



Testimony BOE &lt;testimony.boe@boe.hawaii.gov&gt;

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**Fwd: Mar 4 Testimony**

1 message

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**James Shon** <jshon@hawaii.edu>  
To: testimony.boe@boe.hawaii.gov

Sun, Feb 28, 2021 at 7:00 AM

----- Forwarded message -----

From: **James Shon** <jshon@hawaii.edu>

Date: Sat, Feb 27, 2021, 7:49 PM

Subject: Mar 4 Testimony

To: Board of Education &lt;boe\_hawaii@notes.k12.hi.us&gt;

Please find attached testimony for the BOE Human Resources Committee

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Jim Shon

(808) 282-1509 [jshon@hawaii.edu](mailto:jshon@hawaii.edu)

손기철

**TESTIMONY RE Sup Contract.docx**

22K

## TESTIMONY

Submitted BY JIM SHON, Former Director, Hawaii Educational Policy Center

### BOARD OF EDUCATION. HUMAN RESOURCES COMMITTEE

Thursday, March 4, 2021 11:00 a.m.

MEMBERS: Dwight Takeno, Committee Chairperson. Kaimana Barcarse, Committee Vice Chairperson, Margaret Cox Lynn Fallin Kili Namau'u Catherine Payne Kenneth Uemura Bruce Voss

#### **ACTION ITEM IV D. RE New Contract for Superintendent**

I respectfully suggest it is premature to offer the Superintendent a new three-year contract.

It is too soon to anticipate the needs, leadership skills, and reforms that will be recognized and required as Hawaii emerges from the Pandemic. Consider the knowledge the Board had three years ago that could have anticipated what Hawaii in general, and public education in particular, would experience recently.

Looking into the future, trying to anticipate how government will need to change in so many ways in the next few years, especially through its financing, communication, blend of virtual and in person work and schooling, the responsibilities of principals, and other reforms, who can say your decision in March 2021 would be your decision in March 2022, or March 2023?

Society is not only anxious to return to some form of pre-pandemic normalcy, but many are also hoping for use of the pandemic experience to initiate much delayed and needed reforms, to take bold steps to Build Back Better. The last two years have been enormously challenging for both the Board and the Department in the following areas:

1. Internal communication within the Department, both vertically and horizontally, has struggled to keep up with clarity, timeliness, and collaboration with other departments.
2. External communication has been often withheld from key stakeholders, especially public unions, the Legislature, and parents. The Board was last to know about a furlough plan, and just about everyone was taken by surprise by a budget without incentives.
3. Generating meaningful granular data has been uneven, often out of sync with the kinds of guidance and decisions that must be made at the school, CAS, District and State levels.
4. Board policies and procedures in a virtual world have been a challenge for all state boards and commissions. Key issues are sometimes not fully addressed if

they are not deemed to be understood enough to rise to the level of an Action Item.

5. The typical DOE silo that separates it from the DOH, preschools, the UH, unemployment, COVID prevention, testing, and vaccination protocols will need significant rethinking and revisions. The DOE does not always use major resources, such as the College of Education and its Curriculum Research and Development Center, and the charter schools who often are just waiting to be asked to serve as laboratories of change.
6. The willingness and ability to use settled educational research and integrate this into the mainstream of the public-school experience should and could be on the Board's agenda, such as intense too-early learning times for not yet awake teens, the value of the arts in stimulating and inspiring disadvantaged students, the obvious need for more robust and focused civic and citizenship education, and the new skills acquired by students who have had to adapt to a virtual environment. Whole areas of educational literacy: financial literacy, environmental literacy, computer coding and literacy, and project-based learning all may need to be considered in future curricula decisions.

All of these will take time to reassess, evaluate, analyze and appropriately pivot to a new age.

#### **MODEST BUT IMPORTANT RECOMMENDATION**

1. Before reaffirming what we thought we knew and needed in the past as the best path to the future, the Board should create an independent (not led by current leadership) Educational Reform Commission to make recommendations as to how to best chart the best course of the future. This will necessarily include the kinds of leadership and skills needed to implement a new strategic plan to be ready for action in March 2022.
2. Delay any kinds of three-year contractual commitments and decisions for at least one year. If you must act regarding the Superintendent's contract, limit it one year.

This is a sensible approach for any Board or Department in Hawaii as we emerge into a world that has changed in ways we do not yet fully appreciate or recognize. Please don't make premature commitments at this time.

**Sincerely,**

**Jim Shon. jshon@hawaii.edu**



Testimony BOE &lt;testimony.boe@boe.hawaii.gov&gt;

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**Testimony HR IV.B**

1 message

**Angela M** <angelam966@yahoo.com>

Mon, Mar 1, 2021 at 3:57 PM

To: "testimony.boe@boe.hawaii.gov" &lt;testimony.boe@boe.hawaii.gov&gt;

Aloha Board of Education:

Thank you for the opportunity to testify on agenda item IV.B.

I beg you to please restore faith in Hawaii's state government and the public school system and not consider offering Christina Kishimoto an extension on her contract. She has demonstrated little care in the people of Hawaii. Her disrespect to her employees, the people of Hawaii, and most importantly to the students of Hawaii will take years to repair.

Christina Kishimoto's "quick win" attempt to score points with teacher bonuses was a short sighted and divisive move to benefit her only. First, Christina forgot that she implemented the bonuses without planning for it, it wasn't budgeted for and it was not in the legislative approved budget. Rewarding groups of teachers really hurt teachers as a whole. SPED, Hawaiian Language, and hard to fill teachers were valued higher than teachers that teach in tested subject matters, or teachers that truly work over and beyond and actually attain student gains. She made an expensive decision without looking at the benefit for students. Students have not learned any more, as a matter of fact, students have learned less based on the DOE data reports.

The damage she has done will take years to repair. The repair is building teacher value, building professionalism among teachers and revisiting the intrinsic value of being a teacher, additionally, designing effective strategic plans and executing them wisely either through proper negotiations or legislative backing and honesty.

Christina Kishimoto has rarely mentioned student achievement. She has given the school personnel and all principals a free pass to not focus on achievement. This will take years of repair. Speaking with principals around the state, it is a joke among them about these few years being "a wash". (even prior to the pandemic)

It is evident, through her hiring decisions, Christina Kishimoto has little to no regard for the people of Hawaii. Employees in highly paid positions, making six figure salaries are ineffective and often times do not understand the content they are "experts" in. This will take years to repair. The low quality or inaccurate guidance of the incompetent "experts" are being implemented and will take years to turn this around. Additionally, the choices in complex superintendents being the "yes" figure heads and have difficulty making decisions, they are afraid of their subordinates and do not support Christina's plans, everyone is working against each other, where's the leadership?

Thank you for this opportunity to testify.

Me Ke Aloha Pumehana,

Angela



Testimony BOE <testimony.boe@boe.hawaii.gov>

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## Testimony - HR Committee- Agenda Item IV.D. – Committee Action on recommendation concerning new Superintendent Employment Contract

1 message

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**Ted Ellis** <ellis.tm8@gmail.com>  
To: testimony.boe@boe.hawaii.gov

Mon, Mar 1, 2021 at 7:15 PM

We beseech members of this committee to **not** offer Kishimoto a new employment contract. A vote to not move this matter to full Board fulfills your fiduciary duties and is in the best interest of Hawaii. On August 1, 2021, we expect a **new leader**. Decreasing and low student performance and engagement, school closures and uncertainty during to Covid, misuse of funds for programs like Acellus, and dismantling of systems of support – are all failures due to her leadership. This committee must **not extend Kishimoto’s contract, and start the search for new Superintendent**. Even an interim leader is preferred to enduring any further of Kishimoto’s failures.



Testimony BOE &lt;testimony.boe@boe.hawaii.gov&gt;

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**Testimony - Agenda Item IV.D. - Superintendent Employment Contract**

1 message

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**P kuaki** <pkuaki@gmail.com>

Mon, Mar 1, 2021 at 7:38 PM

To: Testimony.BOE@boe.hawaii.gov

Dear Honorable Committee Chairperson Takeno:

I respectfully request the Committee **NOT** offer Kishimoto a new employment contract. The warnings from Connecticut and Arizona have manifested, and students and the social-economic stability of the State of Hawaii are sinless victims. It is unconscionable to offer her another contract.

Sincerely,  
P. Kū'aki



Testimony BOE &lt;testimony.boe@boe.hawaii.gov&gt;

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**Testimony - No to a Contract for Dr. K**

1 message

[REDACTED]  
To: Testimony.BOE@boe.hawaii.gov

Mon, Mar 1, 2021 at 8:30 PM

This is sent anonymously due to fears of retaliation. You've heard Dr. K threaten the Board with legal action, whose to say she won't threaten her own staff. I've worked under numerous Superintendents, and Dr. K has been the worst. She has pushed every state level responsibility down to Principals, and simultaneously dismantled school support and kept funding for her growing number of state positions. A new Dr. K directive is sent down almost daily requiring shifts in directions after actions have already been solidified. The process she created this year to only burden schools with WSF cuts, disrupted school staff lives. Teachers had their economic livelihood in limbo while state office staff sat comfortably giving up their office supply funds. Dr. K sits blameless; it's never her fault. She points fingers at the Board, Governor, DOH, CAS, Principals, unions, and Covid. She never takes accountability. Gone are the days when the Hawaii can tout the same quality of education is available from Hilo to Hanalei. Instead Hawaii has broken (2030) promises with each school doing whatever it needs to survive. The amount of work and angst Dr. K's is causing school staff is intolerable. [Vote NO to extending Kishimoto's contract.](#)



Testimony BOE &lt;testimony.boe@boe.hawaii.gov&gt;

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## Testimony - Dr. K's contract

1 message

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**AZ Warned** <azwarned@gmail.com>

Tue, Mar 2, 2021 at 2:01 PM

To: Testimony.BOE@boe.hawaii.gov

Do not extend Dr. K's contract. Hawai'i failed to heed to the warnings from Arizona and Connecticut.

Superintendents pre-Dr. K established statewide systems of supports for schools reflecting the trajectory of rigor necessary for student and staff success. Far from perfect, those systems required the Superintendent's attention, plan for action, and correction to attain longevity. As a matter of choice, Kishimoto arrived on our shores and set off on a tax-payer funded vacation visiting all schools on each island. She and her husband courted businesses and organizations in the name of the Hawaii DOE. She was an outsider whose self-marketing campaign was lauded as the previous Superintendent was faulted for never stopping by. While filling her Twitter feed with selfies of superficial connections, she disregarded demands of the established state-level systems of support.

As her neglect revealed the fragility of those support systems, Dr. K defunded them, diverted attention to her own initiatives, and bewildered staff with her self-created pyramid that replaced implementation of the BOE/DOE strategic plan goals. She "empowered" Principals to figure it out on their own as the growing number of state positions were redirected to her self-serving initiatives. Questions and resistance to Dr. K throwing the baby out with the bathwater was met with irritation. Suffice to say it is no surprise the discussions between Board Members and Dr. K are contentious. It has been her way or the highway, and her leadership team has embraced the same unfortunate tone. This style of leadership might have worked as an LEA lead on the continent; it does not breed equity in our state-wide system.

Dr. K presented to this body whole re-designs of ELL and SpEd sprinkling 'Olelo Hawai'i to feign solidarity. Truth to light, the snazzy handouts glossed over implementation of any significant changes. Similarly, she presented on 2030 promises with no indicators for student or staff success. Covid stopped the plan's advancement. Covid challenges also revealed how little Dr. K knew about the damage she caused the State. Movement to 1:1 digital devices and expanding broadband was started with Race to the Top. Dr. K neglected then dismantled these initiatives. Students were left out of on-line learning and are currently off-track because of Dr. K's deliberate choices.

We've funded Dr. K's and her husband's vacation in Hawaii for too long. She has done enough experimenting with our students, staff, and State. She dismantled systems of supports for schools, ballooned state-level offices and spending, and deflated staff morale. Another contract is indefensible. She may argue, she improved the number of teachers in SpEd, ELL, and Hawaiian Immersion. The numbers increased, but what was the Return on Investment? She appears never bothered by it as last check, all student indicators remain low and are rapidly decreasing. Dr. K jogging while a state-wide Principal meeting regarding school closures in March 2020 carried on without her, reflects how only the Twitter appearances matter to Dr. K. We say, "No, thank you" to Dr. K's superficial leadership. Do not extend her contract. We need a leader willing to work together to re-establish support for schools and make student achievement a priority. The warnings from Arizona and Connecticut about her ineptitudes were right.



