

MINUTES OF THE 2022 ANNUAL MEMBERSHIP MEETING OF
THE HAWAII EDUCATION ASSOCIATION
Held at the Elk's Lodge - Kainalu Room
Saturday, April 23, 2022

1. Time and Place The annual meeting of the Hawaii Education Association was held at the Elk's Lodge - Kainalu Room on Saturday, April 23, 2022 at 8:53 a.m.

June Motokawa, President, presided at the meeting and Laurie Togami served as Recording Secretary, as provided by the ByLaws.

2. Attendance Board, staff members and guests in attendance were:

| | |
|-------------------|-------------------|
| Joan Husted | Meredith Maeda |
| Joan Lewis | June Motokawa |
| Pilialoha Lee Loy | Justin Wong |
| Wilbur Luna | Jacqueline Yanagi |

Staff

Lynn Hammonds, Program Manager
Laurie Togami, Executive Director

Guest

Odetta Fujimori

Absent

Jonathon Medeiros (flight delayed)

3. Minutes 2021 Annual Meeting Minutes

The minutes of the 2021 Annual meeting were approved.

4. Notice of the Meeting While the notice of the meeting was not read by the Secretary nor ordered spread upon the minutes of the meeting, proof of notice of meeting and proof of publication of notice of meeting are appended to these minutes as:

Attachment A: Notice of Meeting, and

Attachment B: Publication of Notice of Meeting

April 23, 2022 Annual Membership Meeting

5. Rules of Order The Rules of Order for the HEA Annual Membership Meeting **UNANIMOUSLY ADOPTED** as presented. (See Attachment C: Rules of HEA.)

6. Credentials Committee Report The roll of voting members, as stated in the Credentials Committee report, be the official roll of the voting members at this annual membership meeting. HEA met the 10% quorum required. The report was adopted with no objections. (See Attachment D.)

7. Reports
 - A. President's Report

President Motokawa's report was accepted and filed. (See Attachment E: Annual Report of the HEA President.)

 - B. Treasurer and Finance Reports

The Treasurer and Finance Reports were accepted and filed. (See Attachments F and G.)

 - C. Executive Director's Report

The Executive Director's Report was accepted and filed. (See Attachment H).

 - D. Program Manager's Report

The Program Manager's Report was accepted and filed. (See Attachment I.)

 - E. Nominations & Elections Committee Report

The Nominations & Elections Committee Report was accepted and filed. (See Attachment J.)

 - F. Hawaii Foundation for Educators (HFE) Report

There was no report.

April 23, 2022 Annual Membership Meeting

8. Standing Comm.
Report

A. TAAC

The TAAC report was accepted and filed. (See Attachment K.)

B. Scholarships

The Scholarship report was accepted and filed. (See Attachment L.)

C. Website

The Website Report was accepted and filed. (See Attachment M.)

9. HEAIA

Ms. Husted presented HEAIA's Annual Report. The report was accepted and filed. (See Attachment N.)

10. Adjournment

There being no further business, Mrs. Lewis **MOVED** to adjourn the Annual Meeting. The motion was **UNANIMOUSLY CARRIED** and adjourned at 9:48 a.m.



Hawaii Education Association

March 2022

Dear HEA Member:

Our Association will be holding its Annual Meeting on Saturday, April 23, 2022 at 8:45 a.m. at the Elks' Lodge/Club, Kainalu Room, 2nd Floor at 2933 Kalakaua Avenue, Honolulu, HI 96815. In order to convene the meeting, please send in your proxy in the event that you do not personally attend the meeting. If you plan to attend the meeting, please inform the HEA office by phone or email in advance. Upon signing in at the front desk, proof of COVID-19 vaccination card and valid ID will be required.

Please take a moment from your busy schedule to complete and sign the proxy form below. Return it to HEA in the enclosed business reply envelope.

Sincerely,

Laurie Y. Togami
Laurie Y. Togami
Executive Director

(Please tear at dotted line and return in business reply envelope with ballot.)

