NEIL ABERCROMBIE
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OFFICE OF THE SUPERINTENDENT

November 28, 2012

TO: Ronn Nozoe Deputy Superintendent
Complex Area Superintendents
Assistant Superintendents
Principals

FROM: Kathryn S. Matayoshi, Superintendent

SUBJECT: **Planning Guidelines for School Operations During Possible Hawaii State Teachers Association (HSTA) Bargaining Unit 05 (BU 05) "Working-To-The-Contract"**

The Employer and the HSTA recently met to continue collective bargaining negotiations and are scheduled to meet again in the near future. We are informed that teachers and others in BU 05 are planning to engage in activity known as "working-to-the-contract" at various schools across the State on a regular basis, perhaps weekly or more frequently. Such activity occurred earlier this month at one Oahu campus. The following information is provided to assist leadership and teachers should such activity occur at your school or work location.

Complex Areas and school leaders should continue to carry out operational responsibilities at their schools and complex areas, knowing that conditions may differ at each location. Situations may include disruption to school services. During these unusual circumstances, the primary goal must continue to be the health, safety, and well-being of all those in our school community.

Regardless of the circumstance, let us always demonstrate the highest principles and professional standards.

If there are any questions, please contact Annette Anderson, Negotiations Administrator, at 586-3431 or email at annette_anderson@notes.k12.hi.us.

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Attachments