Testimony BOE <testimony.boe@boe.hawaii.gov>

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## March 4 Human Resources Meeting

1 message


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**Susan Pcola-Davis** <Supcola@hawaii.rr.com>  
To: testimony\_boe <Testimony.BOE@boe.hawaii.gov>  
Cc: susanp60@yahoo.com

Tue, Mar 2, 2021 at 4:16 PM

*Susan A. Pcola-Davis*

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 **March 4\_HR\_RIF.pdf**  
184K

Board of Education

Human Resources Committee 11:00

March 4, 2021

**OPPOSED TESTIMONY Item B**

AGENDA ITEM B. Committee Action on recommendation concerning declaration of annual reduction in force ("RIF") for classified employees to initiate collectively bargained placement rights for employees displaced due to changes in staffing needs

**OPPOSED:** Do not authorize an "annual" reduction in force

**Board authorization is requested at the March 4, 2021 meeting.**

- Current bills in the Legislative Process (SB270, HB613): Senate and House Bills regarding ESSRII funds and directions on where the funds will be expended.
  - *SB270: Appropriates elementary and secondary school emergency relief fund (ESSER funds) moneys received by the State from the Coronavirus Aid, Relief, and Economic Security Act, Public Law 116-136, 2020, and the Coronavirus Response and Relief Supplemental Appropriations Act, 2021, Public Law 116-260, to offset any budget reductions that are identified or proposed by the department of education and the governor that would result in the reduction of personnel who are subject to a collective bargaining agreement pursuant to chapter 89, Hawaii Revised statutes, and who are employed at the school level, including any budget reduction that results in a layoff, furlough, or pay reduction. Requires the board of education and superintendent of education to certify in writing that the board of education, superintendent, and department of education agree to the conditions established by this measure, including that the funds appropriated shall be used only for salaries and wages of officers and employees who are subject to a collective bargaining agreement and are employed at the school level. Provides that moneys from the appropriation shall lapse at the end of the fiscal biennium. (SD1)*
  - *HB613: Makes an emergency appropriation for fiscal year 2020-2021 from elementary and secondary school emergency relief fund (ESSER funds) moneys received by the State from the CARES Act and CRRS Appropriations Act to offset any budget reductions that are identified or proposed by the department of education and the governor that would result in the reduction of personnel who are subject to a collective bargaining agreement pursuant to chapter 89, HRS, and who are employed at the school level, including any budget reduction that results in a layoff, furlough, or pay reduction. Requires BOE and superintendent of education to certify in writing that BOE, superintendent, and DOE agree to certain conditions, including that the funds appropriated shall be used only for salaries and wages of officers and employees who are subject to a collective bargaining agreement and are employed at the school level. Makes an appropriation for fiscal years 2021-2022 and 2022-2023 from the same source of funding and with the same conditions. (HD2)*
- A delayed decision will NOT result in additional costs to the Department.

The Department's principals have determined the staff reductions are warranted upon consideration of the needs of our students and available resources.

**Q: Why, even with the return of the reduction monies back to the schools?**

**Q: There are currently a total of 103 employees: how many are teachers?**

Schools were recently allowed to add back positions that were previously reduced due to the ten percent (10%) reduction imposed on the Department's budget. As such, the current list includes positions that may eventually be added back due to the school level reductions being reduced to one percent (1%).

Schools and complex areas possess the ability to redirect resources, as appropriate, to maximize student learning.

**Q: Were the schools and complex areas given guidance to restore positions?**



Testimony BOE &lt;testimony.boe@boe.hawaii.gov&gt;

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**Testimony for BOE HR Committee, 11 am Meeting on March 4, 2021, Agenda Item IV.D.**

1 message

**Joy Bulosan** <jbulosan@hgea.org>

Tue, Mar 2, 2021 at 2:44 PM

To: "Testimony.BOE@boe.hawaii.gov" &lt;Testimony.BOE@boe.hawaii.gov&gt;

Dear Chairperson Dwight Takeno and members of the BOE Human Resources Committee:

On behalf of the Board of Directors of Bargaining Unit 6 – Educational Officers, I am submitting the attached testimony for Action Item IV.D. Committee Action on recommendation concerning new Superintendent Employment Contract.

Sincerely,

**Joy Bulosan***Field Services Officer*

Hawaii Government Employees Association / AFSCME Local 152  
888 Mililani Street, Suite 401

Honolulu, HI 96813

Main 808.543.0000 | Direct 808.543.0057 | Fax 808.550.8814

[jbulosan@hgea.org](mailto:jbulosan@hgea.org) | [www.hgea.org](http://www.hgea.org) | [Facebook](#) | [Twitter](#)

**PLEASE CONSIDER YOUR ENVIRONMENTAL RESPONSIBILITY BEFORE PRINTING THIS E-MAIL****BOE Testimony 03.04.2021.doc**

50K

State of Hawaii  
Board of Education  
Human Resources Committee

Testimony by the Board of Directors of Bargaining Unit 6 – Educational Officers,  
Hawaii Government Employees Association, AFSCME Local 152, AFL-CIO

March 4, 2021

Agenda Item IV.D. Committee Action on recommendation  
concerning new Superintendent Employment Contract

Under Agenda Item IV.D., the Committee is being asked to act on a recommendation concerning a new Superintendent Employment Contract for current Superintendent Christina Kishimoto. The Unit 6 Board of Directors of HGEA is asking the Committee to recommend to the BOE that a new employment contract not be offered to the Superintendent when the one-year extension to her three-year contract expires on July 31, 2021. By law, the Superintendent may be appointed for a term of up to four years. The three-year contract and the one-year extension will have fulfilled the current four-year appointment and we, as a board made up of educational officers serving the Hawaii Department of Education (DOE), believe it is time for change.

As educational officers, our commitment is in establishing structures and systems that support staff, teachers, and administrators to maximize student learning. This is accomplished with careful consideration in the management of personnel, facilities, operations, and fiscal resources. While we have a direct impact on student achievement, a cohesive and effective system of support is necessary to create the conditions in which success is maximized. This system of support is lacking under the current Superintendent.

What should that system of support look like? It must include the voice of educational officers and a commitment to empowering school leaders. It should also include a commitment to building and growing leadership ability and capacity, as well as targeted interventions and supports that are descriptive, specific, and timely. This support needs to come from the Superintendent as well as her Deputy, Assistants, and Complex Area Superintendents, who should each have the wisdom, experience, respect, and a proven track record of being leaders of leaders. The last requirement for a system of support in a large organization as the DOE is clear, open, timely and consistent communication of school related initiatives, programs, and compliance requirements. Educational officers cannot perform and lead when communication is poor and information is inconsistent or lacks clarity, leading to confusion.

This past year has been a year unlike no other. Our resilience has truly been tested during this pandemic. As we go forward, here is what we need in a Superintendent and her leadership team:

- 1) Decisions to include the voice of educational officers - consultation and feedback from those on the front line.
- 2) Clear guidance and direction properly communicated to the field; there shouldn't be much variation when it comes to health and safety issues.
- 3) Resources that need to be provided and readily available when decisions are announced and not a "now you have to figure it out" response.

The time has come to hold the Superintendent accountable for achieving the DOE's goals as set out in the DOE and BOE's joint strategic plan and as outlined in her position description. Now is also the time to find a Superintendent who will provide the cohesive and effective system of support that educational officers need to succeed and ensure our public education system is not failing the students we are committed to serve. The opportunity to set a clear path with a new Superintendent is at our doorstep. Let us not be derelict in our responsibility to provide hope to our students and instill confidence in our public education system with our parents, guardians, and the community statewide.

Thank you for the opportunity to submit our testimony in opposition of offering the Superintendent a new employment contract.

Sincerely,

Unit 6 Board of Directors

Derek Minakami, President  
Kelcy Koga, Vice President/Hawaii Director  
Brett Tanaka, Treasurer/State Office Director  
Wendy Matsuzaki, Secretary/Windward Oahu Director  
Bert Carter, Oahu At-Large  
Jason Kuloloia, Kauai Director  
C. Keoni Wilhelm, Maui Director  
James Sunday, Central Oahu Director  
Jon Henry Lee, Leeward Oahu Director  
Lorelei Aiwohi, Honolulu Director  
Kathy Silva, Vice Principals





Testimony BOE &lt;testimony.boe@boe.hawaii.gov&gt;

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## Kishimoto do NOT renew contract

1 message

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**Kelly E Duell, MA, NBCT** <mautechgirl@gmail.com>  
To: "testimony.boe@boe.hawaii.gov" <testimony.boe@boe.hawaii.gov>

Tue, Mar 2, 2021 at 7:56 PM

Aloha Board of Education,

As a teacher, I can tell you working under Kishimoto has been a nightmare and extremely stressful. She lack leadership skills, does not care about teachers or students, is vindictive, and is dishonest. She made bold faced lies to the BOE and the general public. She announces her decisions after school hours and usually on a Friday in hopes of not giving teachers time to respond or take action. She routinely disregards the teacher contract and does not act in good faith. She makes secret behind the door policies that the CAS and principals must carry out, then publicly stated the opposite. The list is endless as to her incompetence!

She came from a district who did not renew her contract and another who fired her. These actions were taken for gross incompetence, lying, and theft. Yet Hawaii BOE hired her, over a local educator. It was a bad decision and the BOE MUST rectify this immediately but NOT renewing her contract!

As a teacher, I want you to know there is a vote of no confidence from myself and so many teachers, staff, parents, and community members, that you should take heed and make the decision that we the people want, which is to terminate kishimoto's contract.

Here is a list showing her lack of leadership and honesty:

I oppose a new contract for Kishimoto, finding that throughout the pandemic, she has:

- Shown unwillingness to respect and honor her legal obligation to engage in consultation and/or bargaining with the HSTA, but instead has chosen mandates (3/17/20 first prohibited practice complaint).
- Been rated marginal by the Board of Education on her 2020 year-end evaluation on operations, resource, and personnel management while she rated herself highly effective for that category (5/21/20).
- Refused to enforce mask use and six-foot distancing until instructed to do so by the Board of Education (7/9/20 six feet, 7/30/20 masks).
- Refused to allow teachers and other employees time in the fall to prepare for distance instruction during the pandemic until directed to do so by the BOE following a public outcry by our members (7/30/20).
- Violated HSTA's contract and refused to bargain after unilaterally announcing all schools would be on distance learning because of rising COVID-19 cases (8/7/20 Oahu, 8/11/20 Hawaii, Kauai, Maui except Hana and Molokai), eventually leading HSTA to file a prohibited practice complaint (PPC) with the Hawaii Labor Relations Board. Only after the PPC was filed did the HDOE agree to engage in impact bargaining, however there has been very little effort to resolve the outstanding issues (8/13/20).
- Refuses to release COVID-19 case counts by school (9/17/20 to present).
- Refused to implement consistent and transparent procedures related to telework approvals until instructed to do so by the BOE (10/1/20). Even after publishing clearer guidelines (10/7/20), teachers without any in-person instruction responsibilities were still being forced to report.
- Shown little to no interest in successor bargaining (on the contract that follows our current agreement that expires June 30) as she only briefly made opening comments for the first session then left and did not even show up for the second bargaining session (12/10/20, 1/29/21).

- Prioritized using federal stimulus funds for tutors over maintaining current school-level employees and positions (1/21/21).
- Without notice to the HSTA or the BOE, unilaterally announced she planned to terminate shortage differentials to teachers in special education, Hawaiian language immersion, and hard-to-staff schools, even though the differentials had shown remarkable success and federal stimulus money could be utilized to cover the costs (2/9/21).
- Refuses to follow state Department of Health guidelines and metrics to move to safer models as they are published weekly by island (ongoing).
- Repeatedly failed to provide adequate and clear communication to HIDOE employees on a timely basis (ongoing).

Sincerely,  
Kelly E. Duell, MA, NBCT  
TEACHER



Testimony BOE &lt;testimony.boe@boe.hawaii.gov&gt;

## Contract Renewal Testimony

1 message

**Blaine Stuart** <findbgs@gmail.com>  
 To: testimony.BOE@boe.hawaii.gov

Tue, Mar 2, 2021 at 6:38 PM

Note: Subject headline corrected from previous email

Dear BOE:

I am testifying as a public school parent of two children, and as a Sub. I'm in favor of extending Dr. Kishimoto's contract, or at the very least, I'm in favor of tabling the decision until the coronavirus crisis has passed. I am personally more concerned with the reopening of schools than I am about a contract decision. But, it is fair to say that Dr. Kishimoto has faced a crisis unlike any other prior Superintendent in Hawaii. I think a short duration contract extension may be in order so that she can complete the job of returning children to the classroom.

Dr. Kishimoto has faced undue criticism from HSTA, and the "social media jackals" that they deploy. There is a very powerful Facebook social media group inappropriately named "Hawaii for a Safe Reopening of School" (see [hawaiiisafereturn.com](http://hawaiiisafereturn.com)). The over 8000 member group is advocating strongly against Dr. Kishimoto's contract renewal. It's important to note that I suspect that this group is an unofficial advocating front for HSTA. It combines HSTA administrators and members with like minded parents and family. The group regularly dismisses any dissenters so it makes it appear as though it is more unanimous. It acts exactly like HSTA does, but it is much more ruthless.

In addition to contract advocacy, the Facebook group actively likes to advocate for renegotiating classroom reopening metrics and processes at DOE. Currently, they are advocating for mechanical air ventilation in all classrooms prior to reopening, and they are disappointed that they are losing the strict adherence to 6 foot distance "at all times". The group likes to "move the goalposts" to cause paralysis.