PROXY

I, the undersigned member of the Hawaii Education Association, do hereby appoint (**CHECK ONE ONLY**):

| | |
|---|--|
| <input type="checkbox"/> HEA President, to vote as directed by the majority of the HEA Board of Directors | |
| <input type="checkbox"/> Mrs. Joan Lee Husted | <input type="checkbox"/> Mr. Jonathon Medeiros |
| <input type="checkbox"/> Ms. Pili aloha Lee Loy | <input type="checkbox"/> Mrs. June Motokawa |
| <input type="checkbox"/> Mrs. Joan Lewis | <input type="checkbox"/> Mr. Justin Wong |
| <input type="checkbox"/> Mr. Wilbur Luna | <input type="checkbox"/> Ms. Jacqueline Yanagi |
| <input type="checkbox"/> Mr. Meredith Maeda | |

HEA member who will be in attendance, my true and lawful attorney for me and in my name to vote as my proxy at any membership meeting to be held between the date of this proxy and December 31, 2022 unless sooner revoked, in writing or by my presence at any said meetings, and I authorize said attorney to act for me in my name and stead as fully as I could if I were personally present. I hereby revoke all previous proxies given by me.

Date _____ Signature _____

Last 4 digits of Soc. Sec. No. _____ Name (print) _____

Email: _____

THIS FORM SHOULD BE MAILED OR DELIVERED TO: 1953 SOUTH BERETANIA STREET, SUITE 5C, HONOLULU, HI 96826.
DEADLINE IS APRIL 13, 2022 (POSTMARK DATE).

Important Note: For your proxy to be valid, you must have paid your HEA dues for the current school year 2021-2022. (Exceptions: Life members).



Educator Connection

Board of Director Nominations Due March 9

Do you know someone who would make a good director on the board? The election of HEA Board of Director members is rapidly approaching and the deadline for nominations is Wednesday, March 9th.

There are five positions available for a two-year term. Nominees and nominators must be members of HEA, and a nominator must have the approval from the nominee. Nominations must be submitted in writing. Forms may be requested from HEAdquarters (949-6657 or toll-free 866-653-9372 from the Neighbor Islands) or email HEA at hea.office@hawaiieducationassociation.org. If you cannot obtain a form, please submit the nominee's name, address, telephone number, and a brief resume (no more than 150 words) of the nominee along with your own name, address, phone number and signature.

Please send nominations to HEA at 1953 South Beretania Street, Suite 5C, Honolulu, HI 96826. All nominations must be postmarked, delivered in person or faxed to HEA's office at 944-2032 by March 9, 2022.

Board of Directors Elections

Board of Director election ballots will be sent to all HEA members on or about March 16th. Along with the ballots, a proxy form for the Annual Meeting will be included. If you have not received your ballot by March 31st, please contact the HEA office. The election deadline is April 13, 2022.

The votes will be tabulated on Tuesday, April 19th. According to election rules, candidates may send observers on this day. If there are fewer candidates than vacancies, those candidates will be automatically elected. Election results will be presented to the HEA Board of Directors for certification at the Annual Meeting on April 23, 2022. All candidates will be notified of the election results on or about May 1, 2022. All ballots will be stored at the HEA office in a sealed container for thirty days after certification. Any challenge made to these procedures or to the conduct of the election must be made in writing, signed by the challenger, and forwarded to HEA within 30 days after certification.

TO OBTAIN OR REQUEST NOMINATION FORM

Please visit hawaiieducationassociation.org or call the HEA office at 1-808-949-6657 or toll free 1-866-653-9372.

2022 Q1 Issue

PAGE 2

President's Message

PAGE 3

Scholarships Available

2021-22 TAAC Awards

Celebration of HEA's Centennial and Hawaii Educators

PAGE 4

#MyAwesomeTeacher Stories

A Century of Supporting Teachers: One Time Special Awards

The HEA is presenting special, one-time awards to celebrate its centennial year.

For more details and application form visit hawaiieducationassociation.org

APPLY NOW!

**DEADLINE
FEBRUARY 25, 2022**



Hawaii Education
Association

EDUCATORS SHAPING HAWAII'S FUTURE TODAY

RULES OF HEA ANNUAL MEMBERSHIP MEETING
April 23, 2022

1. SEATING OF DELEGATES

- a. Persons certified as eligible to vote and/or eligible to cast certified proxy votes, shall be Registered by the Credentials Committee on the Roll Call Sheet with the total number of votes he/she can cast.
- b. Only certified members or persons with proxy vote(s) may be seated in the voting area. Visitors will be seated in a separate area.
- c. Voting members absenting themselves from the floor shall notify the Credentials Committee.

