

Aaron Day <addleewardhsta@gmail.com>

02/28/2018 04:07 PM

To testimony_boe@notes.k12.hi.us
cc
Subject Testimony

Aaron Day
Mathematics Teacher Waianae High School
Hawaii State Teachers Association
General Business Meeting
Item IV B 3: Update on Strategic Plan Implementation
Comment

Honorable Chair Mizumoto & Board Members,

This year around 1,300 teaching positions were unfilled in Hawaii's public schools. We have to provide better teaching conditions and pay to encourage our teachers to stay or this number will continue to increase. At Waianae High School, we have only 5 math teachers out of about 20 in the math department that are licensed and have been at our school for more than 3 years. In otherwords, the majority of our math teachers are inexperienced and unlicensed.

Most of our new and emergency hire math teachers are in our Freshmen and Sophomore Academies, teaching the foundational math skills and most difficult age groups. We even lost one in the middle of this school year and spread out the students to the other classes, making our Freshman math classes even larger. Even worse, most of our resource and inclusion teachers in our math classes are newer emergency hires.

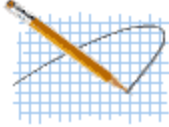
While this is a difficult situation for any school, realize that my school is in an area considered hard to staff by the Department of Education. If you look at all of the hard to staff areas in the state, they are also the areas with the largest Native Hawaiian population. Our Native Hawaiian students are the ones that have the least qualified and experienced teachers in our state.

We continually fill positions with teachers newly recruited from the mainland, mostly Teach for America teachers who come for two or three years and leave us. Recruitment is not the solution to our problems. We need to retain teachers so that our students have qualified and experienced teachers and there is continuity in our school improvement efforts. Until we have an effective plan for teacher retention that includes competitive pay, smaller classes sizes and better working conditions, our students -- especially our Native Hawaiian students -- will continue to experience the revolving door of unlicensed inexperienced teachers.

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**



Anthony McCurdy <amccurdy808@gmail.com>

02/28/2018 05:14 PM

To testimony_boe@notes.k12.hi.us

cc

Subject Testimony re: agenda item IV.B.3
update on 2017-2020 Department of
Education and Board of Education
Joint Strategic Plan implementation

Dear Honorable Chair Mizumoto and Board Members:

I am writing in regards to agenda item IV.B.3 (update on 2017-2020 Department of Education and Board of Education Joint Strategic Plan implementation).

I am particularly concerned about our efforts to find and keep high quality teachers for Hawaii schools.

Finding and keeping high quality teachers is crucial to providing high quality education for our children.

We bring in many teachers from out of state each year and we are still in a teacher shortage.

Many of our new teachers do not stay because they cannot afford the cost of living in Hawaii.

I am a recent transplant from New Jersey, but I am also an exception to the rule because I'm not here just to surf, but to live here and become part of the community. We moved as a family to make Hawaii our home. I am also a seasoned teacher who loves my profession and my students.

I am a special education teacher at James Campbell High School in Ewa Beach and enjoy it greatly, but would have trouble making ends meet if I were on my own. I'm lucky in that way because my spouse also works and we have the benefit of two incomes. Other new teachers I know are struggling to make ends meet and some I've spoken with are looking to leave after this year or soon after.

While this may seem to be a problem just for those teachers, the reality is having high turnover in a school has an impact on students. From talking with colleagues around the state, many schools rely on emergency hires, long-term substitutes or unqualified hires to fill positions, especially in hard-to-fill areas like special education where some of our neediest students suffer the consequences.

Our administrators may do the best they can with the resources available, but when new teachers leave, sometimes within a semester or less, students realize that they are not getting the best that schools can offer and this can effect student morale and motivation. If schools are forced to hire unqualified teachers to simply fill a position, the students suffer in the long run.

Similar to a business with high turnover, the clientele often suffers the most because the employees do not have the experience or motivation to meet the clients' needs.

Solutions for this problem are not simple or easy to implement, but we must make an effort to address them for our children's sake.

We can start by examining starting salaries for teachers to address the ability to meet Hawaii's high cost of living. We do not have parity with teacher salaries in states with high costs of living and developing this parity would go a long way towards both recruiting and retention.

We can also look at offering some solutions that could assist new teachers such as housing allowances, bonuses for teachers in high-demand/high-need areas such as special education, and strengthening induction and mentoring programs to provide support for new teachers so they are not overwhelmed in their first years.

We could also focus on developing our home-grown teachers through in-state teacher development programs that, couple with higher pay and support, could encourage our local students to enter the profession and stay here in Hawaii rather than contributing to the brain-drain to the mainland that we presently experience.

