

Re-elected Directors Announced at Annual Meeting

Current directors who have been re-elected for another two-year term are: Mrs. Joan Lewis, 9-12 English teacher and English Department Head at Kapolei High School; Ms. Jacqueline Yanagi, kindergarten teacher at Waiahole Elementary School; and Retired Educators from the Department of Education, Ms. Joan Lee Husted, Mrs. Janice Bond and Mr. Justin Wong.



Janice Bond



Joan Lee Husted



Joan Lewis



Justin Wong



Jacqueline Yanagi

Ending the Teacher Shortage

More than 50% of new teachers leave the DOE within the first five years of their employment. No enterprise can survive this rate of turnover. The community must come to grips with the fact that the shortage of public school teachers is a community crisis and it is going to take the community to end it.

First, let's stop bad mouthing public schools. Everyone. One of our banks periodically runs an ad with a young couple saving money to send their newborn to a private school. A locally published magazine devotes a significant portion of an issue on private schools each year. It is hard for teachers to stay with an enterprise that is dismissed as unimportant and often viewed as a failure.

The Department of Education should celebrate their teachers publicly just as hospitals do during National Nurses Week. If we make the community aware of the great things going on in the public schools, it will make teaching more attractive

to local kids. I call on all public relations firms to donate pro bono time and talents to the DOE to publicize the good things happening in the public schools. They did that at one time and they need to do it again.

Raise teacher salaries, Former US Department of Education Secretary, Arnie Duncan says that teachers should be earning between \$60,000 and \$150,000 a year. In Hawaii, corrected to the loss of purchasing power and the cost of living, the figures would be \$75,000 and \$186,000. But, higher salaries alone will not solve the problem.

We need more local teachers. The Department is employing more than 1000 new teachers a year, but our local education institutes are producing about 700 teachers. Some of their graduates do not go into teaching and some go to our private schools or to

(Continued on page 3)

President's Message



June Motokawa
President

Mahalo to All for the support given to HEA through your participation and your contributions.

Hawaii Education Association continues to seek and move forward with its goal of its viability and relevancy in the education community.

With this in mind, the Board of Directors have reviewed and updated its Articles of Incorporation and its Bylaws, which were adopted at the Annual Meeting on April 22nd. It also adopted the Policies as follows: Whistle Blower, Conflict of Interest, and Document of Retention and Destruction of files, and Membership Policy each mandated and compliant with Law.

The Board also adopted a planned schedule of strategic and long term planning services in conjunction with HEA's needs with Mrs. Linda Ezuka from the consulting firm, Ezuka Law Offices, LLC CONSULT. The budget for 2016-2017 was amended to include the consult services with an addition of \$10,000 to the Budget. Payment is provided after services have been rendered.

Included in the consult services by Mrs. Ezuka are the streamlining of HEA's business operations, creating a survey to assess education community needs and conducting stakeholder interviews for this fiscal year. The results will help to determine HEA's next steps.

The President and In-Service teacher and HEA Board member Jacquie Yanagi are Board members of the newly created Hawaii Education Foundation. Their Vision is to provide high quality professional development opportunities for all educators which is essentially identical to HEA's Vision and Mission. There will be a time when discussions and decisions on what, why, when and how HEA and HFE may consider options such as partnerships or not.

Accomplished this year are:

- The Board's adoption of the Resolution on the Amended and Restated Articles of Incorporations.
- The Board's adoption of the Resolution on the Amended Bylaws.
- The adoption of 3 policies by the Board: Conflict of Interest, Document Retention & Destruction, and Whistleblower.
- The adoption of an audit of HEA's business operations and the adoption of an expense reduction plan. Digitizing HEA's records have begun as has the reducing the cost of a lease on an office machine.
- The development of a Survey to identify education community's need but on hold for further input and scheduling.
- The continuation of HEA's 3 Programs –TAAC, ExTL, and Scholarships as relevant activities to meet HEA's Mission statement of strengthening and supporting excellence in education.
- The development of a new website.
- The representation of HEA's President and HEA in-service teacher on the newly created Hawaii Education Foundation Board of 9 members.

Next Steps: Continuing HEA's viability and growth.

- To develop Stakeholder interview plans and schedule its implementing.
- To review the survey of the education community and finalize it for distribution to active teachers.
- To complete digitizing office records.
- To complete the expense reduction plan which includes plans for alternate office arrangements.
- To review & analyze the results of the Surveys and Interviews to help define HEA's limitations and capabilities and to use the information to determine the future of HEA. To develop a membership and marketing plan if called for.
- To assess the effects of the Hawaii Education Foundation on HEA's name recognition and value in the education community.
- To define how HEA 'fits' into HFE's Vision, Mission and the role of HEA in HFE.
- To evaluate how HFE complements, enhances or negatively affects HEA as an organization.

