

# Kamehameha Schools Faculty Association

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

## KSFA FALL GENERAL MEETING

DEC 12  
KMS LEARNING CENTER  
4 P.M.

YOUR MANA'O NEEDED:  
THE NEXT ROUND OF BARGAINING

### When verbally attacked, leave

Teachers are *almost* always supported by their respective administrators in meetings with parents. However, a few meetings have resulted in perceptions of “being hung out to dry,” with administrators failing to end meetings that turn ugly, or to reprimand parents who use meetings to verbally attack the integrity and professionalism of teachers.

In one recent instance, a teacher chose to retire because of a meeting at which parents and an administrator were present and because of a perceived lack of support.

KSFA reminds teachers that they have the right to bring a KSFA representative with them to all meetings with administrators, including parent meetings. If there is the least chance that a meeting will turn abusive, KSFA recommends bringing a KSFA unit rep. If that is not possible, and if the meeting does turn ugly, leave.

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# KS benefit package needs tweaking

With negotiations just concluded this summer, the last thing some people want to think of is the next round of bargaining (especially members of the bargaining team). However, the more ground-work we lay now, the earlier we begin, the better we will do next time - in just two years. That means we probably start bargaining in the spring of 2009, just a year and a half from now - and maybe earlier.

When the KSFA Rep. Assembly formulated a strategy for the last round of bargaining, we realized that we could only raise one "big" issue at a time, in each round of bargaining. The last time it was pay. For the upcoming round of bargaining, the focus is benefits - with the agreement and support of membership, of course.

For younger faculty members, the primary issues are pay, family leave, sick leave days and tuition assistance. A number of older faculty members will probably retire three years after the next pay increase, however. That's four years from now. For them, there will be no more chances to negotiate better pay or benefits. Although it may look like folks at the top of the pay scale are in good shape, they are at the point in their lives when they need to step up retirement savings, probably at the same time they are dealing with elderly parents, paying college tuition and perhaps attempting to pay down mortgages.

In the past round of negotiations, KSFA negotiated for its Kapālama membership and for teachers at all the other campuses. KS is free to establish separate pay scales for those teachers but has chosen not to. By the same token, KS has chosen to offer the same benefit package to all of its employees, from custodians to trustees. Unless KS decides to offer multiple benefit packages, KSFA will in the next round be negotiating for all KS employees.

Here is an (incomplete) list of some of the issues surrounding benefits:

- Management of the pension. In the past, KS has contributed less to the pension fund in years when the fund has done well, and nothing at all when the stock market has done exceptionally

well. Thus, the pension fund and the retirees did not benefit from the bull markets of the past ten years.

- Related to this issue is the lack of a lump-sum option at retirement. Currently, retirees are locked into the KS retirement system.

- Medical premium assistance. At the moment, the medical premium offered to retirees is \$170 per month, taxed as regular income. This does not come close to paying for real-world medical premiums, of course. In contrast, DOE teachers, as state employees, receive 100% medical benefits, including drug coverage.

- Matching 401K contributions. Twenty five-years ago, KS offered its faculty a 403B matching contribution of 9%.

- Early retirement. Twenty five years ago teachers were able to convince Gill Tam, the head of Personnel, that KS could save money by offering early retirement to older, more expensive teachers and hiring less expensive younger teachers to replace them. At that time, KS offered a pre-retirement incentive of half pay for up to seven years, including full medical coverage. (This might be a mechanism to fund pay raises for younger faculty, those on the bottom of the scale.)

- The biggest issue for retirees is the lack of a cost of living adjustment (COLA), even a minimal 2% such as the one offered to DOE teachers. Retirees a decade or more into retirement can attest to the effects of inflation on what at first might have seemed an adequate pension. See the article by Lee Thomas.

- In the absence of the benefits listed above, KS teachers all need much higher pay, so that they are able to meet current needs and at the same time save enough to fund retirement medical costs and to weather an inflation rate which looks worrisome in the upcoming oil-starved economy. The top of the scale in some mainland school districts is \$120,000. In those schools, located in places with far lower costs of living, this is possible. In ours, it is not.

— Jan Becket, Unit 11/12

# Retirement? Look out

Retirement? Many older teachers are already planning for it, but many younger teachers have more pressing matters facing them. Well, take the advice of an old retiree and start planning for it now. If I had to depend on my Kamehameha Schools retirement, I'd be in serious trouble. Right now almost half my retirement pay goes to medical coverage.

I can foresee the day when all my retirement pay goes to pay my medical coverage. The cost of living keeps going up and may soon soar, given the direction of our economy. My retirement pay will stay the same, since it is not indexed to increase with inflation. The longer I live, the worse it will get.

I often envy the public school teachers who have their medical included in their retirement. I must pay for medical coverage through Kamehameha with taxable dollars. I get \$170 a month in an additional stipend for medical and dental, but it comes fully taxable. In working as a substitute teacher at Kamehameha, I may receive \$175

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towards my medical expenses if I work 20 hours a week for several consecutive weeks, as prescribed by law. However, KS takes away the \$150 medical stipend for that month. This is still preferable, since the \$175 is not taxed as income.

I only wish Kamehameha Schools could find some way of covering medical insurance after retirement, so that I would not have to pay for it with already-taxed dollars.

Kamehameha has taken good care of me in that I was fortunate enough to live for free on campus as a dorm advisor and thus was able to set money aside for retirement. I was also fortunate to be able to take advantage of the last year of our early-retirement benefit of half salary and full medical coverage for seven years.

My advice to all employees of KS is that you can never plan too early for retirement. Otherwise you may not have a very pleasant and worry-free retirement. Your social security and KS retirement pension aren't enough.

— *Lee Thomas*  
(*Lee took early retirement in 1989 and has worked as a substitute ever since*)

# Retirees could use our help

I retired in June of 1997. I had the severance lump sum to supplement the rest of the year on retirement pay. My first full year of retirement was 1998 which grossed \$24,418. In 1999, the trustees, at their discretion, granted about a 3% adjustment, bringing me to \$25,110. This was the last time that trustees have used their "discretion" to make any kind of adjustment.

A medical stipend of \$170 has been in effect since retirement. When I retired my medical insurance was \$185. Thus, the stipend had quite an impact on that cost, covering 92% of it. But

today insurance is \$271 for HMSA and \$90 for Medicare part B for a total of \$361. The medical stipend now covers only 47%.

Meanwhile the cost of living generally has gone only up. My Condo association fees have gone from \$100 a month to \$250, for example. While Social Security makes annual adjustments, Bishop Estate is ignoring its retirees. We're spread far and wide and do not have a collective voice so must rely on an existing faculty association to speak for us.

— *Lee Witten, retired teacher*

**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**

Tom Gardapee, Debbie Johnson, 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: Tom Gardapee  
 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.