I hope this testimony provides some perspective from someone who is a very recent addition to the teacher workforce and sees some amazing potential in our students and teachers here in Hawaii.

Mahalo and best regards,

Anthony McCurdy

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Anthony McCurdy

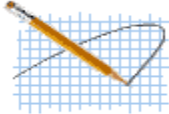
808.675.6859

amccurdy808@gmail.com

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**



Causha Spellman
<causha.spellman@gmail.com>

02/28/2018 05:18 PM

To testimony_boe@notes.k12.hi.us
cc
Subject Testimony

I am emailing to state that I am in OPPOSITION of the changes to the, already revised, DOE/BOE SOGI protections. I understand the new written policy as pulling back from the guidance that specifically protects LGBTQ+ youth. This is dangerous, because, as I'm sure you know, LGBTQ+ youth, still face much discrimination within our schools, which are supposed to be a refuge. According the the 2015 GLSEN National School Climate Survey, High School and Middle School students continue to face the following:

- Hearing biased language, from both students and educators
- Experiences of harassment and assault
- Anti-LGBTQ discrimination
- Effects of a hostile school climate on educational outcomes and psychological well-being
- The availability and utility of supportive school resources

Unfortunately, these truths exist right here in our great state of Hawai'i also. Our young people need to know that the DOE/BOE have *their* best interests at heart as well. Don't forget, a safe school for LGBTQ+ youth, is a safe school for EVERY youth.

Do the right thing, and ensure that our students, across the state, know that you care about them enough to explicitly express it. Leave the formerly revised language as is. We need the "strictly prohibits discrimination". The state has, legislatively, stood with the LGBTQ+ community, we need you to do the same our students.

Thank you for your time.

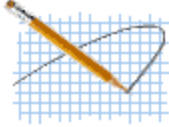
Causha A. Spellman, MSW
Social Worker, Youth/LGBTQ+/POC Advocate,
Activist, Educator, Counselor & Public Speaker
GLSEN-HI Board Member

Pronouns: They/Them/Theirs (Title: Mx.)

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**



Josephine Chang <ocsjosie@hotmail.com>

02/28/2018 06:07 PM

To "testimony_boe@notes.k12.hi.us"
<testimony_boe@notes.k12.hi.us>

cc

Subject Testimony in opposition to Revised
Policy 305-10 on Anti-Harassment,
Anti-Bullying, and Anti-Discrimination
Against Students by Employee, Action
Item A

To the Board of Education, General Business Meeting, on March 1, 2018

I am testifying in strong opposition to the proposed revised policy 305-10 "Anti-Harassment, Anti-Bullying, and Anti-Discrimination Against Student(s) Based on Protected Classes". Contrary to the justification given by the DOE to the Board for these revisions, the current policy already provides an added layer of protection and the revised version would delete that added layer of protection and only restate the obvious, that the Board and DoE are subject to state, federal and constitutional law. The revised version deletes the DOE's "strictly prohibits discrimination" phrase and also deletes some of the bases expressly protected. While it tries to appear as if it still covers sexual orientation, gender identity, and gender expression, it in fact does not, only unless fed., state, or constitutional law requires the board to protect those bases too. Where the current policy expressly protects sexual orientation, gender identity, and gender expression from discrimination, bullying and harassment by DOE employees, there would be no express protections for these bases under the revised policy. Yet, under federal law, it is well known that the current federal administration has withdrawn from expressly protecting sexual orientation, gender identity and gender expression under federal education nondiscrimination law, and also there is no state law that provides such nondiscrimination protections for our public schools, and constitutional protections for these bases are also being debated in the federal courts.

Our public schools have a history of bullying and harassment in our schools for those thought to be gay and transgender or mahu, and of employees often not standing up for them or even participating in such discrimination. The BOE's current 305-10 policy provides the protections for students not expressly covered by other law to protect them specifically from the actions "by employees" and yet, that part of the title of the policy expressly applying the policy to DOE employees has also been deleted. If the Board will back away from and withdraw protections that it had already given, this is a sad day for Hawaii and for those students that need the Board and the department to support them and instead to strengthen its actions to prevent continuing discrimination, instead of lessening its protections. I strongly object to this revised policy and also to its presentation as harmless and even of benefit when it is not. Making federal law as its policy says no more than what it is required to do legally and weakens its

policy to the detriment of its gay and transgender students that it purports to also support. It also sadly withdraws protections by socioeconomic status and physical appearance and characteristics. Please reconsider this mean and hurtful revised policy immediately!!

