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September 20, 2022

Mr. Keith Hayashi
Superintendent
Department of Education
State of Hawaii
P.O. Box 2360
Honolulu, HI 96804

Subject: Demand to Bargain – Unit 6

Thank you for your letter dated May 26, 2022, in response to HGEA's demand to bargain. On behalf of the Unit 6 negotiating team, I hereby request to meet with the Employer group to bargain over the impact the shortage differentials and additional hours of job-embedded professional development which HSTA recently negotiated with the HIDOE has on the recruitment, retention, and working conditions of our EOs.

Also, in last week's September 15, 2022 Special Board of Education (BOE) meeting, Board members expressed concerns over the challenges of filling school level EO vacancies, the lack of teachers interested in pursuing a career in administration, and the number of principals eligible for retirement within the next five years. After reviewing the current workforce data presented by your HIDOE leadership team, the Board asked that these issues be addressed with a sense of urgency. We believe bargaining is a viable path to short- and long-term solutions for EO recruitment, retention, and the improvement of other working conditions, and ultimately, better overall learning conditions for our public-school students.

Items we are asking to discuss include:

1. Increasing days of personal leave with pay for 10-month EOs
2. Conversion of 10-month to 12-month vice principal positions
3. Compensation for recall of vice principals to be paid out in a more timely manner
4. Rewards and recognition for pandemic response
5. Temporary hazard pay for exposure to COVID-19
6. Comparable shortage differentials for EOs assigned to special education, hard-to-staff locations, and Hawaiian language immersion programs
7. Additional BU 6 Athletic Director positions for select high schools
8. Approval and funding for EOs requesting sabbatical leave

9. Additional professional development and support for new principals
10. Support for principals unable to fill substitute positions, temporary, and permanent vacancies
11. Additional safety and security measures in response to the increase in harassment, bullying, and threats of violence against EOs and their staff

I am available to meet to commence bargaining during the week of October 3, 2022 at the HGEA Office, 888 Mililani Street, Suite 401, Honolulu, HI 96813. Please have your negotiations spokesperson contact me at 808-543-0057 or jbulosan@hgea.org to confirm a date and time.

Sincerely,

A handwritten signature in black ink, reading "Joy A. Bulosan". The signature is fluid and cursive, with the first name "Joy" and last name "Bulosan" clearly legible.

Joy A. Bulosan
Field Services Officer

Cc (via email): DHRD Labor Relations
BOE Chairperson Bruce Voss
DOE Negotiations Section
Unit 6 Negotiating Team