2. VOTING

- a. Only certified members and persons with certified proxies shall be allowed to vote.
- b. All voting shall be by a show of hands of those present and eligible to cast a vote. Any person may request a roll call vote. Persons voting shall not cast more votes than the number listed on the Roll Call Sheet.

3. DEBATE

- a. Only persons in the voting area will be recognized by the Chair.
- b. Except by a two-thirds' vote of certified members present, no speaker shall:
 - (1) have the floor continuously for more than two minutes; nor
 - (2) speak more than two times on the same subject.

This time limit shall not apply to a Chairperson making a presentation of his/her report.

4. VISITORS

- a. The privilege of participating in discussion and debate shall be extended, at the discretion of the presiding officer, to any visitor at the annual meeting.
- b. Visitors who are permitted to speak shall conform to the provisions in Rule 3b.

5. PARLIAMENTARIAN

The presiding officer shall appoint a qualified person to act as parliamentarian for the meeting. The presiding officer may consult the parliamentarian on any point of order, but the presiding officer shall render all decisions on such points on his/her own responsibility. The presiding officer's decision shall be binding unless overruled by a majority vote.

6. PARLIAMENTARY AUTHORITY AND GUIDE

The rules contained in *Robert's Rules of Order* (Newly Revised), shall govern the Meeting in all cases (except any elections) to which they are applicable and in which they are not inconsistent with the Bylaws or the special rules of order of this organization.

RULES COMMITTEE



Hawaii Education Association

EDUCATORS SHAPING HAWAII'S FUTURE TODAY

CREREDENTIALS COMMITTEE REPORT April 23, 2022

There are 1,956 voting members of HEA as of January 1, 2022; certified quorum of 10% is 196. As of 8:45 a.m. there were nine (9) voting members present, holding 534 proxies, a quorum of 27%. The following members held proxies:

| | <u>Proxies Held</u> | <u>Appointed Substitute If Applicable</u> |
|-----------------------|---------------------|---|
| HEA President | 240 | |
| Ms. Joan Husted | 60 | |
| Ms. Pilialoa Lee Loy | 11 | |
| Mrs. Joan Lewis | 9 | |
| Wilbur Luna | 1 | Joan Husted |
| Meredith Maeda | 46 | June Motokawa |
| Jonathon Medeiros | 6 | |
| Mrs. June Motokawa | 144 | |
| Justin Wong | 9 | June Motokawa |
| Ms. Jacqueline Yanagi | <u>8</u> | |

534

Absent

MOTION: I move that the roll of voting members, as stated in the Credentials Committee report, be the official roll of the voting members at this annual membership meeting.

CREREDENTIALS COMMITTEE

Note: When voting, vote for the number of proxies held, plus your own vote.

Hawaii Education Association

Annual President's Report

2021-2022

A year to celebrate HEA's 100th birthday to honor where we came from and to take a serious look at TODAY and TOMORROW.

The Board of Directors took time (many special Board meetings) to understand and commit to HEA's future while pivoting the best we could to bring notice of who we are to the education community and the public. It's a good start!

Plans to do much more, to expand our reach are noted in the Committee Reports as well as both Laurie and Lynn's Reports. We are on our way programmatically.

With our plans to grow in support Hawaii's educators, the Board will now need to take a hard look at how we organize ourselves for the short and long term financial growth, to build HEA's capacity for dollars and people/staff resources. We are in need to take responsibility for our financial future.

Courage and confidence to act despite unknowns is crucial in my mind. Financial sustainability and self-sufficiency is my goal for HEA. It will happen!

June Motokawa



Hawaii Education Association

EDUCATORS SHAPING HAWAII'S FUTURE TODAY

FY 2021-22 Treasurer's Summary Report

Goal(s)/Objectives:

Oversees all financial planning, reporting and budgeting of the Finance Committee for the association, and advise the board on financial strategy.