VISION

"To affirm the professionalism of Hawaii educators."

MISSION

"To strengthen and support excellence in education by:

- Advocating teaching as a profession.
- Awarding scholarships for pre-service and in-service educators.
- Advancing professional learning for effective teaching."

(Continued from page 1)

Ending the Teacher Shortage

mainland school districts. So we have to recruit more Hawaii residents as well as from other school districts, private schools or other professions. Greater efforts should be made in recruiting minority students as well as more males into teaching. DOE should attend every job fair.

The Legislature should create the Hawaii version of the National Defense Education Act to help students who want to go into teaching handle college costs. The HDEA could be either a loan or a grant program. As a loan it will have a low interest rate and 10% a year would be forgiven for each year they teach in a rural school or a school with a large number of students with free or reduced lunches.

DOE should encourage more tuition assistance programs from private business. What if every one of the 250 largest businesses in Hawaii underwrote the tuition, books and supplies each year for a student getting a teaching degree. Another idea to help off-set the high cost of living is to build teacher or work force housing. Though there still is some teacher housing on Lanai, Hana and the rural areas of the Big Island, most of it is gone. State subsidized low cost housing is critical to retain teachers—not just for Mainland recruits but for local teachers who cannot live at home or are from another island. Perhaps some developers can be convinced to put up teacher workforce housing as part of their development. Maybe Larry Ellison will put up teacher apartments on Lanai to help keep teachers there.

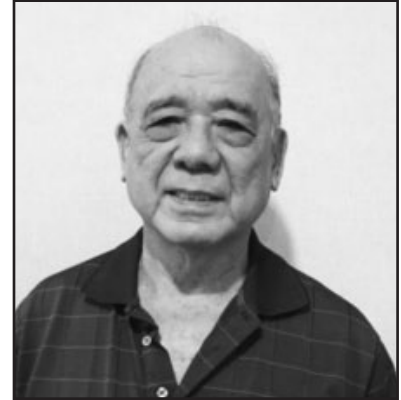
Businesses could develop special discount programs designed especially for teachers. All the teachers would need to do is show their school IDs. The interisland airlines could give teachers deeply discounted airline fares for the teachers visiting their homes. Hawaiian Air could develop deeply discounted airfares for visits home. I'm sure others can think of more items.

Put in place a comprehensive induction program. When I started with the Department of Education, I had a week of DOE orientation before the school year began. In addition, I had a Beginning Teacher Supervisor who worked with me for a full year. Some BTS' worked with their teachers for their entire probationary. Combine this program with a full-fledged mentoring program. The legislature must give the Department the funds to employ more mentors. The data both locally and nationally shows that programs such as this help to retain teachers.

Isn't this too expensive to do? Expensive? Yes. But I believe that the public is willing to pay more if they are convinced that it will help students. Instead of saying we can't afford it, let's do it. As the late Governor Burns said, "If I have to choose between the dollar and the child, I choose the child."

- By Joan Husted, HEA Board of Directors

Congratulations Justin!



HSTA-R 2017 Distinguished Service Award

Mahalo!

HEA would like to thank the following supporters for their generous contributions to the HEA Endowed Scholarship, ExTL and HEA/Beta Zeta Hawaii TAAC Program:

- Donna Higashi, in memory of Kenneth Abe
- Kay T. Kudo, in memory of Sadaichi Kakugawa, Song Soon Ann Lee, Matsuko Shimizu, Fujio Taketa and Elsie Yamamoto
- June Motokawa, ExTL
- Ethel Aiko Oda, TAAC
- Mary M. Oshiro, in memory of Ronica Chang
- Jean Tanimoto, TAAC
- Ella Tomita, in memory of her husband, James I. Tomita

HEA is a 501(c)(3) non-profit organization. All contributions are tax-deductible according to federal regulations.

Thank you all for your continuing support!

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Want to Help?

Want to help schools but don't want to get back in the classroom? An opportunity has opened for two or three retired teachers to assist the Labor Services Department of the AFL-CIO housed in the Kendall building on Queen Street.

Every year the Labor Services Department picks a public school to help by asking unions to donate services to do jobs that the school needs to have done but does not have the money to accomplish. In the past, this project called the Labor of Love has restriped parking lots, painted classrooms, put in new electrical outlets and beautified the campuses. All the work is donated by Hawaii's labor unions and all of the supplies are provided by different vendors.

The Labor Services Department can use two or three volunteers to do the paper work, make telephone calls and do general office work related to the Labor of Love project. This volunteer projects gives a retiree a chance to help a public school. If you are interested in learning more, please call Joan Husted at 808-782-9666.

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"Uniting the Profession with the Community"

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