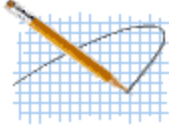
Josephine L. Chang, Esq. retired

Consultant to the Family Court's Committee on LGBT Youth in Hawaii's Juvenile Justice System
LGBTQ+ trainer, parent and community support, and DOE resource person

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Dean Hamer <deanhamer@aol.com>

02/28/2018 07:24 PM

To testimony_boe@notes.k12.hi.us
cc qwavesjoe@yahoo.com,
mgolojuch@hotmail.com
Subject Testimony in strong opposition to
Revised Policy 305-10 on
Anti-Harassment, Anti-Bullying, and
Anti-Discrimination Against Students
by Employee, Action Item A

Aloha kākou

I am dismayed by the underhanded and sneaky attempt to water-down the Hawaii Board of Education's anti-harassment, anti bullying and anti-discrimination policy (Board Policy 305-10).

The current policy is straightforward. It “**strictly prohibits discrimination**” based on the standard protected classes of race, color, national origin, sex, physical or mental disability, and/or religion, **and in addition strictly prohibits any form of harassment and/or bullying** based on gender identity and expression, socio-economic status, physical appearance and characteristic, and sexual orientation.

The new policy proposed by Superintendent Christina Kishimoto completely removes the direct protection, and replaces it with a vague statement that the DOE and its schools are “**subject to all federal and state laws and constitutional provisions prohibiting discrimination...**”

This is pathetic. First off, stating that the DOE is subject to state and federal law is not a policy, it's a reiteration of an obvious fact.

Worse, it appears to be a malevolent attempt to strip Hawaii of its specific protection for LGBT students. They are NOT protected under state law, which only includes public accommodations, not schools. And they are DEFINITELY not protected under federal law.

As you must know, the the current Department of Justice of the United States has strongly argued in court that sexual orientation is not protected by Title IX. Moreover the federal Department of Education rescinded all protections for gender identity and expression soon after Trump came into power.

Do you want Hawaii's school to be governed by Trump's rules?

The last-minute and deceptive nature of this action is concerning. The Superintendent's memo is dated March 1- the day before it is to be brought up at the March 2 BOE meeting! And the memo states that the DOE “does not anticipate any objections to the revisions” - as if! Doe the new superintendent not realize that Hawai'i has a long tradition of embracing diversity, developed long before Western contact, as well as a vibrant and vocal present-day LGBT community?

I strongly urge the BOE to defer this action until the community has been given a chance to analyze, react, and give it's manao. As somebody who has worked long and hard to ensure that all students in Hawaii are protected from discrimination and bullying, and as somebody who was very proud of our state and educators for their forward-looking policy on transgender students, I am surprised and dissapointed by this backhanded attempt to change established policy without consulting the public.

Sincerely,

Dean Hamer, PhD
Haleiwa, Hawaii

[Kumu Hina](#) , Independent Lens & GLAAD Media Award winner now on Netflix

[A Place in the Middle](#) , Berlinale and TIFF Kid's film on PBS Learning Media

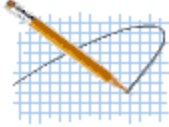
[Leitis in Waiting](#), Upcoming feature documentary with Pacific Islanders in Communications

[Talanoa](#) Trans Pacific Equality Project

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Renee Kruger <reneekruger22@hotmail.com>

02/28/2018 08:23 PM

To "testimony_boe@notes.k12.hi.us"
<testimony_boe@notes.k12.hi.us>
cc
Subject Anti-bullying policy

To whom it may concern,

When reviewing the anti bullying policy please consider

Nearly 3 out of 4 LGBTQ students (71%) were verbally harassed at school in the past year because of their sexual orientation and 55 percent because of their gender expression. As a result of feeling unsafe or uncomfortable, 1/3 of these students missed at least one day of school in the past month.

LGBTQ students who experience high levels of victimization and discrimination at school have lower Grade point averages for these students.

Schools that have inclusive policies for LGBTQ students make a safer environment for all students.

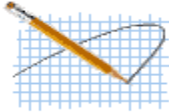
You can be a hero.