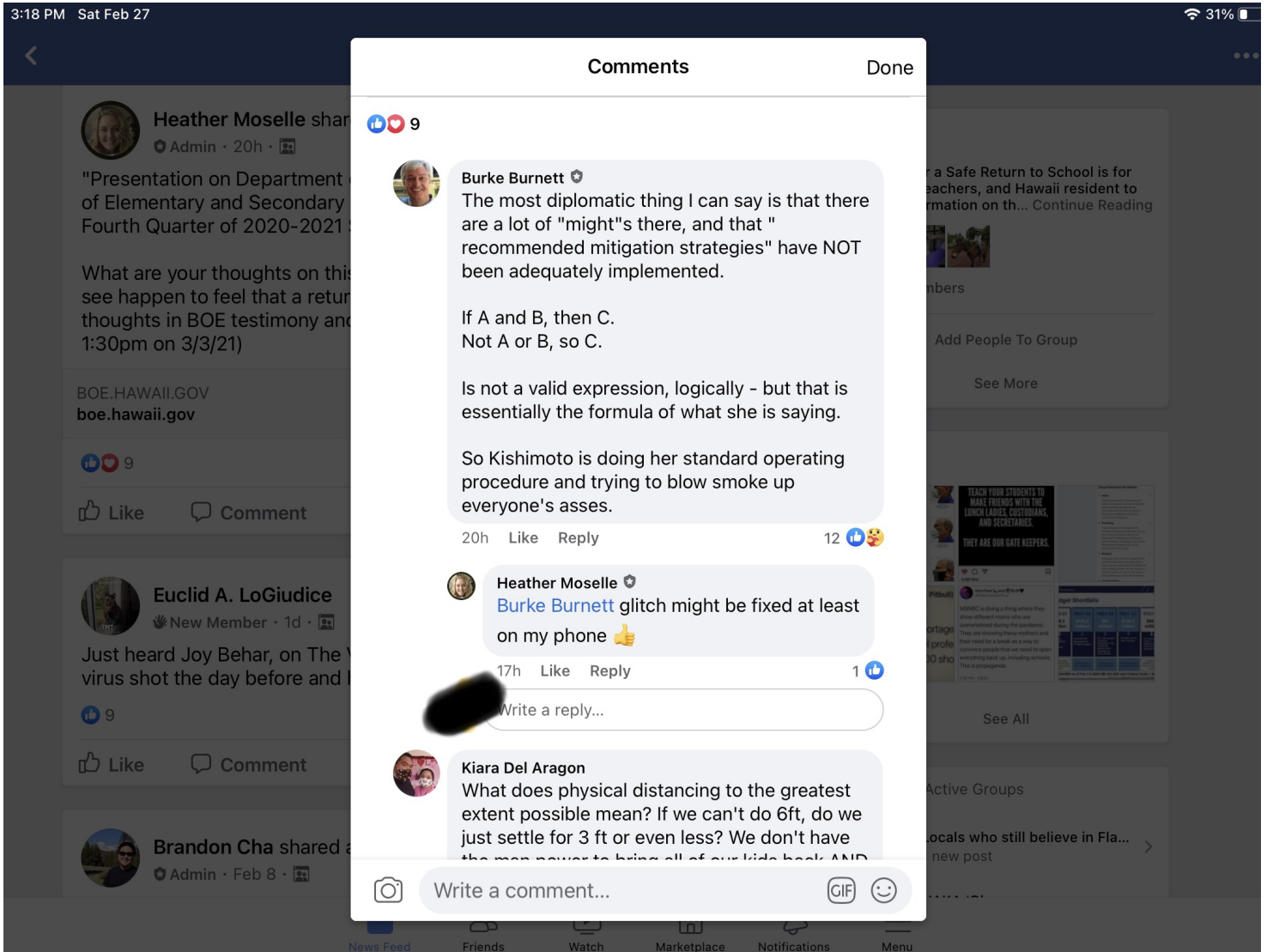
I don't believe the union is "playing fair" as they are actively spreading misinformation, propaganda and fear-based emotional arguments to rally support through social media. They (the union and its unofficial social media groups) are very well organized, and publish talking points prior to BOE meetings. I have attached a screenshot of group administrators Burke Burnett and Heather Moselle discussing a news story regarding state epidemiologist Dr. Sarah Kemble's advocacy for reopening classrooms. This is the point where they realized that they had lost the six foot rule and would need to pivot to ventilation to delay reopening.

The union wants her out so that they can install a more labor friendly superintendent to do their bidding. They're rallying the "social media jackals" through unofficial channels. Dr. Kishimoto is willing to stand up for the children and the public. She deserves a chance to stand up to union demands, and do what is right for the 'keiki o ka aina'. Let her finish the job.

Sincerely,  
 Blaine Stuart  
 Hilo, Hawaii



IMG\_0082.jpg  
 504K





Testimony BOE <testimony.boe@boe.hawaii.gov>

## Fwd: Social media jackals

1 message

**Blaine Stuart** <findbgs@gmail.com>  
To: testimony.BOE@boe.hawaii.gov

Tue, Mar 2, 2021 at 6:36 PM

Dear BOE:

I am testifying as a public school parent of two children, and as a Sub. I'm in favor of extending Dr. Kishimoto's contract, or at the very least, I'm in favor of tabling the decision until the coronavirus crisis has passed. I am personally more concerned with the reopening of schools than I am about a contract decision. But, it is fair to say that Dr. Kishimoto has faced a crisis unlike any other prior Superintendent in Hawaii. I think a short duration contract extension may be in order so that she can complete the job of returning children to the classroom.

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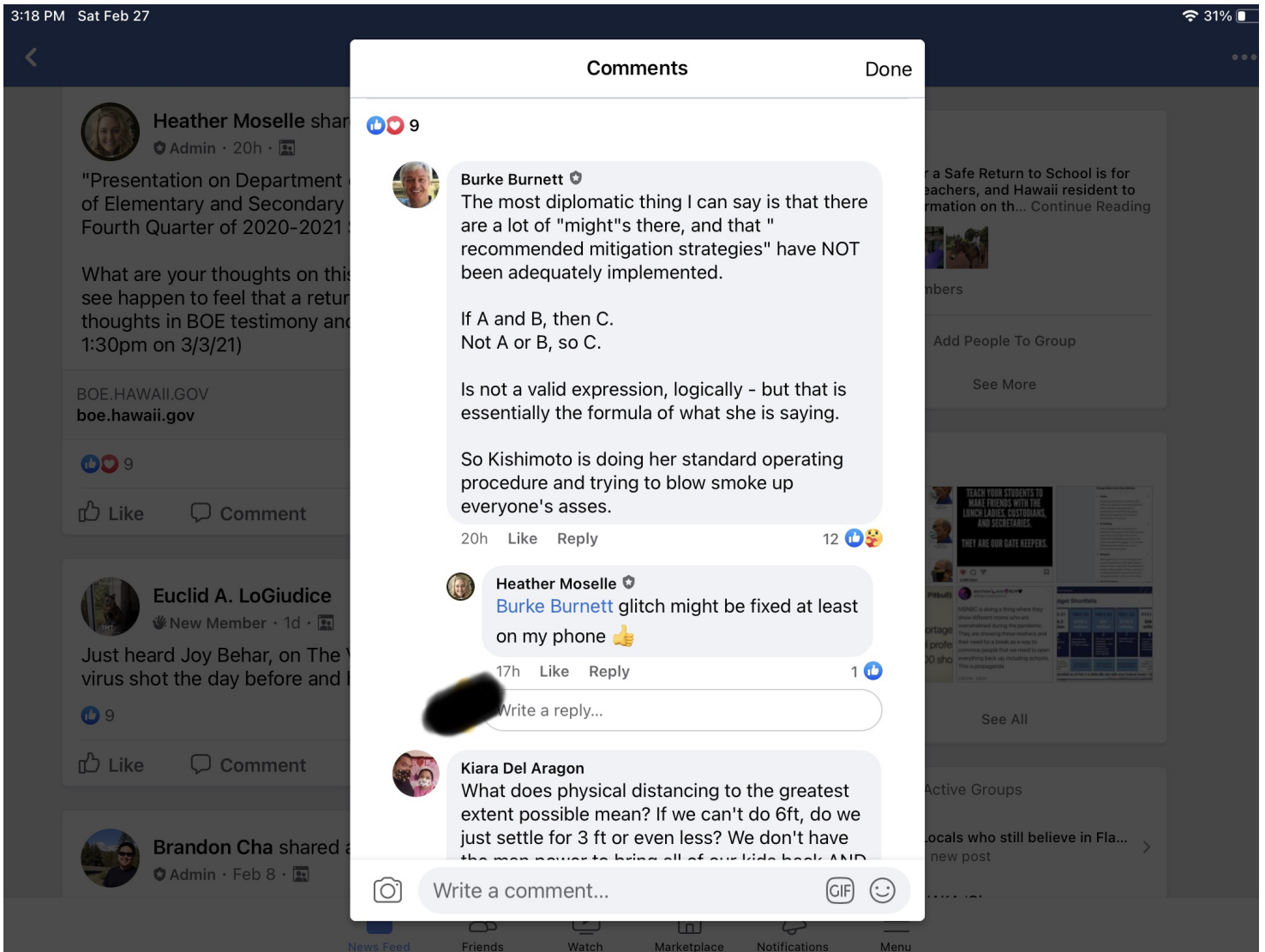
I don't believe the union is "playing fair" as they are actively spreading misinformation, propaganda and fear-based emotional arguments to rally support through social media. They (the union and its unofficial social media groups) are very well organized, and publish talking points prior to BOE meetings. I have attached a screenshot of group administrators Burke Burnett and Heather Moselle discussing a news story regarding state epidemiologist Dr. Sarah Kemble's advocacy for reopening classrooms. This is the point where they realized that they had lost the six foot rule and would need to pivot to ventilation to delay reopening.

The union wants her out so that they can install a more labor friendly superintendent to do their bidding. They're rallying the "social media jackals" through unofficial channels. Dr. Kishimoto is willing to stand up for the children and the public. She deserves a chance to stand up to union demands, and do what is right for the 'keiki o ka aina'. Let her finish the job.

Sincerely,  
Blaine Stuart  
Hilo, Hawaii



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Testimony BOE <testimony.boe@boe.hawaii.gov>

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## Testimony

1 message

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**Rosenlee, Corey** <CRosenlee@hsta.org>

Tue, Mar 2, 2021 at 5:29 PM

To: "testimony.boe@boe.hawaii.gov" <testimony.boe@boe.hawaii.gov>

Corey Rosenlee-HSTA President

Human Resources Committee

Agenda Item IV D.

Thank you



**BOE Testimony-Kishimoto.docx**

100K



Corey Rosenlee  
President  
Osa Tui, Jr.  
Vice President  
Logan Okita  
Secretary-Treasurer  
Wilbert Holck  
Executive Director

## TESTIMONY BEFORE THE STATE OF HAWAII BOARD OF EDUCATION

THURSDAY, MARCH 4, 2021

### **IV. D. Committee Action on recommendation concerning new Superintendent Employment Contract**

COREY ROSENLEE, PRESIDENT

To Chair Takeno and members of the Human Resources Committee,

On Saturday, February 27, the Hawaii State Teachers Association Board of Directors voted unanimously to ask the Board of Education to not renew Superintendent Kishimoto's contract.

This is not the first time HSTA has taken a position on Superintendent Kishimoto's actions. On August 15, 2020, the HSTA Board of Directors adopted NB-13 which expressed no confidence in Superintendent Kishimoto's leadership in safely reopening schools.

HSTA wants to thank the Board of Education for the numerous times this board has had to take actions to overturn decisions made by the superintendent that could have had serious ramifications for our keiki and our schools. With the most recent action occurring at just the last board meeting, when the BOE voted to overturn the superintendent's memo on differentials. She chose to send out the memo even though the differentials were highly effective, had BOE support, and before exploring the possibility of additional federal stimulus money.

On March 1, The Learning Coalition released a Ward Research principal survey with 157 out of 256 principals responding. In this survey, principals were also critical of Superintendent Kishimoto's leadership with:

- 72% disagreeing that communication from HDOE to principals is timely and responsive
- 59% disagreeing that communication from HDOE to principals is clear and easy to understand



Corey Rosenlee  
President  
Osa Tui, Jr.  
Vice President  
Logan Okita  
Secretary-Treasurer  
Wilbert Holck  
Executive Director

- 58% indicating that HIDOE did not do well providing them with pertinent and relevant information that they could then communicate in an accurate and timely manner to students, parents and school communities during COVID-19
- 58% disagreeing that HIDOE works collaboratively with principals to support their schools
- 54% disagreeing that HIDOE is receptive and open to input from principals

With one principal stated, “Too much decision making was left up to the school. This made it seem like principals were the final decision makers and we had to defend what we were doing to address the crisis.”

