



*Teaching Today for Hawaii's Tomorrow*

August 18, 2021

Via Email  
Keith Hayashi  
Interim Superintendent  
State of Hawaii  
Department of Education  
keith.hayashi@k12.hi.us

Catherine Payne  
Chairperson  
Board of Education  
catherine.payne@boe.hawaii.gov

Dear Mr. Hayashi and Chair Payne:

**Re: Notice to Commence Bargaining, Related to Changes in Working Conditions School Year 2021-2022**

Since the opening of in-person learning for school year 2021-22, the Hawaii Department of Education (HIDOE) has reported hundreds of positive COVID-19 cases on campuses throughout the state. Correspondingly, Hawaii Department of Health (DOH) officials reported a rapid and large increase in COVID-19 cases in the last week, attributing the cause to the spread of the Delta variant of COVID-19. Further, on Friday, August 13 DOH Director Dr. Libby Char, stated that the state was "on fire" and the DOH cannot keep up with the task of contact tracing. Furthermore, the number of positive cases among children has increased dramatically, from an average of 22 new cases a month ago to 155 the week of August 1.

The number of positive cases on school campuses has required hundreds of students and staff to quarantine for the required ten days. These quarantines have resulted in many schools directing their teachers to engage in telework (providing instruction from a remote location) while quarantining and blended learning instructional delivery, both of which are changes in the working conditions of Bargaining Unit 05 employees.

Therefore, pursuant to HRS §89-9 Scope of negotiations; consultation, the Hawaii State Teachers Association (HSTA) demands negotiations in regards to school year 2021-2022 and the related changes in teachers' terms and conditions of employment for bargaining unit 05. Please contact me to discuss scheduling a meeting, I can be contacted at 808-833-2711 or by email at aeshelman@hsta.org.

Sincerely,

Andrea Eshelman  
Deputy Executive Director

C: Sean Bacon, Interim Assistant Superintendent, Office of Talent Management  
Jarnett Lono, Personnel Director, Employee Relations Branch, Office of Talent Management  
Wilbert Holck, Executive Director, HSTA

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