Recommended the acceptance of the FY 2016-17 HEA Review from Galen Lum

Account Balances as of March 31, 2022:

| <u>ACCOUNT</u> | <u>BALANCE</u> |
|-------------------------------------|------------------------|
| First Hawaiian Bank Checking | \$ 66,520.80 |
| HawaiiUSA FCU | |
| Money Market Account | \$ 67,057.59 |
| Employee Welfare Fund | 36,870.51 |
| Helen MacKay Scholarship Fund | 28,846.58 |
| Equipment Fund | 15,015.66 |
| Yamashita Scholarship Account | 7,095.90 |
| TAAC | 15,179.19 |
| HSTA-R Scholarship Account | 7,918.76 |
| Morgan Stanley/Smith Barney | |
| Endowed Scholarship Fund | 18,577.68 |
| Equitable (ACM) | \$ 2,606,997.17 |
| Structured Notes | <u>991,117.99</u> |
| TOTAL | \$ 3,861,197.83 |

Wilbur Luna
Treasurer



Hawaii Education Association

EDUCATORS SHAPING HAWAII'S FUTURE TODAY

FY 2021-22 Finance Summary Report

Committee: Finance

Committee Chair and Members: Wilbur Luna, Chair; Joan Husted, Pilialoaha Lee Loy, June Motokawa, and Justin Wong.

Goal(s)/Objectives:

- Develop and recommend a budget for each fiscal year
- Monitor the association's income and expenditures
- Develop strategies to increase membership
- Develop a fund development plan to increase income for the association

Accomplishments:

- Recommended the acceptance of the HEA FY 2016-17 Review from Galen Lum
- PPP \$20,512.62 loan was forgiven
- Drew an additional \$213,000 for FY 2021-22 from the line of credit loan from TriState Capital Bank
- Closed the ExTL account and transfer the \$84.95 into the TAAC account

Next Steps:

- Update HEA's Investment Policy
- Search for a new auditor & tax preparer
- Develop Membership Recruitment Plan
- Continue discussion on socially responsible investment (tobacco, guns, etc.)



Hawaii Education Association

EDUCATORS SHAPING HAWAII'S FUTURE TODAY

FY 2021-2022 Executive Director Summary Report

The following are the activities of the Association this past year:

1. The HEA Board of Directors re-elected June Motokawa and Joan Husted as its President and Vice President. The Board elected Wilbur Luna as its Treasurer and welcomed Jonathon Medeiros as its newly elected board member.
2. HEA hired Dr. Lynn Hammonds as the contracted Program Manager on September 1, 2021.
3. As of April 21, 2022 the Annual Contribution Drive totaled \$20,006.80 from 221 members. HEA Scholarship, Endowed Scholarship, Corporate, and Centennial donations totaled \$20,498.02 to bring the grand total of contributions to \$40,504.82.
4. As of April 20, 2022, the Advisor Capital Management (ACM) investment account balance was \$2,550,667.36 and the value of the Structured Notes was \$964,602.87.
5. The Payroll Protection Program loan (PPP) in the amount of \$20,512.62 was approved to be forgiven.
6. HEA was approved for a line of credit from TriState in the amount of \$420,000. To date, HEA has drawn \$314,200 with a current outstanding balance of \$305,683.23.
7. *Educator Connection's* next quarterly issue will be mailed in May 2022. Olomana Loomis redesigned the newsletter for HEA in 2021. Mrs. Agustin has resumed the duties of formatting the newsletter and is doing a great job.
8. As of April 22, 2022, HEA gained 44 new members. However, the overall membership declined by 19 members to 2,107 due largely to the aging of our members. Certificates of appreciation were sent to HEA members in December 2021 thanking them for their years of membership.
9. The Centennial Marketing and Communication contract and Fundraising contract with Olomana Loomis ISC have concluded. Their final contract deliverable was the Focus Group Final Report which was received on April 15, 2022. HEA paid Olomana Loomis \$323,601.06 as of March 31, 2022.