HSTA does not come to this decision lightly nor capriciously. The following list shows the many reasons why HSTA has come to this conclusion. In the last year Superintendent Kishimoto has:

- Shown unwillingness to respect and honor her legal obligation to engage in consultation and/or bargaining with the HSTA, but instead has chosen mandates. (3/17/20 first PPC)
- Been rated marginal by the Board of Education on her 2020 year-end evaluation on operations, resource, and personnel management while she rated herself highly effective for that category. (5/21/20)
- Refused to enforce mask use and six-foot distancing until instructed to do so by the Board of Education. (7/9/20 six feet, 7/30/20 masks)
- Refused to allow teachers and other employees time in the fall to prepare for distance instruction during the pandemic until directed to do so by the BOE following a public outcry by our members. (7/30/20)
- Violated HSTA’s contract and refused to bargain after unilaterally announcing all schools would be on distance learning because of rising COVID-19 cases (8/7/20 Oahu, 8/11/20 Hawaii, Kauai, Maui except Hana and Molokai), eventually leading HSTA to file a prohibited practice complaint (PPC) with the Hawaii Labor Relations Board. Only after the PPC was filed did the HIDOE agree to engage in impact bargaining. However, there has been very little effort to resolve the outstanding issues. (8/13/20)
- Refuses to release COVID-19 case counts by school. (9/17/20 to the present)
- Refused to implement consistent and transparent procedures related to telework approvals until instructed to do so by the BOE. (10/1/20) Even after publishing clearer guidelines (10/7/20), teachers without any in-person instruction responsibilities were still being forced to report.
- Shown little to no interest in successor bargaining as she only briefly made opening comments for the first session then left and did not even show up for the second bargaining session. (12/10/20, 1/29/21)



Corey Rosenlee  
President  
Osa Tui, Jr.  
Vice President  
Logan Okita  
Secretary-Treasurer  
Wilbert Holck  
Executive Director

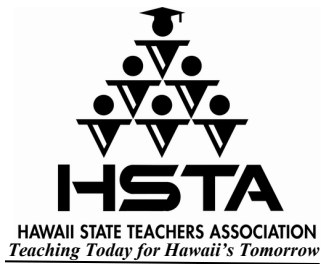
- Prioritized using federal stimulus funds for tutors over maintaining current school level employees and positions. (1/21/21)
- Without notice to the HSTA or the BOE, unilaterally announced she planned to terminate shortage differentials to teachers in special education, Hawaiian language immersion and hard to staff schools, even though the differentials had shown remarkable success and federal stimulus money could be utilized to cover the costs. (2/9/21)
- Refuses to follow state Department of Health guidelines and metrics to move to safer models as they are published weekly by island. (ongoing)
- Repeatedly failed to provide adequate and clear communication to HDOE employees on a timely basis. (ongoing)

For these reasons and more, HSTA is asking members of the BOE's Human Resources Committee to not renew Superintendent Kishimoto's contract.

Thank you for your consideration.

Corey Rosenlee, State President  
Osa Tui, Jr., State Vice President, McKinley High  
Logan Okita, State Secretary-Treasurer, Nimitz Elementary  
Jamie Stidger, NEA Interim Director, Castle High

L. Pauahi Kazunaga, Central Chapter Director, Aiea High  
Amanda Lacar, Central Chapter Director, Mokulele Elementary  
Dana Shishido Kobayashi, Central Chapter Director, Wheeler Elementary  
Melissa Turner, Hamakua Chapter President, Honokaa Elementary  
Edwin Kagawa, Hilo Chapter President, Keaau Middle  
Tina Miyataki, Hilo Chapter Director, Keaukaha Elementary  
Louise Cayetano, Honolulu Chapter Director, Fern Elementary  
Shannon Garan, Honolulu Chapter Director, Linapuni Elementary  
Inga Park Okuna, Honolulu Chapter President, Kalihi-Uka Elementary  
Scott Takata, Honolulu Chapter Director, McKinley High  
Caroline Freudig, Kauai Chapter President, Kalaheo Elementary  
Shelby Olofson, Kohala Chapter President, Kohala High  
Jill Jacobs, Kona Chapter President, Kealahou Elementary  
Romeo Eleno, Lanai Chapter President, Lanai High-Elem  
Anthony McCurdy, Leeward Chapter Director, Campbell High  
Julie Reyes Oda, Leeward Chapter Director, Nanakuli High-Intermediate  
Vickie Parker Kam, Leeward Chapter Director, Ilima Intermediate  
Sarah Milianta-Laffin, Leeward Chapter Director, Ilima Intermediate  
Shirley Yamauchi, Leeward Chapter President, Kapolei Middle



**Corey Rosenlee**  
President

**Osa Tui, Jr.**  
Vice President

**Logan Okita**  
Secretary-Treasurer

**Wilbert Holck**  
Executive Director

Mike Landes, Maui Chapter President, Lahainaluna High  
Shannon Kealoha, Maui Chapter Director, Maui-Waena Intermediate  
Tes Kaulia, Molokai Chapter President, Maunaloa Elementary  
Jodi Beaty, Windward Chapter President, Waimanalo Elem-Inter  
Kana Naipo, Windward Chapter Director, Castle High

Please also consider, included in this testimony, the individual testimonies of HSTA chapter presidents from across the state:



Corey Rosenlee  
President

Osa Tui, Jr.  
Vice President

Logan Okita  
Secretary-Treasurer

Wilbert Holck  
Executive Director

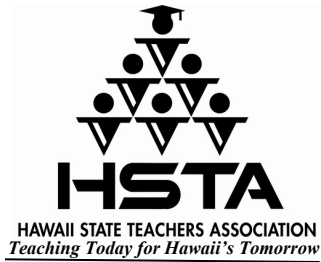
To Chair Takeno and Members of the Human Resources Committee,

My name is Inga Park Okuna, and I am a counselor at Kalihi Uka Elementary School. I am also the chapter president of the HSTA Honolulu Chapter representing 2,387 members. On behalf of the Honolulu Chapter of HSTA, we are asking you not to offer a new employment contract to Superintendent Christina Kishimoto.

As you are aware, the HSTA Board of Directors, with a vote of no confidence, expressed its disappointment in the way Superintendent Kishimoto led the DOE in the safe opening of schools this past fall. This was not the only concern we have had with the Superintendent's leadership, but it is an important concern. We had hoped to maintain a positive working relationship with Superintendent Kishimoto; a relationship based on mutual respect and a shared vision of what is best for our students and our teachers. We felt we were building a collaborative partnership in working to end the teacher shortage crisis for our state. However, since the start of the pandemic, we have unsuccessfully asked to be included in discussions related to the opening of schools; including safety guidelines and procedures, telework, timelines, and time for teachers to prepare for distance learning. Instead of working collaboratively to problem solve and creatively face the pandemic, she has repeatedly made decisions on her own. Even when directed by the Board of Education to rescind or revise these decisions, she continues to exclude the teachers in the planning process. In July, she refused to enforce the CDC guidelines of mask use and 6-foot distancing, until the Board of Education instructed her to do so. Although teachers had never delivered instruction online and were unfamiliar with many of the platforms and best practices, Superintendent Kishimoto refused to allow teachers and other employees time to be trained and prepare for distance instruction. Once again, she was directed by the BOE to give teachers the needed time to develop some proficiency with online platforms such as Google Classroom, Google Meets, Pear Deck, etc.

This was not an easy testimony to write as it involves someone's career and employment. However, when Superintendent Kishimoto recently announced her plan to terminate shortage differentials, something that she had initiated with HSTA, she showed that she still isn't working with teachers for what is best for us and for our students.

Thank you,  
Inga Park Okuna  
HSTA Honolulu Chapter President



Corey Rosenlee  
President

Osa Tui, Jr.  
Vice President

Logan Okita  
Secretary-Treasurer

Wilbert Holck  
Executive Director

To Chair Takeno and members of the Human Resources Committee,

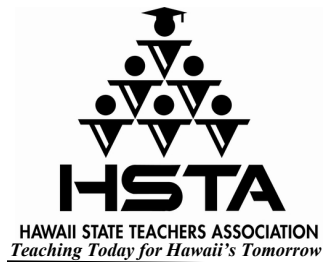
I am Shirley Yamauchi, 21 year teacher at Kapolei Middle School, gr. 7 elective wheel teacher on the Blue Track Calendar. I am the Leeward Chapter President and I have represent 3000+ teachers. I am asking that Superintendent Christina Kishimoto's employment contract not be renewed.

On August 15, 2020, the Hawaii State Teachers Association told the BOE, that the HSTA Board of Directors "overwhelmingly voted to state that they have no confidence in Schools Superintendent Christina Kishimoto's handling of the reopening of Hawaii's public schools." I am on that State Board, and I still stand by that vote. Prior to my vote, I emailed Dr. Kishimoto, asking what was going to happen to the three multi track schools, as we were scheduled to bring students back, shortly after July 1, 2020. To this day, she still has not responded back to my personal email.

As the Leeward Chapter President, I am humbly asking that Dr. Kishimoto's contract not be renewed.

Sincerely,

Shirley Yamauchi,  
Kapolei Middle School teacher and  
Leeward Chapter President



Corey Rosenlee  
President

Osa Tui, Jr.  
Vice President

Logan Okita  
Secretary-Treasurer

Wilbert Holck  
Executive Director

To Chair Takeno and members of the Human Resources Committee,

My name is Jodi Beaty and I am a kindergarten teacher at Waimanalo Elementary and Intermediate School. I am also the chapter president of the HSTA Windward Chapter representing 1220 members. On behalf of the Windward Chapter, we ask you not to offer a new employment contract to Superintendent Christina Kishimoto.

Back on August 15, 2020, the HSTA Board of Directors adopted NB-13, which expressed no confidence in Superintendent Kishimoto's leadership in safely reopening schools. Kishimoto has shown a continued unwillingness to respect and honor her legal obligation to engage in consultation and/or bargaining with the HSTA. Instead, she has chosen mandates which violated HSTA's contract and refused to bargain after unilaterally announcing all schools would be on distance learning because of rising COVID-19 cases, eventually leading HSTA to file a prohibited practice complaint (PPC) with the Hawaii Labor Relations Board. Only after the PPC was filed did the HDOE agree to engage in impact bargaining. However, there has been minimal effort to resolve the outstanding issues.

Also, Kishimoto has shown little to no interest in successor bargaining. She only briefly made opening comments for the first session, then left and did not even show up for the second bargaining session. Instead of maintaining current school-level employees and their positions, Kishimoto prioritized using the federal stimulus funds for tutors.

Due to these reasons and so many more, I am requesting that a new employment contract is NOT extended to Superintendent Christina Kishimoto.

Thank you for your consideration.

Jodi Beaty, Ph.D.  
HSTA Windward Chapter President  
NEA Republican Educators' Caucus  
Pacific Regional Director



Corey Rosenlee  
President

Osa Tui, Jr.  
Vice President

Logan Okita  
Secretary-Treasurer

Wilbert Holck  
Executive Director

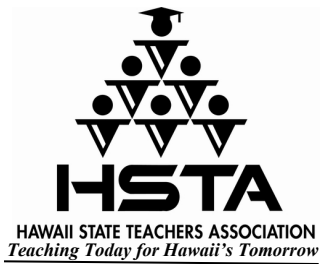
To Chair Takeno and members of the Human Resources Committee,

My name is Edwin Kagawa and I am a SPED Inclusion/Math teacher at Kea'au Middle School. I am also the chapter president of the HSTA Hilo Chapter representing over 1200 educators. On behalf of the Hilo Chapter, we are asking you not to offer a new employment contract to Superintendent Christina Kishimoto.

On August 15, 2020, the HSTA Board of Directors adopted NB-13 which expressed no confidence in Superintendent Kishimoto's leadership in safely reopening schools. Throughout the pandemic, Superintendent Kishimoto has repeatedly shown that she does not have the leadership skills to advocate for our public education system. She consistently "flip-flops" on decisions and messaging between her and the Governor, you as the Board, the Department of Health and the Public. In addition, her communications to the schools have been so inconsistent and vague that schools are making decisions and implementing plans that vary so much it is dangerous for the safety and security of our staff and students. The only times she has tried to make leadership-type decisions are when she is directed to by you, the Board of Education, or put in a position by the Governor.

She has shown little to no interest in successor bargaining as she only briefly made opening comments for the first session then left and did not even show up for the second bargaining session. (12/10/20, 1/29/21). How are we supposed to feel that she honors her position as our boss if she shows such a lack of respect to her employees? She constantly says that she supports the schools but can't be bothered to even listen to those who are in front lines, working with our students. It is her responsibility to ensure that all the schools are supported and protected for the health and safety of the students, the faculty and staff, and the communities serviced by the schools. If she doesn't have respect for the process, she doesn't have respect for the position and job you hired her to do.

Without notice to the HSTA or the BOE, she unilaterally announced she planned to terminate shortage differentials to teachers in special education, Hawaiian language immersion and hard to staff schools, even though the differentials had shown remarkable success and federal stimulus money could be utilized to cover the costs. (2/9/21). Our schools are already understaffed and with the threats to not only terminating these differentials but also "furloughs" and loss of positions, it will be very harmful to our already fragile public school system in supporting our most vulnerable students. We can't afford not to prioritize the students. The costs to Hawaii's future may be exponentially more than what we actually save right now and the damage to our keiki may be irreparable.



**Corey Rosenlee**  
President

**Osa Tui, Jr.**  
Vice President

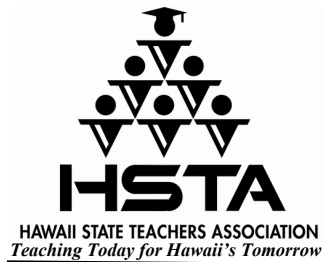
**Logan Okita**  
Secretary-Treasurer

**Wilbert Holck**  
Executive Director

Please do not renew her contract. Please really look into someone who has the best interests for our students and Hawaii's future in their heart.