Sincerely,
Renee Kruger
Educator
Maui, Hawaii

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Valor Grimm <healingpug@gmail.com>

02/28/2018 10:30 PM

To testimony_boe@notes.k12.hi.us
cc
Subject Board Policy 305-10

To the Honorable Lance Mizumoto and esteemed members of the Board of Education, My name is Valor Grimm (Anne-Louise Nunnari) of 3185 Kalihi Street, Honolulu HI 96819. I am a family therapist, who actively provides bullying and suicide prevention training to youth and adults, youth mental health first aid training to adults in service of youth, a Department of Education (DOE) employee, as well as the current Treasurer of GLSEN Hawai'i. I am writing today in opposition to the proposed changes to Board Policy 305-10, Anti-Harassment, Anti-Bullying, and Anti-Discrimination Against Student(s) by Employees.

It is of utmost importance to student achievement and in the interest of the Whole Child to provide tangible and necessary protections to ensure that all students have a safe place in which to grow and achieve their full potential. The proposed changes to Board Policy 305-10, remove necessary protections from youth vulnerable to harassment and discrimination, especially students of low socio economic status and non-traditional physical appearance and characteristics. Additionally, by specifying the limitation to that of protected classes, the Policy creates contradiction, particularly in the treatment of LGBTQ youth, for whom identity, expression and orientation are neither federally nor locally protected classes by law.

Data tells us that there are negative outcomes not only to the targets of bullying, but also to perpetrator(s) and bystanders, resulting in low attendance, poor academic achievement, feelings of unsafety, increased risk of mental health issues, and loss of relationships. LGBTQ youth experience high rates of bullying and harassment leading to increased risk of absenteeism, low academic performance, low school completion, suicide, substance abuse, and victimization. All of which are in high contrast to the state's expressed goals and objectives. Moreover, our adults are indispensable role models and support for our youth, and must be held to a high standard to ensure that our most vulnerable populations are afforded the best chance to succeed in school.

I implore the Board to uphold the current Policy, and turn it's attention to increasing universal implementation of the Policy, including training of staff to meet the needs of marginalized youth.

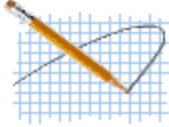
Thank you for your time and dedication to ALL the youth of Hawai'i.

Sincerely,
Valor Grimm

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Kim Coco Iwamoto <kimcoco@kimcoco.com>

02/28/2018 11:23 PM

To testimony_boe@notes.k12.hi.us
cc Linda Krieger <lkrieger@hawaii.edu>, Bill Hoshijo <William.D.Hoshijo@hawaii.gov>
Subject Testimony In Opposition to removing protections for LGBT Students from anti-bullying Policy

Dear BOE,

As a former BOE member and Civil Rights Commissioner, I am extremely disappointed that you would consider leaving gay, lesbian, bisexual and transgender students without any bases of protection from bullying or harassment.

As you must know, since you have already sought the legal advice of the AG's office, LGBT students are not explicitly protected under state law because the Civil Rights Commission has not interpreted public schools as places of public accommodation and therefore, not under its purview.

And as you must also know, the federal government under Trump's misdirection, is excluding LGBT from DOE civil rights protections via Title IX or other mean.

Please postpone voting on this issue until all BOE members have had a chance to read the extensive record regarding why the BOR policy was amended to include these specific terms.

Thank you.

Kim Coco Iwamoto

Here is the link to the meeting notice

<http://boe.hawaii.gov/Meetings/Notices/Pages/March-1%2c-2018-General-Business-Mee ting.aspx>

http://boe.hawaii.gov/Meetings/Notices/Meeting%20Material%20Library/GBM_030120 18_Action%20on%20Board%20Policy%20305-10%20CK.pdf

Let me know if you have any questions

Register and VOTE!

Begin forwarded message:

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RE: Strong objection to revised Board Policy 305-10)

BOE General Business Meeting (March 1, 2018)

Dear Board of Education members:

I am submitting testimony in strong opposition to the proposed revision to Board Policy 305-10 “Anti-Harassment, Anti-Bullying and Anti-Discrimination Against Student(s) Based on Protected Classes.”

As a pediatrician providing health care and counseling exclusively to lesbian, gay, bisexual and transgender (LGBT) youth in our community through my Adolescent Clinic at Hale Pawa`a in Honolulu, I continue work with LGBT children and youth who face daily harassment, bullying and discrimination in our public schools, despite some laudable efforts by the DOE to better recognize and address their vulnerability to discrimination and violence. (Most recently, within the past 3 months, I have been working with a 7th grader in an intermediate school on our island who has faced near-daily physical and verbal violence on the school grounds, classrooms and school bus, based on his gender identity.)