10. TAAC grants at \$200 each were awarded to James B. Campbell High, Leilehua High and Pearl City High schools. Due to Covid, the Symposium was put on hold again this year.
11. The ExTL account was closed in January 2022 and the balance of \$87.15 was transferred into the TAAC account.
12. The Hawaii State Legislature Grant In-Aid application was submitted in January 2022. Ms. Husted also testified in March 2022 to the Finance and Ways & Means Committees. The grant request was for \$146,280.
13. Mrs. Agustin has been posting and monitoring all social media accounts. She has been creating posts for HEA's scholarships, the April Centennial event, Centennial awards, and other HEA news.
14. Farmers Hawaii auto insurance premiums totaled \$3,236.67 in commissions as of April 22, 2022. Farmers agreed to pay a discounted HEA membership of \$10 to new auto insurance policy holders for the first year. HEA has enrolled a total of 10 new members from Farmers' since the program started in June 2021.
15. HEA's Long Term Care Insurance Program with Continental Casualty Company and Ability Insurance is still being handled by LaBenz & Associates. There are 162 members enrolled in the Long Term Care Insurance program.
16. Forty-six (46) members are enrolled in the Protective Life cancer insurance program.
17. HEA continues to assist our affiliates.
 - a. Assists Oahu Retired Teachers Association (ORTA) with membership record-keeping and publishing their semi-annual newsletter.
 - b. Assists the Hawaii State Educational Officers Association (HSEOA) with depositing their dues and forwarding membership dues to NEA on a monthly basis.
 - c. Provides clerical assistance to HSTA-Retired for their newsletter and scholarship.
18. Staff continues to work from home and are alternating going into the office to collect mail, receipt checks, mail letters, etc. Phone messages are routed to Mrs. Togami's cell phone.

Respectfully submitted,
Laurie Togami

**Hawaii Education Association
Annual Meeting
April 23, 2022**

HEA Program Manager Report for 2021-2022

Lynn Hammonds

Meetings with Stakeholders

- DOE Interim Superintendent and Chief-of-Staff
- Charter School Commission Executive Director
- HAIS Executive Director
- Teacher Education Coordinating Committee (EPP/DOE/HTSB)
- Hawaii State Teachers Association
- National Education Association specialists
- Periodically with He'e Coalition
- With Vice President Husted, met with Hawaii Board of Education Chairperson Catherine Payne
 - HEA TAAC Chairperson Yanagi
 - Steve Schatz, Executive Director of Hawaii P-20 to discuss workforce outlook for educators
 - Native Hawaiian group to discuss input for 2022-2023 professional development

Publicity Events

- Hawaii News Now
 - Two feature segments on HNN
 - News clip for October Talk Story event
 - News announcement for Centennial Celebration
- It's Great to be a Teacher (IGTBAT), sponsored by DOE/EPP/UH COE
- Prepared posts for Facebook/ Twitter/ LinkedIn

Centennial Celebrations

- October 2021 Hallway Chat Talk Story
- February 2022 HSTA Institute Days
- April 2022 Celebration at Bishop Museum

Centennial Activities: October 2021

- Hawaii News Now Segment went live
- October 15, 2021: Educator Connection: Virtual Hallway Chats
- Speakers:
 - Dr. Nathan Murata
 - Kecia McDonald, DOE West Hawaii Resource Teacher
 - Jodie Cheff, Head of School, Waialae Charter School
- Host: Steve Uyehara
- Provided opportunity for educators to connect, share, and be inspired

It's Great to be a Teacher (IGTBAT)

January 2022

- Saturday, 1/29, 8:30 – 3:30 virtual event
- Sponsored by DOE, Teacher Ed Programs, UH COE
- 190 attendees
- HEA had a very nice mention at the beginning of the event about scholarship and professional development
- Our virtual booth shared information about HEA membership, scholarships, and events

Centennial Activity: January 2022

- Hawaii News Now segment announcing the Centennial awards and activities featuring HEA President June Motokawa and Program Manager Lynn Hammonds

Centennial Activities: February 2022

- Sponsorship of Fred Lane, subject matter expert in cyberethics and Cybertraps for educators
- Monday, February 7 at Oahu HSTA Institute
- Friday, February 11 at Neighbor Island Institute
- President Motokawa introduced Fred and also announced the HEA Centennial Awards and the April 30 Bishop Museum event
- 300+ attendees
- 132 HSTA members responded to survey and gave positive feedback

Centennial Activity: Celebration at Bishop Museum, April 2022

- Presenters:
 - Jonathan Medeiros: Finding Your Words
 - Rita Madden: Nutritious Eating
 - Tracey Idica: Finding Non-Negotiables as a Teacher Leader
- Presentation of Centennial Awards
- Bento lunch: Highway Inn
- Complimentary ticket to museum for attendees