Thank you for your consideration,

Edwin Kagawa  
Kea'au Middle School Teacher and HSTA Hilo Chapter President



Corey Rosenlee  
President  
Osa Tui, Jr.  
Vice President  
Logan Okita  
Secretary-Treasurer  
Wilbert Holck  
Executive Director

To Chair Takeno and members of the Human Resources Committee,

My name is Jill Jacobs, and I am a third-grade general education teacher in a special education inclusion classroom at Kealakehe Elementary School. I am also the chapter president of the HSTA Kona Chapter representing 613 members. On behalf of the Kona Chapter, we are asking you not to offer a new employment contract to Superintendent Christina Kishimoto.

One reason we would ask not to offer her a new employment contract is her unilateral announcement of the decision to discontinue the shortage differentials that was made on February 9. The data shows that the differentials are making an impact on the teacher shortage crisis. The differentials impact every one of the teachers in Kona as all of West Hawaii is hard to staff. Many Kona chapter members submitted testimony for the last board meeting about the impact that the loss of the differentials would have on them, their families, our students, and our community. When we started receiving the differentials last January it was the first time in the seven years that I have taught in Hawaii that I did not have to have a second job, and I have reclassified to class seven the highest we can as teachers. The fear and undue stress that announce caused to my teachers was horrible. Thank you Board, for restoring the differentials and for supporting the work of teachers.

The second reason I would ask that you not renew Superintendent Kishimoto's employment contract is that she shows little to no interest in the negotiation of the successor agreement. Negotiations is a vital process that provides teachers with a Collective Bargaining Agreement that provides for teachers work conditions and retention of teachers. By so little interest in coming to the table to negotiation it shows teachers that she is uninterested in what is best for the teachers and students in Hawaii.

Thank you for your consideration,

Jill Jacobs  
MSEd., MAEd., MAT  
HSTA Kona Chapter President



Corey Rosenlee  
President

Osa Tui, Jr.  
Vice President

Logan Okita  
Secretary-Treasurer

Wilbert Holck  
Executive Director

To Chair Takeno and members of the Human Resources Committee,

My name is Romeo Eleno and I am a Health/PE teacher at Lanai High & Elementary School. I am also the chapter president of the HSTA Lanai Chapter representing 50 members. On behalf of the Lanai Chapter, we are asking you not to offer a new employment contract to Superintendent Christina Kishimoto.

Recent events that Superintendent Kishimoto acted upon has shown a lack of due diligence and responsible decision-making in the best interest of our keiki as well as our educators. Without notice to both HSTA and BOE, she unilaterally announced the termination of shortage differentials to teachers in hard to staff schools, special education, and Hawaiian language immersion even though the differentials had shown remarkable success in stabilizing the turnover rates at our school here on Lanai. The federal stimulus money could be utilized to cover the costs.

In addition, when the Superintendent "jumps the gun" in making important decisions it shows a lack of seeing the "whole picture" with such tunnel vision. A good example of this involved the prioritized use of federal stimulus funds for tutors instead of maintaining current school level employees and positions. Why do we want to spend millions on tutors instead of keeping and/or hiring more teachers? It just doesn't make sense.

We would like to thank you in advance in doing the right thing in not offering a new contract to Superintendent Kishimoto.

Thank you for your consideration,  
Romeo Eleno  
Lanai City, Island of Lanai



Corey Rosenlee  
President

Osa Tui, Jr.  
Vice President

Logan Okita  
Secretary-Treasurer

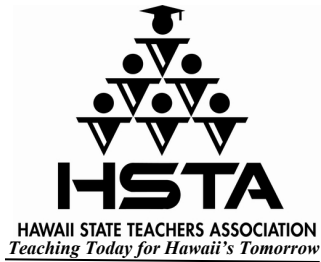
Wilbert Holck  
Executive Director

Aloha Chair Takeno and members of the Human Resources Committee,

My name is Mike Landes, and I am a social studies teacher at Lahainaluna High School. I am also the chapter president of the HSTA Maui Chapter, representing 1449 members. On behalf of the Maui Chapter, we are asking you not to offer a new employment contract to Superintendent Christina Kishimoto. Unfortunately, what we have seen from her since the pandemic started is a lack of leadership – leadership that is required to guide the DOE; leadership that her employees, our students, and their families desperately need. Over the past year, I have received feedback from Maui teachers on a near-daily basis about this lack of leadership within the DOE. As a result of the feedback of teachers around the state, our HSTA Board of Directors took a position of “no confidence” in her leadership in safely reopening schools, and we now state that we oppose the idea of renewing her contract.

Throughout the pandemic, Superintendent Kishimoto has proven to be unwilling to honor her legal obligations, unless and until forced to do so by the BOE or threats of legal action. Teachers entered into the legally-binding MOU with the DOE, and have subsequently had to fight tooth-and-nail to get her to abide by the very things she agreed to. How many BOE meetings have teachers had to testify at over the past year, how many pages of testimony have you read, how many hours of impassioned pleas have you listened to, and how much of that was about items that were clearly spelled out in the MOU that she simply refused to follow? Masks? Distancing? You folks had to tell her what the words in her own MOU meant regarding these topics. She is even abdicating her legal responsibility for engaging in successor bargaining with the representatives of her employees, as the extent of her presence in contract negotiations was to make some opening remarks and then leave the first session, and then not even show up for the second session. This has resulted in a declaration of impasse and the need for federal mediators to get involved. None of this is how a leader meets their legal obligations.

Superintendent Kishimoto has also consistently failed to adequately communicate to her employees and the public, sowing unnecessary confusion among her employees, our students, and their families. Her communication to the public about COVID spread in our schools is seriously lacking and a cause of major concern in the community whenever the media reports on her vague news of a positive case of somebody somewhere in a complex area. Her “policy” regarding telework is essentially no policy at all, resulting in a wild-west scenario where different schools have entirely different telework procedures, seemingly based on the whims of the principals. Some teachers have even reported blanket denials of telework, including for teachers who do not have any in-person instruction responsibilities. This has been made abundantly clear time



Corey Rosenlee  
President

Osa Tui, Jr.  
Vice President

Logan Okita  
Secretary-Treasurer

Wilbert Holck  
Executive Director

and time again, yet nothing is said by the superintendent to clarify the requirements of her “policy”. And then, there’s her statements about wanting to use a third of the federal funds to hire private tutors while slashing school budgets, and wanting to unilaterally end the differentials for teachers in critical shortage areas. I cannot tell you how many teachers I heard from about both of these issues, fearing for their jobs and their ability to provide for their families. These are teachers who feel they are expected to risk their lives by teaching in-person during a pandemic, and this is the thanks they get? None of that is how a leader communicates.

It disappoints me to give this testimony, because I had high hopes for the superintendent as recently as one year ago, when I met her at the state capitol as we were both there to lobby on behalf of efforts to recruit and retain teachers. But the right thing to do is the right thing to do. Our public school system needs a leader who has the trust of their employees, their students, and their families. That trust has been broken beyond repair, and it is time for someone new.

Mahalo for your time,

Mike Landes  
HSTA Maui Chapter President



Corey Rosenlee  
President  
Osa Tui, Jr.  
Vice President  
Logan Okita  
Secretary-Treasurer  
Wilbert Holck  
Executive Director

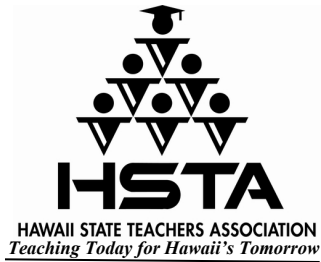
Aloha Chair Takeno & Members of the Human Resources Committee,

My name is Caroline Freudig. I am a first grade teacher on Kaua'i as well as the Kaua'i Chapter HSTA president which is a chapter of approximately 700 teachers. I am providing written testimony for item IV. D. Committee Action on recommendation concerning new Superintendent Employment Contract.

I am very much opposed to renewing Dr. Kishimoto's contract. This past year has been challenging for all of us, however, Dr. Kishimoto has time and time again shown her unwillingness to engage in conversation to benefit our students & teachers as well as made decisions that were of detriment to the education & safety of our students and our schools.

I share my concerns here today with the understanding that any superintendent who performed as Dr. Kishimoto did this past year would be the recipient of such concerns and it's not personal. I met with Dr. Kishimoto in her first year when I was a state Hope Street Group Fellow. The group of teachers, the fellows, shared with her our concerns of how someone coming in to Hawai'i might not exactly understand the culture here and how things are done. She listened attentively to what we had to say and then she shared with us her willingness to listen and learn her first year as superintendent in Hawai'i. Somewhere along the way, I don't feel she truly grasped what our Hawai'i culture and our schools are all about.

Back in July, when we were faced with organizing and planning properly for distance learning, Dr. Kishimoto refused to provide necessary planning time. How was she expecting schools to properly prepare without the time to do so? Did she expect us to give up our personal time and over-extend ourselves and use our weekends to plan and prepare? It was only after directed by the Board of Education on July 30th that we were given 9 days of teacher preparation to properly plan for teaching our students via distance learning. During this time when we were engaging in conversation around proper planning, Dr. Kishimoto sent an email on July 27th in which she stated, "My expectation is that if the board approves the two-week delay, that our labor partners will do an aggressive push to their members to be at schoolhouse doors on day one for our students". This is poor communication to the teachers. It implies that if given time to plan that teachers would need to be forced or encouraged to show up for their students which is completely mind-boggling to me that she would state that. Teachers and other school personnel were bending over backwards and many were giving up weekends and evenings to ensure that our schools were ready to welcome students to a great year of learning no matter what it looked like.



Corey Rosenlee  
President

Osa Tui, Jr.  
Vice President

Logan Okita  
Secretary-Treasurer

Wilbert Holck  
Executive Director

Also during this time, on July 21st, we received a video email from Dr. Kishimoto in which she stated “all” schools were prepared with PPE and safety protocols. I testified at the Board of Education on July 23rd with hard data from Kaua’i to show that “all” was just not true. I found it very misleading that our superintendent would send a video to the DOE staff stating something that was absolutely not true. I also found it irresponsible for her to make such a claim.

These are just two examples of the many this year that I feel make it impossible for us to continue with Dr. Kishimoto as our school superintendent.

Thank you for your consideration,

Caroline Freudig  
Kaua’i HSTA Chapter President  
First Grade Teacher



Testimony BOE &lt;testimony.boe@boe.hawaii.gov&gt;

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**HE`E Testimony HR and GBM**

1 message

**Cheri Nakamura** <cheri.nakamura@gmail.com>

Wed, Mar 3, 2021 at 8:43 AM

To: Board of Education Testimony &lt;testimony.boe@boe.hawaii.gov&gt;

Aloha,

Please find attached HE`E Coalition's testimony for the Human Resource Committee and the General Business Meeting, March 4, 2021

Regards,  
Cheri Nakamura  
HE`E Coalition Director

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**2 attachments****HE`E Tstmny Supt Cont 210304 .pdf**  
190K**HE`E Testimony GBM reopening 4th 03 04 2021.pdf**  
158K



March 4, 2021  
Human Resource Committee

Dear Chair Takeno and Members of the Committee,

IV. D. Committee Action on recommendation concerning new Superintendent Employment Contract.

We would not support a new contract for Superintendent Kishimoto as her contract comes to an end July 31, 2021 and we thank the Human Resource (HR) Committee for putting this item on the agenda.

We do not believe that the Superintendent has been effective as a leader during her tenure as Superintendent based on the following:

1. Lack of data and transparency of information
2. Inadequate guidance and support to schools, especially during the pandemic
3. Confusing and delayed communications to stakeholders

Data and Transparency

In April 2020, right after schools were forced to close, HE'E Coalition wrote a letter to the Superintendent posing reasonable questions about what was happening in all our public schools, communications with students and families, and holding our system accountable. We asked for data on whether or not students were safe, had access to connectivity and devices, and were educationally engaged. While we received a courteous response from the Superintendent, we did not receive any concrete data that answered our questions. We are grateful to the BOE for requiring that the DOE maintain a data dashboard so that we can understand the situation at schools, however, within the dashboard, there were gaps. For example, student progress metrics for the 1<sup>st</sup> quarter of 2020-21 were spotty because there was no uniform policy on grades; and on connectivity and device metrics, even after stakeholders like HE'E repeatedly asked for them, it wasn't until the 2<sup>nd</sup> quarter of 2020-21 that the DOE posted these numbers. Without timely, accurate, objective information, how can leadership plan and execute what is best for students? We are extremely disappointed that the Superintendent has not made timely collection of essential data and transparency a top priority.

Guidance and Support to Schools

When schools were reopening for the 2020-2021 year, we needed explicit guidance on health and safety to assure the public that our schools were safe. However, the Superintendent did not require that there be a standardized, directed, clear policy across all schools. Consequently, there was confusion about social distancing, whether 3 feet or 6 feet was acceptable, and whether or not masks were required at all times. This made it difficult for schools to implement protocols to ensure the health and safety for all students and staff. Similarly, regarding distance learning, the DOE did not have appropriate curriculum, training or even sufficient devices and hot spots prepared to accommodate schools. Without support and guidance, schools had to scramble to offer a full distance learning option and use their own Weighted Student Formula monies to buy their own hotspots and devices. And when DOE did make a recommendation, as it did for the Acellus social studies curriculum, it later had to be retracted because it was not properly vetted and contained inappropriate content. While the pandemic brought about difficult and unforeseen circumstances, leadership

that provided clear guidance and support was needed. Schools suffered and were adversely affected by the lack of effective leadership.