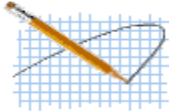
It was because such school violence against my patients was occurring routinely that, almost 2 decades ago, I joined with others across our state, testifying at DOE Board of Education meetings in favor of a new BOE policy that would “strictly prohibit” discrimination, harassment and bullying against students having characteristics placing them at high risk of such treatment. While this new policy did not end all mistreatment of vulnerable youth in the school setting, it did make clear where the BOE stood on this issue (“strictly prohibits”!) and provided a strong guiding foundation on which to create a wider safety net for students, and a clear message to students, teachers, staff, administrators and families about what is and is not acceptable behavior. My recent clinical experience working with LGBT children and youth teaches me that the need for a clear, unambiguously worded policy continues to be absolutely necessary in 2018, not only for these young people but for others who traditionally, and still, have found themselves targets of violence in the school setting. Removing the express protection they have had under present policy (“strictly prohibits”) and replacing it with only the prevailing requirements under federal, state or constitutional law (which have shown themselves open to a variety of interpretations) would leave my patients and other vulnerable youth with far less protection than they presently have.

Therefore, on behalf of my patients and all other vulnerable students, I strongly encourage you to reject the revision of BOE Policy 305-10.

Respectfully submitted,

Robert Bidwell,MD

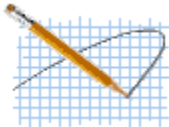
Pediatrician



boe_hawaii@notes.k12.hi.us
03/01/2018 09:36 AM

To Testimony BOE/HIDOE@HIDOE
cc
Subject Fw: (Board Policy 305-10)

----- Forwarded by BOE Hawaii on 03/01/2018 09:36 AM -----



Travis Rogers <lazerhaze@yahoo.com>
03/01/2018 09:11 AM

To "boe_hawaii@notes.k12.hi.us"
<boe_hawaii@notes.k12.hi.us>
cc
Subject (Board Policy 305-10)

Please respond to
"lazerhaze@yahoo.com"
<lazerhaze@yahoo.com>

I am writing you today to express my opposition to changes to the policies That weakens protections for LGBT students being discriminated against by teachers or the administration of schools. I was the victim of homophobic abuse and violence at the hands of school districts that allowed bigotry and violence against LGBT people to fester. You will be doing the people of Hawaii yourself and your own personal integrity a disservice by supporting changes proposed by the superintendent.

My name is Travis Rogers. I am a card carrying member of the Democratic Party of Hawaii. I am an elected district/precinct representative. I vote and I donate to political candidates and if this policy is changed I will engage in political activities designed to oust every member of the board of education and the superintendent herself.

Travis Rogers
Physical: 28-390 Ahua St.
Mailing: P.O. Box 281
Pepeekeo, HI. 96783
1(209) 404-1832

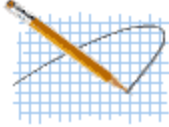
I request a response to this email from you directly. Your response or lack of response will dictate my future actions.

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**



Blair Boone <jabb053072@yahoo.com>

03/01/2018 11:14 AM

To "testimony_boe@notes.k12.hi.us"
<testimony_boe@notes.k12.hi.us>
cc
Subject Unacceptable

Dear representative:

I am writing to oppose the BOE's move to gut and replace the non-discrimination policy here in Hawaii.

This directly and negatively impacts the LGBTQ community among others and the is a critical time. Please do not move forward with replacing and gutting the non-discrimination policy. That would be unacceptable.

Sincerely, a concerned resident and voter,

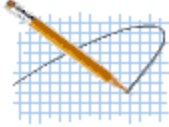
Blair Boone-Migura

832-291-5558

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**



"Eldon L. Wegner" <elwegner1@yahoo.com>
03/01/2018 11:28 AM

To testimony_boe@notes.k12.hi.us
cc
Subject Opposition to the Proposed Changes
to the Revised Policy 305-10 on
Anti-Harassment, Anti-Bullying, and
Anti-Discrimination Against Students
by Employee, Action Item A

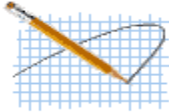
I am alarmed that I understand that the B of Ed is planning to reduce the scope of non-discrimination in our schools. I hear many reports that students are harrassed by other students and by teachers despite the current policies. We need enforcement not reduced protection for students. In particular, LGBT students need to protection of these policies, and beyond that, the schools should be committed to education which addresses the prejudices students pick up from the community and their families. What kind of community are we? Does Aloha have any important meaning beyond being a slogan.