Centennial Awards Winners

- Individual educator: Pearl City HS teacher
- Individual administrator: Waimea HS, Kauai VP
- Individual higher ed faculty: UH-Manoa Special Education faculty
- Hawaii school team: Hanalei School
- Hawaii preparation program: UH-Manoa Elementary Education program

Fundraising Meetings

- With Vice President Husted, met with
 - November 2021 with Terry George, President and CEO, Harold K.L. Castle Foundation
 - November 2021, with Kathy Matayoshi, Senior Vice President and Chief Community Engagement Officer, HMSA Foundation
- With President Motokawa, met with
 - January 2022, Larry Rodriguez to share binder of HEA information and plans; requested introductions to potential funders
 - January 2022, Keith Amemiya and requested \$90,000 for centennial awards, activities, and continuing professional learning for Hawaii educators
 - March 2022, met with Dr. Roger Kiyomura, Director of the Hawaii Pacific University Teacher Education Program, as a potential member of new committee focused on supporting HEA programs.

Proposing Professional Learning Activities with NEA, Pending Funding

- National Education Association, in consultation with NEA Specialists Crystal Foxx, Jennifer Locke, and Brandy Bixler on:
 - Social Emotional Learning for Adults
 - Trauma Informed Practices, Crystal Foxx and Jennifer Locke.
 - Mental Health Training to Identify risk factors and appropriate referrals
- They suggest late summer or early fall, noting teachers are so burned out that need a complete break over the summer and that PD attendance is down across the country
- They will work with us to contain cost and are currently setting their internal guidelines for this work for the entire NEA

Proposed Summit with Hawaii Education Leaders

- Opportunity for high level leaders to meet with HEA and NEA representatives, underscoring scope and importance of this issue
 - Legislative Education Chairs/DOE/Charter Commission/HAIS/HSTA/HGEA/Preparation Programs/Foundation leaders/Business Roundtable for Education/Hawaii P-20
- Stressing importance of support needed for educator mental health and well-being
- Connection of this support with educator recruitment and retention

Summit Format: Expert Panels and Group Collaboration

- Lead with panel of current HEA board members who can give first hand accounts of educator needs and morale along with selected other in-service teacher/administrator leaders
- Follow with panel of Native Hawaiian experts in mental/emotional/healing fields focusing on our unique needs
- Final panel- select Hawaii leaders who can “get the job done”
- Group collaboration with HEA Board Members: what is one thing each person can seek to accomplish during 2022-2023

Educator Interactive Forums

- One NEA presenter to attend each forum
- Teaming with state HSTA educators they have trained
- Interactive format, stressing importance of educator connections
- Inclusion of Native Hawaiian resource person to integrate perspective

Educator Interactive Forums

- Open to all educators: teachers/administrators/higher education faculty
- Kick-off simultaneously on Saturday following leadership summit
- Three additional forums: Hawaii Island, Maui, Kauai
 - Eliminates “Oahu centric” issue
- Hybrid face to face and virtual presentations
- Utilize community college facilities (economical/parking)

Questions?
Thank You!



Hawaii Education
Association

EDUCATORS SHAPING HAWAII'S FUTURE TODAY

**ANNUAL REPORT OF
HEA NOMINATIONS AND ELECTIONS COMMITTEE
April 23, 2022**

This year the number of nominated candidates equaled the vacancies on the HEA Board of Directors. Based on the HEA Election Rules for 2022, Item No.5, these candidates will be declared elected. Therefore, no ballots were mailed to the qualified membership.

A proxy vote form was mailed on March 22, 2022 to all HEA members as of January 1, 2022.

The Board members elected for FY 2022 - 2024 are:

Piliialoha Lee Loy

Wilbur Luna

Meredith Maeda

June Motokawa



Hawaii Education Association

EDUCATORS SHAPING HAWAII'S FUTURE TODAY

FY 2021-22 TAAC Committee Summary Report

Committee: Programs - Teaching As A Career (TAAC)

Committee Chair and Members: Jacquie Yanagi, Chair, Joan Lewis, and Jonathon Medeiros

Goal(s)/Objectives:

TAAC's goal is to motivate and encourage high school students to pursue a career in teaching. The objectives of the program are:

- To provide grants to support the projects and activities of the TAAC clubs at participating schools.
- To encourage and support professional learning by convening an annual one-day symposium for TAAC advisors, in partnership with the HI DOE and local universities.
- To form a special HEA Committee to support efforts to promote teaching as a career and advocate for teaching as a profession.