### Communication

We need a Superintendent who can communicate clearly, collaboratively, and in a timely manner. This is particularly critical *vis a vis* the BOE where there have been at least three occasions in which the Superintendent failed to communicate to the Board on critical decisions in a timely manner:

- On April 2, 2020, the Superintendent asked the BOE to approve the DOE's graduation policy before the DOE's guidance was finalized. Because the approval was requested at the deadline, the BOE had no opportunity to deliberate or give guidance.
- On December 10, 2020, the Superintendent released an internal video message to DOE employees informing them of the impending furloughs as well as a few details about the Department's plan to implement them.<sup>1</sup> The Superintendent did not communicate to the BOE that this plan was being considered even though the DOE budget was being significantly affected and only the Governor has the sole authority to implement furloughs.
- On February 9, 2021, Board Chair Catherine Payne received a memorandum from the Superintendent entitled, "Discontinuance of the Extra Compensation (Shortage Differentials) for Classroom Teachers in Special Education, Hard-to-Staff Geographical Locations, and Hawaiian Language Immersion Programs," which informed the Chair that the Superintendent would be stopping the policy. The Superintendent got approval from the BOE to start the policy but failed to ask for approval for stopping the policy. The lack of engagement with the Board and with the public on this matter was extremely disappointing since the policy was successful and had positively affected the many SPED, Hawaiian immersion and hard-to-fill teachers and the programs they supported.

Communication to principals also appears to be insufficient. A recent survey of school principals conducted by The Learning Coalition and Ward Research supports anecdotal evidence that we have been hearing from our stakeholders for several years – that communications from the DOE are not informative, timely, nor responsive.<sup>2</sup>

To be an effective leader, especially during a time of crisis, the Superintendent needed to understand the importance of critical data, provide timely guidance and support to schools, and communicate with transparency. Dr. Kishimoto did not deliver on these items despite prodding from all stakeholders including the Board of Education. For these reasons, we believe that the Board should not offer the Superintendent a new employment contract.

Thank you for this opportunity to testify.  
Sincerely,

Cheri Nakamura  
HE'E Coalition Director

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<sup>1</sup> See Superintendent Kishimoto's video message here: [https://vimeo.com/489270623/3dc22a8de1?fbclid=IwAR3AqZjASaF\\_LM3OIWUai2PCLN5-tfzqpNPzAiOSYhmTyH9GfjjkOvB2hYs](https://vimeo.com/489270623/3dc22a8de1?fbclid=IwAR3AqZjASaF_LM3OIWUai2PCLN5-tfzqpNPzAiOSYhmTyH9GfjjkOvB2hYs).

<sup>2</sup> [bit.ly/HIDOPrincipal](https://bit.ly/HIDOPrincipal)

## HE'E Coalition Members and Participants

Academy 21  
After-School All-Stars Hawai'i  
Alliance for Place Based Learning  
American Civil Liberties Union  
Atherton YMCA  
\*Castle Complex Community Council  
\*Castle-Kahuku Principal and CAS  
\*Education Institute of Hawai'i  
\*Faith Action for Community Equity  
Fresh Leadership LLC  
Girl Scouts Hawai'i  
Harold K.L. Castle Foundation  
\*HawaiiKidsCAN  
\*Hawai'i Afterschool Alliance  
\*Hawai'i Appleseed Center for Law and Economic Justice  
\*Hawai'i Association of School Psychologists  
Hawai'i Athletic League of Scholars  
\*Hawai'i Children's Action Network  
Hawai'i Education Association  
Hawai'i Nutrition and Physical Activity Coalition  
\* Hawai'i State PTSA  
Hawai'i State Student Council  
Hawai'i State Teachers Association  
Hawai'i P-20  
Hawai'i 3Rs  
Head Start Collaboration Office  
It's All About Kids  
\*INPEACE  
Joint Venture Education Forum  
Junior Achievement of Hawaii  
Kamehameha Schools  
Kanu Hawai'i  
\*Kaua'i Ho'okele Council

Keiki to Career Kaua'i  
Kupu A'e  
\*Leaders for the Next Generation  
Learning First  
McREL's Pacific Center for Changing the Odds  
Native Hawaiian Education Council  
Our Public School  
\*Pacific Resources for Education and Learning  
\*Parents and Children Together  
\*Parents for Public Schools Hawai'i  
Special Education Provider Alliance  
\*Teach for America  
The Learning Coalition  
US PACOM  
University of Hawai'i College of Education

*Voting Members (\*) Voting member organizations vote on action items while individual and non-voting participants may collaborate on all efforts within the coalition.*



Testimony BOE &lt;testimony.boe@boe.hawaii.gov&gt;

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## Testimony

1 message

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**Sienna Makarewicz** <ohanamaka@gmail.com>

Wed, Mar 3, 2021 at 9:03 AM

To: testimony.boe@boe.hawaii.gov

Dear BOE,

Thank you for your support and protecting us. I understand that with the case count trending down that there is a push to bring back all of the students 4th quarter. If all student come back we will be starting all over again. It typically takes two weeks to build community and establish rules and routines. This is time that will be taken from the students learning. We are in a routine now and to disrupt it now would be counter productive. There is no way to fit all the students in a classroom and maintain 6 feet of distance. We cannot move any furniture out of our rooms because there is no where to store it. I am unable to take the vaccine so I am counting on distancing and mask wearing to keep me and my family safe. Please remember there are teachers that have medical reasons they cannot take the vaccine and they have under lying medical conditions that prevent them from taking the vaccine. We need to be protected too.

As for Kishimoto my opinion is NO! She can flip flop in a day or a week. She has no clear vision. She changes with the wind. She does not listen to the BOE and she does not communicate with her teachers. We get information from the news and social media. The few times she has communicated with us the information changed within the hour and we heard that on the news. I have never felt supported or protected by her. All of her sudden whim changes require a great deal of preparation on the part of teachers. She has already made a very stressful situation even more stressful. She thinks she can make all decisions yet she does not take responsibility for her decisions. The way she threw her assistant under the bus for the Acellus decision was shameful. The buck stops with her. She was the one that pushed it. The review committee advised against it but she pushed it forward. I looked at 3 random things on Acellus and I could see it was sexist and of low rigor and quality. I do not know how challenging it is to find a replacement but she has to go.

Thank you,

Sienna Makarewicz

Kapaa Elementary School

Sent from my iPhone



Testimony BOE &lt;testimony.boe@boe.hawaii.gov&gt;

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**Testimony; HRC**

1 message

**HM** <hnmoselle@gmail.com>

Wed, Mar 3, 2021 at 9:44 AM

To: testimony BOE &lt;testimony.boe@boe.hawaii.gov&gt;

Testimony on HRC, Agenda Item IV.d.

Dear Committee Chairs and Members,

Unfortunately, due to consistent issues with lack of clear and timely communication from the Superintendent's office to families, and the lack-of-confidence conveyed by educators and principals, I testify asking the Board to find a replacement for the Superintendent position. I do so respectfully, and with understanding that this position is an extremely difficult one to hold.

Please see the link to the Press Releases coming out of the DOE and scroll through them briefly, if you would. A few questions I ask you to consider as if you were a parent of a child in public school amid a pandemic (perhaps you are): Do you think they are frequent enough? Have they been timely and clear over the last year? Do they match the temperature of what is going on right now with COVID and the discussions of transitioning to in-person learning? As a public school parent, I do not. Numerous times over the last year I have had to advocate to the BOE to press the DOE for information, which the BOE did and many Board members demanded answers for stakeholders. I am grateful for that- that is what a healthy Board does.

Often times the Superintendent did not speak at the BOE meetings, but had an underling step in for tough questioning which I find to be an undesirable trait in leadership. Again, I recognize that the Superintendent position comes with enormous pressure and responsibility- the compensation for the position speaks to that. It seems like the only way forward, considering pretty significant statements from stakeholders like the HSTA's unanimous vote of non-retention, is to find a replacement for the Superintendent position.

We are still waiting on information about the new self-paced, distance learning curriculum chosen by the Department to replace Acellus so that parents can have a quality, full-distance option for those who wish to remain learning at a distance. We heard they had stakeholder input from parents and teachers when selecting this new curriculum...this was news to me. We were told that they were finalizing the contracts at the last BOE meeting and that they could not release the vendor name until that was done, any day now. DOE indicated they were hoping to have that new program implemented in February or March. It's March, and we still don't even know the name of the vendor, let alone seeing any public release of information on the transition to that new curriculum. Either that or I am completely unaware because of, again, a lack of communication on the issue to families.

Here is the link to the DOE media room: <https://www.hawaiipublicschools.org/ConnectWithUs/MediaRoom/PressReleases/Pages/home.aspx>

Thank you for considering my testimony.

Respectfully,  
Heather Moselle  
Public School Parent



Testimony BOE &lt;testimony.boe@boe.hawaii.gov&gt;

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**testimony for meeting 3/4/21 @11am HR; item D**

1 message

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**Kileigh Sanchez** <kileighsanchez@gmail.com>  
To: testimony.boe@boe.hawaii.gov

Wed, Mar 3, 2021 at 9:51 AM

Aloha,

I am writing in regards to item D on the agenda for the HR committee meeting scheduled for 3/4/21. I strongly oppose offering our current Superintendent a new contract that would extend her role as Superintendent past July 2021. I stand with HSTA in regards to their outlined explanation of all our Superintendent has done during her reign of terror as a "fearless leader". She is an embarrassment to education and has no business being invited to stay as our Superintendent. Please give our keiki a chance and right this sinking ship being led into the abyss by the Superintendent by NOT allowing her to stay on for any length of time beyond her current contract. She is spiteful, "claps back" or angrily responds based on emotions when challenged in any way, and has shown incredible disrespect to the profession, to the Board itself, and to our HSTA president, Corey Rosenlee. Please do the right thing. Below you will find HSTA's compiled list of complaints against the Superintendent which I fully agree with as an educator experiencing all of this firsthand:

- Shown unwillingness to respect and honor her legal obligation to engage in consultation and/or bargaining with the HSTA, but instead has chosen mandates (3/17/20 first prohibited practice complaint).
- Been rated marginal by the Board of Education on her 2020 year-end evaluation on operations, resource, and personnel management while she rated herself highly effective for that category (5/21/20).
- Refused to enforce mask use and six-foot distancing until instructed to do so by the Board of Education (7/9/20 six feet, 7/30/20 masks).
- Refused to allow teachers and other employees time in the fall to prepare for distance instruction during the pandemic until directed to do so by the BOE following a public outcry by our members (7/30/20).
- Violated HSTA's contract and refused to bargain after unilaterally announcing all schools would be on distance learning because of rising COVID-19 cases (8/7/20 Oahu, 8/11/20 Hawaii, Kauai, Maui except Hana and Molokai), eventually leading HSTA to file a prohibited practice complaint (PPC) with the Hawaii Labor Relations Board. Only after the PPC was filed did the HDOE agree to engage in impact bargaining, however there has been very little effort to resolve the outstanding issues (8/13/20).
- Refuses to release COVID-19 case counts by school (9/17/20 to present).
- Refused to implement consistent and transparent procedures related to telework approvals until instructed to do so by the BOE (10/1/20). Even after publishing clearer guidelines (10/7/20), teachers without any in-person instruction responsibilities were still being forced to report.

- Shown little to no interest in successor bargaining (on the contract that follows our current agreement that expires June 30) as she only briefly made opening comments for the first session then left and did not even show up for the second bargaining session (12/10/20, 1/29/21).
- Prioritized using federal stimulus funds for tutors over maintaining current school-level employees and positions (1/21/21).
- Without notice to the HSTA or the BOE, unilaterally announced she planned to terminate shortage differentials to teachers in special education, Hawaiian language immersion, and hard-to-staff schools, even though the differentials had shown remarkable success and federal stimulus money could be utilized to cover the costs (2/9/21).
- Refuses to follow state Department of Health guidelines and metrics to move to safer models as they are published weekly by island (ongoing).
- Repeatedly failed to provide adequate and clear communication to HIDOE employees on a timely basis (ongoing).

Kileigh Sanchez





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Kileigh Sanchez, M.S.Ed.  
Art Educator, Waianae Intermediate School  
Vanderbilt University '14, Communications and Studio Art  
Johns Hopkins University '16, Master of Science, Education

Classroom Phone: (808) 305-2738

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Testimony BOE &lt;testimony.boe@boe.hawaii.gov&gt;

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**March 4 HR Testimony**

1 message

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**Susan Pcola-Davis** <Supcola@hawaii.rr.com>  
To: testimony\_boe <Testimony.BOE@boe.hawaii.gov>  
Cc: susanp60@yahoo.com

Wed, Mar 3, 2021 at 10:01 AM

*Susan A. Pcola-Davis*

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**2 attachments**

**March 4\_HR\_Superintendent Contract.pdf**  
195K



**US Department of Education Assessment Letter.pdf**  
144K

AGENDA ITEM D: COMMITTEE ACTION on recommendation concerning new Superintendent Employment Contract

**OPPOSED:** Do not offer current superintendent a new employment contract.

Comments:

Misrepresentation of information (most recent)

1. Distancing:

Where is the CDC guidance decreasing the distancing from 6' to 2'? Nothing on the CDC website changes the guidance.