Sincerely,
Eldon L. Wegner, Ph.D.
Professor Emeritus of Sociology, University of Hawaii at Manoa

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**



"Larry Smith" <larrysmith808@gmail.com>

03/01/2018 11:29 AM

To <testimony_boe@notes.k12.hi.us>
cc
Subject Do not change Policy 305-10

Aloha,

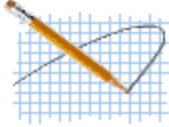
I would like to express my strong opposition to proposed changes to Policy 305-10- Anti-Harassment, Anti-Bullying and Anti-Discrimination Against Students. Given the attacks against the LGBT population by the National administration and clear disregard for the safety of children Hawaii children should not be abandoned by the Board. At the State level, there appears to be a lack of a clear policy. Now is not the time for the Board to abandon the current policy and rely on State and National politicians to provide protections for children.

Larry Smith
3178 Kaohinani Dr.
Honolulu, Hi 96817

**

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**



Nima Daivari <nima@hbl.org>
03/01/2018 12:00 PM

To testimony_boe@notes.k12.hi.us
cc
Subject Opposition to proposed changes to
BOE Policy 305-10

Aloha,

I am writing with great opposition to the proposed changes to BOE Policy 305-10. In our incredibly divisive political climate there is no rational basis to strip away any protections at this time. We do not want to see what is happening on the mainland come into our Hawaii schools. Please do not make any changes to the current policy.

Mahalo,

Nima Daivari

[Hawaii Bicycling League](#) -- #ridealoha

Director, Development

3442 Waialae Ave, Suite 1, Honolulu, HI 96816

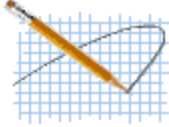
(808) 735-5756

Please review our [Business Member presentation by clicking here](#) and let us know if you or a business you know is interested in promoting a safer, greener, healthier Hawaii. Mahalo.

**

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**



Kamaka Alameda <kamakauli@gmail.com>

03/01/2018 12:11 PM

To testimony_boe@notes.k12.hi.us

cc

Subject Opposition to the Proposed Changes to the Revised Policy 305-10 on Anti-Harassment, Anti-Bullying, and Anti-Discrimination Against Students by Employee, Action Item A

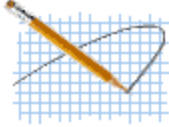
Aloha,

My name is Joshua Franklin and I highly oppose the changes to the revised policy as this is an issue that is currently in federal litigation. I am the father of two minors that suffered immense discrimination at the hands of D.O.E. administration, staff and teachers. My children were sexually assaulted, physically assaulted, prayed with and told things from staff like "I would be embarrassed to be seen in public with my parents if they were gay" the follow up was to ask one of my sons if he was ok with having gay parents? Along with asking my sons after horrific harrassment if they were indeed gay or not. The interrogations of both my children have violated their civil rights. The unprofessional response from the D.O.E. not to mention morally bankrupt employees has been deplorable. These issues are currently being litigated and will be resolved by the ending of this year. I audio recorded the Department of Education over and over and have irrefutable evidence that they discriminated against my children and my family. These changes will only cause more families harm. If you have any questions please call me 8087564966.

**

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**



Travis Rogers <lazerhaze@yahoo.com>

03/01/2018 12:13 PM

To testimony_boe@notes.k12.hi.us
cc
Subject Opposition to the Proposed Changes to the Revised Policy 305-10 on Anti-Harassment, Anti-Bullying, and Anti-Discrimination Against Students by Employee, Action Item A

Opposed to changes proposed to board policy 305-10. I am writing you today to express my opposition to any changes to policies that weaken protections for LGBT students being discriminated against by teachers or the administration of schools. I was the victim of homophobic abuse and violence at the hands of school districts that allowed bigotry and violence against LGBT people to fester. You will be doing the people of Hawaii, Yourself and your own personal integrity a disservice by supporting changes proposed by the superintendent. You will be personally responsible for the harm that is caused to LGBT students at the hands of bigoted teachers in the school district.

My name is Travis Rogers. I am a card carrying member of the Democratic Party of Hawaii. I am an elected district/precinct representative. I vote and I donate to political candidates and if this policy is changed I will engage in political activities designed to oust every member of the board of education and the superintendent herself.

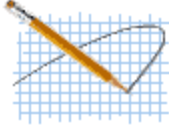
Travis Rogers
Physical: 28-390 Ahua St.
Mailing: P.O. Box 281
Pepeekeo, HI. 96783
[1\(209\) 404-1832](tel:12094041832)

I request a response to this email from you directly. Your response or lack of response will dictate my future actions.

