

STATE OF HAWAII
DEPARTMENT OF EDUCATION
P.O. BOX 2360
HONOLULU, HAWAII 96804

OFFICE OF THE SUPERINTENDENT

June 4, 2020

TO: The Honorable Catherine Payne
Chairperson, Board of Education

FROM: Dr. Christina M. Kishimoto
Superintendent

A blue ink signature of Dr. Christina M. Kishimoto.

SUBJECT: **Board Action on Memorandum of Understanding between State of Hawaii Board of Education/Department of Education and Hawaii State Teachers Association (Extension of “Memorandum of Understanding Regarding Modification to Article XX, L.4.b of the 2017-2021 Agreement to Permit Education Administration Academic Course Credits to Apply Towards Reclassification” through and including June 30, 2021)**

1. EXECUTIVE SUMMARY

The Memorandum of Understanding (MOU) between State of Hawaii Board of Education/Department of Education and Hawaii State Teachers Association (Extension of “Memorandum of Understanding Regarding Modification to Article XX, L.4.b of the 2017-2021 Agreement to Permit Education Administration Academic Course Credits to Apply Towards Reclassification” through and including June 30, 2021).

The effective date of the MOU is July 1, 2020 to June 30, 2021.

2. BACKGROUND

The MOU is an extension of the Educational Administration (Ed Admin) Credits pilot that provides support to those employees [or teachers] who may eventually pursue an administrative path. One of the functions of the Hawaii Department of Education (HIDOE), Professional Development & Educational Research Institute (PDERI), is to develop leadership readiness statewide (e.g., dispositions, skills, knowledge, and opportunities).

This pilot initiative, together with the opportunity for teachers to continue to use Educational Administration courses for reclassification as a teacher, supports the HIDOE's effort to build the educational leadership pipeline and retention throughout the state.

3. DISCUSSION

The following terms and conditions of the MOU are as follows:

The following data results show the number of teachers that planned to apply for educational Administration Academic Course Credits and the number of teachers that successfully submitted their educational administration credits and were reclassified for the past three (3) school years.

School Year	Number of Teachers who planned to Submit Ed Admin. Credits for Reclassification	Number of Teachers Reclassified upon completing successful submission of Ed Admin. Credits
2017 - 2018	12	4
2018 - 2019	21	5
2019 - 2020	26	7
Total	59	16

Although the total number of teachers reclassified after successfully submitting Ed Admin Credits are low compared to the number of teachers who planned to submit Ed Admin credits, the MOU reflects the Department's support and commitment to provide opportunities for teachers to build their skills and knowledge. This program provides a mechanism for teachers to transition into leadership and/or administrative roles.

4. RECOMMENDATION

The Department recommends Board approval on the renewal of the Memorandum of Understanding between State of Hawaii Board of Education/Department of Education and Hawaii State Teachers Association (Extension of "Memorandum of Understanding Regarding Modification to Article XX, L.4.b of the 2017-2021 Agreement to Permit Education Administration Academic Course Credits to Apply Towards Reclassification" through and including June 30, 2021).

The Honorable Catherine Payne
June 4, 2020
Page 3

The effective date of July 1, 2020, is consistent with the start of the new fiscal year and the Department's commitment to build the educational leadership pipeline throughout the state.

CMK:cac

Attachment: Memorandum of Understanding between State of Hawaii Board of Education/Department of Education and Hawaii State Teachers Association (Extension of "Memorandum of Understanding Regarding Modification to Article XX, L.4.b of the 2017-2021 Agreement to Permit Education Administration Academic Course Credits to Apply Towards Reclassification" through and including June 30, 2021)

**MEMORANDUM OF UNDERSTANDING BETWEEN
STATE OF HAWAII BOARD OF EDUCATION/DEPARTMENT OF EDUCATION
AND
HAWAII STATE TEACHERS ASSOCIATION
(Extension of “Memorandum of Understanding Regarding Modification to Article XX, L.4.b. of the
2017-2021 Agreement to Permit Education Administration Academic Course Credits to Apply
Towards Reclassification” Through and Including June 30, 2021)**

This Agreement is entered into this ___ day of May 2020, by and between the State of Hawaii Board of Education/Department of Education and the Hawaii State Teachers Association (HSTA).

WHEREAS, the State of Hawaii Board of Education/Department of Education (“Employer”) and Hawaii State Teachers Association entered into a Memorandum of Understanding Regarding Modification to Article XX, L.4.b. of the 2017-2021 Agreement to Permit Education Administration Academic Course Credits to Apply Towards Reclassification (MOU) on October 13, 2017, with an expiration date of June 30, 2020, a copy of which is attached hereto and incorporated by reference; and,

WHEREAS, the Employer and HSTA desire to extend the terms of the MOU for an additional year, with an expiration date of June 30, 2021, the same date that the 2017-2021 HSTA Agreement will expire.

NOW, THEREFORE, the parties agree to the following:

1. The terms of said MOU will continue in full force and effect for an additional year through and including June 30, 2021.

2. As a result of the extension of the MOU, Article XX, Salaries, L. Professional Development, of the 2017-2021 HSTA Agreement will be amended for school year 2020-2021 as follows:

4.b. Academic credits earned through universities/colleges shall be applicable for reclassification if they are part of coursework requirements for a program of studies leading to an undergraduate or graduate degree, and the course content is in education (~~excluding education administration~~) and/or in the teacher’s area of preparation and/or in the subject of teaching assignment.

3. All other requirements of the Department’s reclassification program and the collective bargaining agreement will remain in effect.

4. Teachers and administrators will be informed of the extension of the MOU through a memorandum to the field.


This Agreement shall expire on June 30, 2021 unless the Employer provides notice to the HSTA that the modernization pilot will terminate on an earlier date.

STATE OF HAWAII

HAWAII STATE TEACHERS ASSOCIATION


By: _____
Catherine Payne
Chairperson, Board of Education

By: _____
Corey Rosenlee
President

 05/14/2020

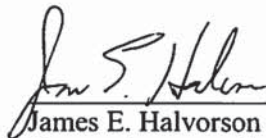
Dr. Christina M. Kishimoto
Superintendent, Department of Education

Wilbert Holck
Executive Director



Ryker J. Wada
Chief Negotiator, Office of Collective Bargaining

APPROVED AS TO FORM:



James E. Halvorson
Deputy Attorney General