Hawaii New Now:

By Jolanie Martinez | March 1, 2021 at 10:27 PM HST - Updated March 2 at 2:22 PM

"DOE sets target date to bring elementary students back for full in-person learning"

"The state Health Department has new CDC guidance allowing schools to skip the 6-foot distancing rules if they take other safety measures."

2. 2021 Assessments:

On March 3, 2021 schools received a memo from the DOE misrepresenting what the US Department of Education wrote regarding Waivers and Assessments.

ED's guidance makes clear that states should consider the ways they can do things differently this year. Flexibility available to states includes:

- Extending the testing window and moving assessments to the summer or fall,
- Giving the assessment remotely, where feasible,
- Shortening the state assessment, to make testing more feasible to implement and prioritize in-person learning time.

The Department also recognizes that individual states may need additional assessment flexibility based on the specific circumstances across or within the state. ED is prepared to work with states to address their individual needs and conditions while ensuring the maximum available statewide data to inform the targeting of resources and support.

In addition to encouraging flexibility around assessments, ED is allowing states to request a waiver for the Every Student Succeeds Act's accountability and school identification requirements. This flexibility will explicitly include waiving the accountability provisions relating to having a 95 percent test participation rate.

The Department's letter to Chief State School Officers outlining its plans for the 2020-2021 school year can be found here. [I will attach this PDF]

#### Duties and Responsibilities:

- Competencies:
  - Unsuccessful at collaboration, fostering continuous improvement, loss of trust by public. Source: Many testimonies at the Board of Education either written or oral.
  - Lack of true understanding of Hawaii's culture and values. Source: Many testimonies at the Board of Education either written or oral.
  - Lacks 2-way communication skills. Mostly directive, one-way communication, at times punitive and condescending.
  - SB270, HB613, SB815 and HB611: Lack of ability to represent the Department's position to Legislature 2021, both House and Senate. Source: Status of current Education Committee's bills. Senate and House Bills regarding ESSRII funds and directions on where the funds will be expended. Senate and House Bills regarding Maintenance of Effort. **All 4 bills indicate direct conflict with the DOE.**
  - SB76: Requires that the BOE prioritize for the superintendent of education position candidates that have the minimum qualification of ten years of employment in a department of education with at least five of those years serving in the capacity as a principal or higher and a desired qualification for a candidate is having a working understanding of the State's tri-level system of educational administration.
  - SB465, HR372: DOE Audit by a 3rd Party
  - SB 810: Eliminates Superintendent as a voting member for Collective Bargaining units 5 & 6
  - SB811: DOE Weekly report of Schools with cases of COVID (not by complex)

#### Performance and Attaining Goals

- 2019-2020, 2021 Reckless, one-way communication or no communication, acquiring late guidelines from the Department of Health, non-compliance with CDC guidelines (school supply of proper PPE, 6' versus 3' social distancing in the classroom, unsafe working conditions, school supply of cleaning material, ventilation, to name a few)
- Union/DOE relationship has been a struggle due to public announcements not discussed with the HSTA/unions which affect teachers, families and students. This continues with the Federal Funds and the superintendent's plan for spending it.
- Most strategies/plans were not vetted and were reactive not proactive. Examples: March/April 2019 expectation to reopen schools after Spring Break, not reporting positive COVID cases during summer school until it was exposed, restarting Fall 2000-2021 before teachers had training, inability to provide equal access to education through technology and wifi, insisting on using ACELLUS as a solo distance learning curriculum until the BOE placed it as an agenda item and exposed the program, not meeting goals effectively as described by the BOA minutes, consistently making excuses for not providing requested documents or data, most recently creating an adversarial relationship with the BOE, i.e. budget submission without Board review, denying funding for differentials, putting the schools in jeopardy of being able to execute their

mission, lastly creating a passive/aggressive relationship with the Legislature, during the COVID meetings and current session.

- Funding weaknesses with inability to prioritize.

#### Benefits

- DELETE: Automobile allowance of \$326 per month (\$3912/yr)

#### Unique Quality: Foresight

- Any action of the February 22, 2021 news release “Requesting waivers for assessments 2021 and/or modifications.”

Source: [U.S. Department of Education Releases Guidance to States on Assessing Student Learning During the Pandemic](#) | [U.S. Department of Education](#)

ED's guidance makes clear that states should consider the ways they can do things differently this year. Flexibility available to states includes:

- Extending the testing window and moving assessments to the summer or fall,
- Giving the assessment remotely, where feasible,
- Shortening the state assessment, to make testing more feasible to implement and prioritize in-person learning time.

The Department also recognizes that individual states may need additional assessment flexibility based on the specific circumstances across or within the state. **ED is prepared to work with states to address their individual needs and conditions while ensuring the maximum available statewide data to inform the targeting of resources and support.**

In addition to encouraging flexibility around assessments, ED is **allowing states to request a waiver for the Every Student Succeeds Act's accountability and school identification requirements.** This flexibility will explicitly include waiving the accountability provisions relating to having a 95 percent test participation rate.

However, Hawaii has to take advantage of this new direction. The Hawaii DOE is well aware of the possibility of waivers based on previous US Department of Education's acceptance of waivers.

**Question: Has the DOE requested any waivers based on the update of February 22, 2021?**



UNITED STATES DEPARTMENT OF EDUCATION  
OFFICE OF ELEMENTARY AND SECONDARY EDUCATION

February 22, 2021

Dear Chief State School Officer:

In these challenging times, we at the U.S. Department of Education stand with you and are committed to doing everything in our power to support the students, educators, and schools in your state. Please know that we are grateful for your leadership and for the extraordinary work of educators across the Nation.

I am writing to provide an update on assessment, accountability, and reporting requirements for the 2020-2021 school year. President Biden's first priority is to safely re-open schools and get students back in classrooms, learning face-to-face from teachers with their fellow students. To be successful once schools have re-opened, we need to understand the impact COVID-19 has had on learning and identify what resources and supports students need. We must also specifically be prepared to address the educational inequities that have been exacerbated by the pandemic, including by using student learning data to enable states, school districts, and schools to target resources and supports to the students with the greatest needs. In addition, parents need information on how their children are doing.

State assessment and accountability systems play an important role in advancing educational equity. At the same time, it is clear that the pandemic requires significant flexibility for the 2020-2021 school year so that states can respond to the unique circumstances they are facing; keep students, staff, and their families safe; and maintain their immediate focus on supporting students' social, emotional, and academic development.

We remain committed to supporting all states in assessing the learning of all students. The Department is, therefore, offering the following flexibility with respect to your assessment, accountability, and reporting systems for the 2020-2021 school year:

- **Accountability and School Identification.** We are inviting states to request a waiver for the 2020-2021 school year of the accountability and school identification requirements in the Elementary and Secondary Education Act of 1965 (ESEA). A state receiving this waiver would not be required to implement and report the results of its accountability system, including calculating progress toward long-term goals and measurements of interim progress or indicators, or to annually meaningfully differentiate among its public schools using data from the 2020-2021 school year. This flexibility would explicitly include waiving the requirement that the Academic Achievement indicator be adjusted to account for a participation rate below 95 percent. The state would also not be required to identify schools for comprehensive support and improvement (CSI), targeted support and improvement (TSI), and additional targeted support and improvement (ATSI) based on data from the 2020-2021 school year. Each state that receives the accountability and school identification waivers would be required to continue to support previously identified schools in the 2021-2022 school year, resume school identification in the fall of 2022, and ensure transparency to parents and the public, as

400 MARYLAND AVE., SW, WASHINGTON, DC 20202  
[www.ed.gov](http://www.ed.gov)

*The Department of Education's mission is to promote student achievement and preparation for global competitiveness by fostering educational excellence and ensuring equal access.*

described below, including publicly reporting the percentage of students not assessed, disaggregated by student subgroup. The Department will follow up shortly with an optional state accountability waiver template. Beyond the scope of these waivers, we also encourage states and school districts to consider other steps within your purview to further reduce the stakes of assessments this year, such as excluding their use from students' final grades and grade promotion decisions.

- **Transparency and Public Reporting.** It remains vitally important that parents, educators, and the public have access to data on student learning and success. The Department will therefore maintain all state and local report card requirements, including the requirements to disaggregate data by student subgroup (except for reporting related to accountability, such as school ratings). As a condition of waiving accountability and school identification requirements, the Department will require all states to publicly report disaggregated chronic absenteeism data and, to the extent the state or school district already collects such information, data on student and educator access to technology devices like laptops or tablets and to high-speed internet at home. Transparency on opportunity to learn measures, such as chronic absenteeism and access to key resources like technology, can help inform decisions about student supports for the 2021-2022 school year and beyond.
- **Assessments.** It is urgent to understand the impact of COVID-19 on learning. We know, however, that some schools and school districts may face circumstances in which they are not able to safely administer statewide summative assessments this spring using their standard practices. Certainly, we do not believe that if there are places where students are unable to attend school safely in person because of the pandemic that they should be brought into school buildings for the sole purpose of taking a test.

We emphasize the importance of flexibility in the administration of statewide assessments. A state should use that flexibility to consider:

- Administering a shortened version of its statewide assessments;
- Offering remote administration, where feasible; and/or
- Extending the testing window to the greatest extent practicable. That could include offering multiple testing windows and/or extending the testing window into the summer or even the beginning of the 2021-2022 school year. States that elect to extend testing windows should also consider how they can make results available to the public in a timely manner after assessments are administered.

In particular, we know that English language proficiency (ELP) assessments are often given earlier in the school year than content assessments and are underway already in most states. We specifically encourage states to extend the testing window for their ELP assessment, including beyond the end of the 2020-2021 school year, if necessary, to ensure that districts are administering this assessment when it safe for them to do so.

The intent of these flexibilities, and the accountability waivers described above, is to focus on assessments to provide information to parents, educators, and the public about student performance and to help target resources and supports. For that reason, we are not inviting blanket waivers of assessments. We also recognize that individual states may need additional assessment flexibility based on the specific circumstances across or within the state, and we

will work with states to address their individual needs and conditions while ensuring the maximum available statewide data to inform the targeting of resources and supports.

If a request for a waiver is appropriate, prior to submitting a waiver request (including through the optional template described above), as required under ESEA section 8401(b)(3)(A), you must provide the public and interested local educational agencies notice and a reasonable time for them to comment in the manner in which the state educational agency customarily provides notice and the opportunity to comment to the public.

If you have any questions, please contact [OESE.TitleI-a@ed.gov](mailto:OESE.TitleI-a@ed.gov).

Sincerely,

/s/

Ian Rosenblum  
Delegated the Authority to Perform the Functions and  
Duties of the Assistant Secretary  
Office of Elementary and Secondary Education

cc: Governors  
State Title I Directors  
State Title III Directors  
State Special Education Directors  
State Assessment Directors



Testimony BOE &lt;testimony.boe@boe.hawaii.gov&gt;

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**Testimony**

1 message

**Amy Ogasawara** <amyeof@yahoo.com>

Wed, Mar 3, 2021 at 10:25 AM

To: "testimony.boe@boe.hawaii.gov" &lt;testimony.boe@boe.hawaii.gov&gt;

Amy Ogasawara, M.Ed.  
Kaimuki Middle School  
Student Services Coordinator  
HIDOE Educator since 1992

March 4, 2021

Human Resources

4. Committee Action on recommendation concerning new Superintendent Employment Contract

Position: Oppose

I oppose any recommendation to offer another contract to Christina Kishimoto for HIDOE Superintendent. I will not reiterate the information that our HSTA President Corey Rosenlee will provide in his testimony because I fully support everything included in his testimony. Christina Kishimoto lacks professionalism as displayed with her attacks on teachers in the media at the beginning of the 2020-2021 school year. She also spoke to the media when the HSTA first filed a lawsuit, which should never be done. If her staff is advising her, she is obviously not listening to their advice. She somewhat reminds me of Donald Trump with her lies and back peddling when she feels backed into a corner which she created herself. Her lack of sincerity toward her employees is evident and she needs to leave.

I do ask that the BOE please consider hiring a "real" educator as our next Superintendent. Christina Kishimoto may have degrees in education, but according to previous job experiences, she was never a classroom teacher.

Thank you for your consideration.



Testimony BOE &lt;testimony.boe@boe.hawaii.gov&gt;

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**Testimony - Regarding Human Resources Meeting Agenda Item IV - D**

1 message

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**Kekoa & Kela Bay** <kbaysquared@gmail.com>  
To: testimony.BOE@boe.hawaii.gov

Wed, Mar 3, 2021 at 11:15 AM

Aloha,

I wanted to support the decision to renew the contract for our superintendent Christina Kishimoto. Although our Union has unilaterally decided to oppose her, it has become clear to me as a member that they don't reflect the voice of the teachers other than those who are serving on the board.

Dr. Kishimoto has done some wonderful things in helping open up communication to teachers, making DOE Finances more transparent, and ensuring we are caring for the students and the teachers. Although she has made decisions that not everyone agrees with, that is part of the job.