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**



"LGBT Caucus Chair"
<chair@gltcaucushawaii.org>

03/01/2018 12:28 PM

To testimony_boe@notes.k12.hi.us
cc
Subject Complete Objection to the Proposed
Changes to Board of Education Policy
305-10 Anti-Harassment, Anti-Bullying,
and Anti-Discrimination Against
Student(s) by Employees.

Aloha BOE Members,

My name is Michael Golojuch, Jr. and I am the Chair of the LGBT Caucus of the Democratic Party of Hawai'i and I am writing to you to let you know that on behalf of the LGBT Caucus we totally do not support the proposed changes to the Board of Education Policy 305-10 Anti-Harassment, Anti-Bullying, and Anti-Discrimination Against Student(s) by Employees.

I will be at the meeting tonight to explain the LGBT Caucus's position.

Mahalo,

Michael Golojuch, Jr. (he/him)

Chair & SCC Representative

[LGBT Caucus of the Democratic Party of Hawaii](#)

[Click here to become a Member of the LGBT Caucus of the DPH](#)

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Aloha members of the Board of Education,

The Young Progressives Demanding Action – Hawai‘i, representing nearly 600 registered members, **strongly opposes** the proposed changes to Board of Education Policy 305-10 Anti-Harassment, Anti-Bullying, and Anti-Discrimination Against Student(s) by Employees.

Deferring to state and federal law when it comes to protecting students from discrimination will leave vulnerable children and young adults in the LGBTQ community open to harassment, bullying and other forms of hate and intolerance. There are currently no specific protections against discrimination for these students written in either state or federal law. These students deserve the same protections from discrimination that other students do and, as a population that—even in the year 2018—remains the target of much hate, prejudice and bias, these students need a specific policy written to protect them.

Today, the House Finance Committee reported HB2139 – HD1 from its committee and recommended the passage on third reading. The bill would create a state corollary for the federal Title IX law and expand its anti-discrimination language to specifically include members of the LGBTQ community. There is strong support for this bill among the majority of Hawai‘i's people. We are not a state that tolerates discrimination, and regardless of what certain religious groups believe, that's what this issue is about. It's not a question of perceived morality, it's a question of civil rights. And religious doctrine does not trump equal protection and the law.

Title IX radically changed the education landscape in our nation by prohibiting discrimination on the basis of sex by any education program or activity receiving federal funds. Title IX was renamed the Patsy Mink Equal Opportunity in Education Act in 2002 after the late Congresswoman's passing, in recognition of her leadership and courage in fighting for this model of social justice legislation.

Congresswoman Mink was a fierce advocate for women's rights and for equality, and will forever be remembered as a champion for working people. Who can forget her electric speech in the midst of the

statewide teacher's unions strike in 2000? My father was on the picket line with his fellow professors when she stormed down to the State Capitol rotunda to join the members of the Hawai'i State Teachers Association (HSTA) and the University of Hawai'i Professional Assembly (UHPA) protesting there. She got up to make a speech in which she thundered against the thuggish tactics the Cayetano Administration had been using to suppress the collective bargaining rights of Hawai'i's public school teachers and to "punish" them for supporting his political opponent in the 1998 election immediately prior. The more she talked about how the governor was torpedoing the labor progress she had worked her whole career to advance, the angrier she got. But she never lost her focus or her articulation of her vision of a Hawai'i in which justice prevailed. It was the kind of speech that made you feel like the ends of your hair had caught fire.

Hawai'i should be proud of Congresswoman Mink's legacy. Her signature piece of legislation has given millions of young women opportunities that they never thought possible, in the classroom, on the playing field and in research. These opportunities extended beyond education, into teaching, employment, medicine, law and dozens of other professions once considered the exclusive domain of men. Her contributions to justice and equality cannot be overstated.

But Congresswoman Mink's legacy has yet to be fully realized. The federal protections against sex discrimination in education outlined within Title IX have been diminished and eroded by a backlash of regression, often spearheaded by privileged men who invoke calls to morality and family values to push an agenda of discrimination against both the rights of women and members of the LGBTQ community.

Across the nation, and now in the White House as well, these forces continue to work against equality and justice in the hope that they can continue to keep the many in servitude to the selfish benefit of the few. In 2017, the Trump Administration reversed the federal government's previous interpretation of the prohibition against discrimination based on "sex" that included discrimination based on sexual orientation and gender identity and expression. It also issued an interim rule rescinding its guidance on the investigation of campus sex assaults. For these reasons, we see the need for a corollary to Title IX to be enshrined in our own state law as an urgent issue. We likewise insist that protections for these students remain Department policy.

