derive therefrom I shall regard as coerced in willful disregard of my rights as set forth by the Supreme Court of the United States. Nor do I consent to any searches or tests affecting my person, property, or effects without first consulting with my union representative.

survey results, continued from page 3

In relatively short order, KS declared that negotiations were at impasse and called in the Federal Mediator. During the mediated sessions, rationales were not used and it was simply a matter of offer and counter offer. As KS abandoned reason-based rationales during our last negotiations, KSFA has to be ready in case they choose this strategy again. We must consider options not previously exercised.

RESULTS (%)

1. In the event KS abandons reason-based negotiations, I would like KSFA to:

- a. Organize a few major faculty rallies to demonstrate support for KSFA’s reason-based proposals and to express displeasure with KS’ refusal to explain its rejection of our proposals or the reasons for theirs. SA A N D SD 36, 34, 19, 9, 2
- b. Use the media to take our case to the public. SA A N D SD 32, 33, 14, 11, 9
- c. Appeal directly to the Headmaster, CEO and trustees to ensure they are fully informed. SA A N D SD 60, 30, 6, 2, 2
- d. Reopen negotiations on the right to strike provision in order to strengthen our bargaining position on critical issues like pay. SA A N D SD 35, 34, 14, 12, 4

2. Regardless of whether or not negotiations remain reasoned-based, I want KSFA to:

- a. Keep me informed of all proposals and their status. SA A N D SD 70, 26, 3, 1, 0
- b. Hold periodic meetings during negotiations where I can direct questions to our negotiation team. SA A N D SD 39, 36, 24, 1, 0

Defining a Reasonable Pay Raise: Both KSFA and management want to know what you think a reasonable pay raise would be. KSFA needs this information to know how to represent you. Management wants it so that they can offer you the minimum that you will ratify. Your input on the following will help KSFA understand your expectations and guide us during negotiations on salaries for SY 2007-2008 and SY 2008-2009

1. I believe that to appropriately value our service and attract and retain a highly qualified teaching staff, KS should offer a total across-the-board pay raise for the 2 year period of 2007-2009: (Assume you will continue to receive the normal step increases.)

0% 2% 4% 6% 8% 10% 12% 14% 16% 18% 20% (Exact values purposely withheld, but the median was above 8%)

2. I will not vote to ratify the CBA if the total across-the-board pay raise for the 2 year period is equal to or less than: (Assume you will continue to receive the normal step increases.)

0% 2% 4% 6% 8% 10% 12% 14% 16% 18% 20% (All values purposely withheld.)

(NOTE: In order not to assist management in minimizing their proposal, the results of this question will not be revealed to anyone not directly negotiating pay on your behalf.)

Viewpoints

Items on these pages do not represent official positions taken by KSFA

— From a struggling, new teacher

Aloha mai kakou!

As a KS teacher, I have had to make many sacrifices in my life due to my salary. When I came to KS from another educational institution, I took a 20% pay cut. My salary went from \$52K/year to \$40K/year. At that time, I had managed to pay off all of my debt and knew that I had to make many changes in order to take this job as a teacher. Since that time, I've come to accumulate only about \$3000 in credit card debt – not much, but still way more than I am comfortable with. Although I have no other major debts, my take home pay just barely covers my necessary expenses. I don't live an extravagant life. My car was made in the 90s and has over 120K miles on it. I drove around for 6 months on bald tires because I didn't have any money for new tires, until I spun out of the freeway during a heavy rainstorm almost killing myself and my family. Every year since I've become a teacher, I've gone through surgery. Medical expenses have really taken a toll. I'm also the one whom family members turn to for money because I have the "good job" in the family. Little do they know about how little I am paid.

As a relatively new, young teacher, I am currently paid below what some of my classmates in the DOE make with the same education level. Here's a rough breakdown of my salary and expenses.

Salary after taxes (13% tax bracket) and deductions:	<i>\$2400 a month</i>
Fixed costs (rent, utilities, insurance, etc.):	<i>\$1500 a month</i>
Necessary items (food, gas, household items, medical bills, tuition):	<i>\$600 a month</i>
Disposable income (nights out, clothes, gifts, car repairs, etc.): ~	<i>\$300 a month left</i>

This is not enough to have any sort of quality of life. Each month is a struggle to make ends meet. If the car needs fixing, there's no money. If a trip somewhere is needed or wanted, there's no money. On my KS salary, there is no money left after bills to make life happy and enjoyable. And, it is very difficult to save for your future when there is never enough money.

As an alumni, I want to teach at KS. I feel that my commitment is to "kō mākou haumana." I love my job and am committed to it. I just wish that our administration would honor the hard work and dedication of its teachers and pay them not just adequately, but pay them enough. As a teacher who is on the bottom of the pay scale, having just started out, working at KS is going to be a continual struggle financially. It's really hard going to work every day, loving what you do, making learning meaningful for students, and then coming home to a life that's extra hard because money is tight.

During the entire 2006, I did not buy any new clothes for myself. Not one new aloha shirt or new slacks. I've worn the same shirt and tie to graduation for the past 3 years because I can't afford anything new. The suit I use to graduation was one I had from high school, which I altered myself to fit me today. The shoes I wear to school are 4 years old but I can't afford new shoes. Students sometimes comment that I wear the same clothes all the time, and I simply tell them I can't afford to buy new school clothes. I've even had students willing to take up a collection to buy me new shoes!

I strongly feel that teachers deserve a raise. Teachers have one of the most important jobs – at Kamehameha and beyond. Yet, we are paid a very meager salary by administrators and executives who make 2 - 10 times what I make. It's hard to continue to do good work for our students when you feel undervalued. It's hard to put off basic car repairs for lack of money, and then see administrators and executives driving around in their Lexus or Mercedes. It's difficult to have mandate that you wear a suit to graduation, and you don't have one and can't afford one. It is very difficult to feel satisfied with what little we have when our leaders seem to be feasting on much more. In the end, it all comes down to our students. And no matter what, I'll always make hard, personal sacrifices in my own life for my students. It would be pono for our leaders to look at their own salaries in order to do what is right by their teachers.