In all honesty, Dr. Kishimoto has done more to engage the teachers to find out what is happening in our schools than HSTA has. If you look at the complaints from HSTA, they all are related to COVID19 and the difficult decisions that were involved in trying to manage the pandemic.

It would not be reasonable or fair to remove her from the position judging only from school year 2020 - 2021. She has done some spectacular work in the other years and the pandemic has been difficult for all of us. If we were to determine job contracts purely based on this school year, most teachers, administrators, and DOE personnel would be deemed "marginal" regarding the impact we have had on children.

Thank you for taking the time to read my remarks.

Mahalo,  
Kekoa Michael Bay  
Pearl City High School



Testimony BOE &lt;testimony.boe@boe.hawaii.gov&gt;

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**Testimony for BOE HR Committee, 11 am Meeting on March 4, 2021, Agenda Item IV.B.**

1 message

**Joy Bulosan** <jbulosan@hgea.org>

Wed, Mar 3, 2021 at 11:24 AM

To: "Testimony.BOE@boe.hawaii.gov" &lt;Testimony.BOE@boe.hawaii.gov&gt;

Dear Chairperson Dwight Takeno and members of the BOE Human Resources Committee:

On behalf of the Hawaii Government Employees Association, AFSCME Local 152, AFL-CIO, I am submitting the attached testimony for Action Item IV.B. Committee Action on recommendation concerning declaration of annual reduction in force ("RIF") for classified employees to initiate collectively bargained for replacement rights for employees displaced due to changes in staffing needs.

Sincerely,

**Joy Bulosan**

*Field Services Officer*

Hawaii Government Employees Association / AFSCME Local 152

888 Mililani Street, Suite 401

Honolulu, HI 96813

Main 808.543.0000 | Direct 808.543.0057 | Fax 808.550.8814

[jbulosan@hgea.org](mailto:jbulosan@hgea.org) | [www.hgea.org](http://www.hgea.org) | [Facebook](#) | [Twitter](#)



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**BOE Testimony 03.04.2021 RIF.pdf**

59K



## HAWAII GOVERNMENT EMPLOYEES ASSOCIATION

AFSCME Local 152, AFL-CIO

RANDY PERREIRA, Executive Director • Tel: 808.543.0011 • Fax: 808.528.0922

State of Hawaii  
Board of Education  
Human Resources Committee

Testimony by the  
Hawaii Government Employees Association,  
AFSCME Local 152, AFL-CIO

March 4, 2021

Relating to Agenda Item IV.B. Committee Action on recommendation concerning declaration of annual reduction in force ("RIF") for classified employees to initiate collectively bargained for replacement rights for employees displaced due to changes in staffing needs

The Hawaii Government Employees Association, AFSCME Local 152, AFL-CIO opposes Agenda Item IV.B. regarding the request by the Department for the Board to authorize the commencement of a Reduction in Force (RIF) for classified employees whose positions will not be funded in School Year 2021-2022 due to lack of work, need, or funds.

We believe it is premature to take action on this recommendation since the proposed reduction-in-force of 103 permanent employees is based on a ten percent (10%) budget reduction that has since been revised to a 1% reduction at the school level. In Superintendent Kishimoto's memo to the board, she explains that the majority of these employees are Educational Assistants. We are aware that many of these EAs are funded through the SPPA, or Special Education Per Pupil Allocation, of which 100% of the funding is being restored.

Being notified of a layoff and identified for the RIF will no doubt cause affected employees increased stress and anxiety thinking they will not have a position to return to next school year. With the majority of the weighted student formula and all of the SPPA funds restored, we urge the Board to direct the Department to update this reduction-in-force recommendation before taking action on this agenda item.

Thank you for the opportunity to submit our testimony.

Sincerely,  
  
Randy Perreira  
Executive Director



Testimony BOE &lt;testimony.boe@boe.hawaii.gov&gt;

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**Testimony for HR Committee**

1 message

**Rebecca Hadley-Schlosser** <beccasuehi@gmail.com>

Wed, Mar 3, 2021 at 11:42 AM

To: testimony.BOE@boe.hawaii.gov

Aloha,

Attached is my written testimony for the Human Resources Committee relating to agenda action item IV D.

Rebecca Hadley-Schlosser

**BOE testimony March 4 for superintendent kishimoto nonrenewal.docx**

16K

March 2, 2021

Board Chair Payne and members of the Board of Education,

I am writing in regard to action item IV.D, concerning a new contract for Superintendent Kishimoto. I am writing to ask that you not offer Superintendent Kishimoto a new contract. There are numerous reasons why I am asking this. The last year has shown us that Superintendent Kishimoto was not prepared to address the needs of her employees during this pandemic and has continued to fail to lead us in a manner appropriate for her position.

When schools closed in March 2020, it would have been prudent of Superintendent Kishimoto and her staff to be forward-thinking and decide what could be done during the school shutdown to enable teachers to return to the classroom in August smoothly. When it became apparent that we would not be able to open schools safely, rather than throw together video trainings at the last minute that were not effective, nor did they honor adult learning principles, she could have had educational leaders develop trainings that could be provided to teachers in a more effective manner than what we received. In the training provided, there were broken links and it felt like death by PowerPoint in some cases. The tenets of adult education were not even considered with the way the training was developed. How many videos on washing your hands does one really need to see to know how to properly wash their hands? This was a huge, missed opportunity for Superintendent Kishimoto to tap into the talent and skills of teachers across the state to develop more effective trainings that were applicable to our classrooms.

When initial plans were released for the return of students in July, these plans did not adhere to the guidelines set by the CDC. Instead, you, the Board of Education, had to instruct Superintendent Kishimoto to redo her guidelines to adhere to those of the CDC. This included the 6 feet distancing and enforcement of wearing a mask while on campus. We continue to enforce these guidelines in our classrooms. It should not have ended up being a directive from you for the Superintendent to enforce these guidelines.

Superintendent Kishimoto continues to claim that schools have adequate PPE for students to fully return. However, that is not the case at many schools. I am one of the fortunate few in that my principal has provided us with PPE and provides any additional supplies we need when we ask for them. Unfortunately, there are other schools where this is simply not the case. For instance, a fully self-contained special education teacher has been buying her own wipes for her class because the container of 105 that she received at the beginning of the year ran out quickly. Additionally, she was only given the wipes because she had mentioned that she bought wipes. She was also told that, because of the students she has in her class, she didn't need to buy wipes, but has to ask for them rather than having them be sent to her room on a regular basis. Her principal didn't say this until after she had begun purchasing the wipes for her class. She also received a gallon size bottle of hand sanitizer to refill the small bottles she has. They do have bleach and water available to clean desks, but the smell is too strong, so she uses the wipes between transitions. This results in her using more wipes to clean desks and other surfaces. She has been buying wipes at least once a week for her room since August. She uses the bleach and water combination at the end of the day to spray toys, equipment, and desks and chairs. She was also provided some masks for her students, but they were too big, so she purchased kid sized masks for her students.

Another special education teacher friend of mine was given gallon bottles of hand sanitizer and the special education department used their funds to purchase more face shields for students within the department. This teacher also continues to buy wipes for her class because they are not being provided.

Teachers should not continue to have to purchase PPE for their classrooms. This far into the school year, PPE previously ordered should have arrived and been dispersed to teachers. If teachers don't have sufficient PPE, then schools should not be opening to face-to-face learners.

Had our Superintendent done a better job of communicating expectations to principals and teachers, we would be better prepared for the new reality we face. When we were first told we were going to have students face-to-face and virtually, we were told we should only have one group to teach: either face-to-face or online. However, that is not the case for many of us, especially those of us who are special education teachers. From the beginning, most special education teachers have been teaching both groups of students simultaneously. I started out with 12 students on my caseload. Initially, I had two students face-to-face in our first phase of returning and gradually added students coming in person. However, I have had to learn how to teach both groups at the same time. It is exhausting and takes longer to get through a lesson or activity than if I were only teaching one group of students. We do this because we are dedicated to our job, but we are exhausted.

I urge you to not renew Superintendent Kishimoto's contract because of her continued failure to communicate in a timely manner. Additionally, remember all that you have had to direct her to do over the course of this past school year. Failure to follow proper procedures and directives will result in a failed school system. Teachers are tired. Teachers are looking for guidance from our leaders and while some of us see it in our administrative teams, many continue to not see it. We are also looking for guidance from our Superintendent in the hopes that she understands what we are facing at the school level. Unfortunately, that guidance is not oriented towards helping us. Please remember this as you take up your discussion and make a decision. We need someone from Hawaii who understands the culture and what it takes to be a teacher here.

Sincerely,

Rebecca Hadley-Schlosser

Kindergarten through Second Grade Special Education Teacher

Nanaikapono Elementary School



Testimony BOE &lt;testimony.boe@boe.hawaii.gov&gt;

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**3/4/2021 BOE meeting**

1 message

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**Cheryl B** <burgharc@gmail.com>

Wed, Mar 3, 2021 at 1:32 PM

To: Testimony BOE &lt;Testimony.BOE@boe.hawaii.gov&gt;

Aloha,

1. The reopening plan for buildings (as school has been in session) needs to be specific for student and employee safety. #1 priority. My own experience is that many school buildings can not open windows, do not have hot water and supplies and staff are limited. Overreaching, "we are opening school" statements are harmful to all. Take a moment to look at who is pushing for the reopening, why and the lens from which it comes. Most comments I have seen are from the lens of white privilege.
2. Standardized testing needs to be waived. Just do it. Other large districts are looking at what is best for the children, not the corporations. Is it that the \$\$ have already been contracted? Seems a bit of foresight and understanding of children's learning would have delayed that action.?
3. How is the online learning going? We have too many cases of schools using Acellus because it's the easy way for them. How is the vetting of new resources coming along?
4. In regards to the Superintendent's contract renewal: for all of the reasons above for which she lacked leadership, those listed by the HSTA, we ask the BOE to not renew her contract. We know that the best person is from our islands. We also know that big local businesses should not be the decider in the future as they were this time.

Thank you for reading my points above. The BOE is much appreciated but we have a great deal of work to do. Our educators and students need us.

C. Burghardt

Retired educator



Testimony BOE &lt;testimony.boe@boe.hawaii.gov&gt;

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**Regarding Item IVD, Concerning New Superintendent Contract**1 message

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**Glen Iwamoto** <glen.iwamoto@k12.hi.us>

Wed, Mar 3, 2021 at 1:19 PM

To: testimony.boe@boe.hawaii.gov

Cc: "Sen. Bennette Misalucha" &lt;senmisalucha@capitol.hawaii.gov&gt;, "Rep. Gregg Takayama" &lt;reptakayama@capitol.hawaii.gov&gt;, "Rep. Aaron Ling Johanson" &lt;repjohanson@capitol.hawaii.gov&gt;, Joy Bulosan &lt;jbulosan@hgea.org&gt;

Aloha Chair Payne and members of the Board of Education:

My name is Glen Iwamoto, and I am the principal at Waimalu Elementary School. I am writing to oppose a new contract for our current school superintendent Dr. Christina Kishimoto.

It is said by many that our public schools need "new" leadership. We do not need new leadership, we simply need "leadership". I say that because there has been ZERO leadership since Dr. Kishimoto has taken the helm in 2017. It started immediately with initiatives that sounded simple. She said her priorities were School Design, Student Voice, and Teacher Collaboration. However, School Design became a beast, which required a five page rubric to implement. So all of our eggs were in the School Design basket, and we never again heard about Student Voice and Teacher Collaboration.

What followed was a 2030 Promise Plan?? It sounded like a good idea, simple and inspiring. It was poorly communicated, and many of us asked what happened to School Design, Student Voice, and Teacher Collaboration? In simple terms, she was "all over the place". None of us knew what our vision was, and frankly, the impression she gave me was that she had no clue what she wanted.

Already appearing to be flighty, the pandemic inevitably reached the public schools. At a time when our schools needed a leader to look to, she was noticeably absent. She merely closed her eyes and hoped for the best. The real heroes of this pandemic are the teachers and staffs at the schools. The teachers taught themselves how to teach distance learners. They did it without infrastructure, hardware, and most glaring, leadership. Dr. K. waived on every key decision, and in most cases, threw the Complex Area Superintendents and principals under the bus, claiming that each district and school had unique needs and decisions were best made at the school level. Under the guise of "empowerment", she has avoided all decision making.

I could go on and on about how our students and communities have been let down by Dr. K., but the theme that emerges is that there has been no leadership during this most difficult time. Even more disturbing is that absolutely no one from her state team emerged as someone we could look to. Thankfully, our CAS has been supportive in our efforts, and has provided guidance and leadership in lieu of the superintendent.

I have no confidence in state leadership. She is now asking us to have faith in her, and open our schools to more students. She said it's safe for us to open up to more students. Please tell me why I should believe her? She has given me no reason to support her. She has lost my confidence, and the time has come for us to move on. Our students deserve a leader that will do just that. LEAD.

Thank you for your time.

Glen Iwamoto  
Principal  
Waimalu Elementary School

3/3/2021

Dell Marketing LP Mail - Regarding Item IVD, Concerning New Superintendent Contract

(808) 307-4500

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