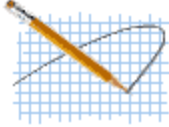
We must protect the students entrusted to our schools from sex discrimination, including sexual harassment and sexual assault. We must enact a state corollary to Title IX that prohibits discrimination on the basis of sex, including gender identity or expression, or sexual orientation, in any state educational program or activity, or in any educational program or activity that receives state financial assistance, without regard to whether the educational program or activity also receives federal funds, and the Department must continue to explicitly state that it intends to protect all of its students, but in particular those who need it most.

Congresswoman Mink had great hope for our future because she saw the willingness of young people to stand up for equality and justice—to continue to fight for the ideals that she spent her life fighting for, and to push them even further. We must never stop fighting for the rights of our fellow humans, regardless of gender, sexual identity or any other marker that makes us unique. We must never give in to those who would seek to turn those markers against us and use them to divide us and weaken us. Because we know that when we stand together in defense of our human rights, we are so much stronger than they are. Congresswoman Mink knew it too. And she spent her whole career fighting for those rights. We hope you will do the same, and leave the Department policy of protecting LGBTQ students from discrimination in place.

Mahalo,

Will Caron
Social Justice Action Committee Chair
8083874920

Late Testimony



Nathan Park <nathankp@hawaii.edu>
03/01/2018 01:10 PM

To testimony_boe@notes.k12.hi.us
cc
Subject Opposition to the Proposed Changes to the Revised Policy 305-10 on Anti-Harassment, Anti-Bullying, and Anti-Discrimination Against Students by Employee, Action Item A

As a member of the LGBT community, I remember how safe i felt at my school, thanks to policy 305-10. All teachers were supportive and I was not bullied. Relying soley on federal laws with the current administration might remove that protection. Please consider the safety of our vulnerable youth when deciding on this issue.

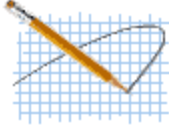
Mahalo,
Nathan

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Late Testimony



Thomas Dickey <tardend@yahoo.com>

03/01/2018 02:18 PM

To "testimony_boe@notes.k12.hi.us"
<testimony_boe@notes.k12.hi.us>
cc LGBT Caucus Chair
<chair@glbtcaucushawaii.org>,
Michael Golojuch
Subject Changes to BOE Polich 305-10

To Whom it may Concern

I strongly oppose changes to the Board of Education Policy 305-10 Anti-Harassment, Anti-Bullying; and Anti-Discrimination Against Student(s) by Employees. I believe no student should be subjected to harassment, bullying, or discrimination by any BOE employees.

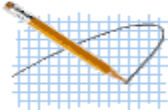
Thomas A. Dickey
2929 Ala Ilima St Apt 301
Honolulu, HI 96818-2508

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Late Testimony



Kirk Johnson <kirkstevenjohnson@gmail.com>
03/01/2018 02:26 PM

To testimony_boe@notes.k12.hi.us
cc
Subject Removing Protections for LGBTQIA

Hi,

My name is Kirk Johnson. I can't attend the meeting tonight but am aware that you are discussing a proposal to rely on Federal and State Law when it comes to the non-discrimination policy. It is my understanding that under the current administration there are no protections for LGBTQIA students. This demographic has some of the highest suicide and drug / alcohol addiction rates. In fact in the transgender community 40% of adults have stated they have attempted suicide and 92% of them reported that this was when they were under 25. To knowingly remove protections from a vulnerable community and make them more vulnerable just feels wrong. I want to voice my opinion and urge you in the strongest possible way to please not entertain this. If the news in the last week with the school shooting in Florida is any indication into the state of our world we need to be providing a more safe and tolerant environment for our children not creating a more hostile one. Please do not take away protections for these students.

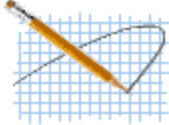
Sincerely,
Kirk

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**

Late Testimony



Mark Koppel <koppelm@me.com>
03/01/2018 03:56 PM

To testimony_boe@notes.k12.hi.us
cc
Subject Strong Opposition to the Proposed
Changes to the Revised Policy 305-10
on Anti-Harassment, Anti-Bullying, and
Anti-Discrimination Against Students
by Employee, Action Item A

My name is Mark Koppel of Ninole.

I write in Strong Opposition to a bill that, unbelievably, aims at eliminating anti-harassment, bullying and discrimination policies regarding students.

It is astounding to me that this bill was even allowed.

This is certainly not the spirit of Aloha.

Please do even think of passing it.

Mahalo

Mark A. Koppel
Ninole

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