Activities/Accomplishments in FY 2021-22:

- Awarded \$200 grants to TAAC clubs at James B. Campbell High, Leilehua High and Pearl City High.
- Due to Covid-19 the Symposium was put on hold this school year.

Next Steps:

Continue to expand and strengthen the TAAC Program by:

- Convening the fifth annual HEA TAAC Symposium - date and location TBD.
- Sponsor a topic that promotes teaching as a career on media outlets or other outlets.
- Support specific DOE activities or programs that promote and support teaching as a career.
- Forming partnerships with the HIDOE and local universities to align and complement efforts to promote teaching as a career at the secondary and post-secondary levels.
- Providing opportunities for pathway teachers to establish a professional network to share their expertise and talent as instructors, trainers, coaches and mentors.
- Seek grants to help support the TAAC Symposium and other seminars.
- Expand TAAC to include grades at the elementary, middle, and post-secondary levels.
- Offer one \$2,000 scholarship per school to a graduating TAAC student from a sanction club.
- Develop a plan to increase membership through the TAAC program.



Hawaii Education Association

EDUCATORS SHAPING HAWAII'S FUTURE TODAY

FY 2021-22 Scholarship Committee Summary Report

Committee: Programs - Scholarship

Committee Chair and Members: Meredith Maeda (Chair), Jonathon Medeiros, and Piliialoha Lee Loy.

Goal(s)/Objective(s):

1. To support the educational endeavors of HEA members and their dependents.
2. To return to Association's original purposes and objectives. (*Accent Hawaii, Vol 6 No 2, September 1980*)
3. To strengthen excellence in education: (*HEA Mission, 2019*)
 - Advocate teaching as a profession;
 - Support pre-service and in-service educators; and
 - Advance professional learning for effective teaching.

Activities/Accomplishments in 2021-2022:

1. Changed the Continuing College Guideline requirement that applicants must be a HEA member, child of HEA member, or grandchild or legally adopted grandchild of HEA member.
2. Distributed \$17,000 in scholarships to ten awardees in 2021.
3. Extended scholarship deadline to May 13, 2022.
4. Received 1 completed application and 6 incomplete applications as of April 21, 2022.
 - 0 High School
 - 0 Continuing College
 - 1 In-Service Public School Educators
 - 0 Ron K. Toma Professional Development
 - 0 Hiroshi & Barbara Kim Yamashita
 - 0 Student Teacher (deadline June 14th)

Next Steps:

1. Increase In-Service Public School Educator scholarship awards from 2 @ \$2,000/ea to 10 @ \$3,000/each.
2. Increase the In-Service Public School Educator Ronald K. Toma Scholarship Professional Development's threshold from \$3,000 to \$50,000.
3. Create In-Service Public School Educator scholarships up to \$50,000 to fund various short-term projects for a school and/or classroom that benefits students.



Hawaii Education Association

EDUCATORS SHAPING HAWAII'S FUTURE TODAY

FY 2021-2022 Website/Social Media Committee Summary Report

Committee: Website/Social Media

Goal(s)/Objectives

To inform members and visitors of HEA's purpose, goals, and activities through its website and social media accounts. Providing a user friendly website with helpful content for the general population. The website and social media platforms are able to showcase HEA's programs and provide an interactive platform to encourage more effective communication with members.

Activities/Accomplishments in 2021-2022

- Olomana Loomis ISC redesigned the entire website and switched HEA to a WordPress platform
- *Educator Connection* is currently updated and posted on the website each quarter
- A historical timeline and gallery of 100 testimonials for HEA's Centennial Celebration were added to the website
- The Home Page is actively updated with current notices and news
- Current activities, scholarship awardees, and TAAC grants were posted on all social media platforms.
- Staff continues to develop and update necessary information to post on the website.

Website Overview

- There has been a 244% increase in visits to HEA's website from the prior year
 - FY 2021-22: 3,458 visits
 - FY 2020-21: 1,003 visits
- February and March received the most visits due to HEA's scholarship announcement.
- These are the top tabs people visited:

| Website tab | # of people visited |
|-----------------------|---------------------|
| 1. Scholarship | |
| • High School Student | 841 |
| • Student Teacher | 525 |
| • Continuing College | 454 |
| • In-Service | 413 |
| • Yamashita | 338 |
| • Ron Toma PD | 269 |

| Website tab | # of people visited |
|---|---------------------|
| 2. Sparking Our Passion | 1,184 |
| 3. Membership | 768 |
| 4. "About HEA" <ul style="list-style-type: none"> • Centennial • Centennial Events • Centennial Award | 52 39 37 |

- Majority of the devices used to visit the website were desktops (75%). Mobile devices were used by a quarter (24%) of the visitors.

Social Media Overview

| | Views | | | | Engagement (Likes, Shares, Saves, Comments) | | | |
|-------------------|-------|-----|-----|-----|--|-----|-----|-----|
| | Jan | Feb | Mar | Apr | Jan | Feb | Mar | Apr |
| FACEBOOK | | | | | | | | |
| Fred Lane | 135 | 295 | n/a | n/a | 1 | 2 | n/a | n/a |
| Centennial Awards | n/a | 530 | n/a | n/a | n/a | 17 | n/a | n/a |
| April Event | n/a | 606 | 863 | 407 | n/a | 12 | 42 | 12 |
| Scholarships | n/a | 273 | 337 | 128 | n/a | 5 | 6 | 3 |
| INSTAGRAM | | | | | | | | |
| Fred Lane | 51 | 112 | n/a | n/a | 12 | 12 | n/a | n/a |
| Centennial Awards | 58 | 246 | n/a | n/a | 8 | 23 | n/a | n/a |
| April Event | n/a | 190 | 215 | 80 | n/a | 89 | 31 | 13 |
| Scholarships | n/a | 93 | 139 | 64 | n/a | 22 | 29 | 14 |

| | Impressions (# of times post was displayed on screen) | | | | Engagement (Reactions, Shares) | | | |
|-------------------|--|-----|-----|-----|-----------------------------------|-----|-----|-----|
| | Jan | Feb | Mar | Apr | Jan | Feb | Mar | Apr |
| LINKEDIN | | | | | | | | |
| Fred Lane | 5 | 21 | n/a | n/a | n/a | 2 | n/a | n/a |
| Centennial Awards | 4 | 14 | n/a | n/a | n/a | 6 | n/a | n/a |
| April Event | n/a | 13 | 4 | 5 | n/a | 11 | 7 | 7 |
| Scholarships | n/a | 6 | 9 | 5 | n/a | 3 | 8 | 3 |

TWITTER

| | Tweet Impressions | Profile visits | Mentions | Top Tweet & Impressions Earned |
|----------|--------------------------|-----------------------|-----------------|---|
| January | 426 | 92 | 2 | Fred Lane - 75 |
| February | 2,127 | 190 | 3 | Centennial Awards - 741 |
| March | 2,004 | 180 | 7 | April Event - 1,319 |
| April | 1,038 | 164 | 4 | Scholarships - 196 |

Next Steps

- Continue to enhance the effectiveness of the website in promoting HEA to the community.
- Develop a “members only” view of the HEA budget and other items.



Hawaii Education Association
Insurance Agency, Inc.

EDUCATORS SHAPING HAWAII'S FUTURE TODAY

FY 2021-22 HEA Insurance Agency, Inc. Report

Committee: HEAIA

Committee Chair and Members: Joan Husted, Chair; Pilialoa Lee Loy, Wilbur Luna, June Motokawa, and Justin Wong

Goal(s)/Objectives:

- To provide benefits and discounts for educators
- To provide a recurring and reliable source of revenue for HEA programs

Accomplishments:

- Established a HEA membership discount with Farmers Insurance. Farmers pays for a new member's membership of \$10 when purchasing a new automobile policy.
- Continued to work with Derik LaBenz in search of benefits such as pet insurance and hearing aid coverage to offer HEA members.
- Continued as a third party administrator for UNUM (Life, AD&D, Income Protection Insurance), Ability Insurance (LTC Insurance), and Protective Life Insurance (Cancer Insurance).

Next Steps:

- Provide additional benefits for member recruitment
- Work with NEA for benefits