

MEMORANDUM

To: Anthony Ramos, KSS Principal
Kahele Kukea, KES Principal

From: *G. Obrecht* *Ch. Hoe* *K. Eyre* *K. Abad*
Gary Obrecht, Chalfene Hoe, Kāwika Eyre, and Kēhau Abad

Subject: Principal conferences

Date: September 18, 1997

At your request, on Tuesday, September 2, we met with the two of you, President Chun, and Vice-President Freitas. During this meeting we discussed the sensitive nature of our current situation and the importance of exercising restraint in word and action, allowing appropriate time for processing, and taking time out from the potentially confrontational aspects of our situation. It was understood that the faculty would be left to continue shaping the important work it has undertaken. We all agreed upon the importance of these mutually respectful approaches.

To our dismay, the Friday of the same week, September 5, Gary Obrecht, Kāwika Eyre, and Kēhau Abad were called into their principal's office for individual reprimands relating to our activities as interim representatives of Nā Kumu o Kamehameha, a record of which, we were informed, will be kept only in administrative files. We understand these meetings were arranged at the direction of Trustee Wong. While the tone of these meetings was not inflammatory, the purpose was threatening and the content inaccurately characterized our actions.

We have been informed that these meetings are probably in violation of federal protections guaranteed employees through the National Labor Relations Act. At present, we do not intend to file a grievance, hoping that in the future more amicable forms will characterize the way administrators communicate with us.

As you know, from the day we were first asked to serve Nā Kumu o Kamehameha (May 14, 1997), the four of us have represented the entire group in our public statements. We have at no time made public statements as individuals. Our statements were made for and with the approval of Nā Kumu o Kamehameha. All of the issues we addressed on behalf of the faculty had previously been discussed openly in the public debate.

All of our efforts, both public and private, have been directed toward bringing about a better learning community for our students, the rightful beneficiaries of the will of our founder, *Ke Ali'i Pauahi*.

To continue our steps toward improving communication within our institution, we all need to honor the understandings we agreed to at our September 2 meeting. To facilitate future communications related to Nā Kumu o Kamehameha, we request that you acknowledge in

writing that the four of us act as interim representatives of this larger group and that meetings include the two of you, all four of us, and any other appropriate participants.

We are disappointed that we have not yet received a written response to our letter dated August 19, 1997, which asked for clarification of the nature of your proposed meetings with us related to our activities as Nā Kumu o Kamehameha interim representatives.

We ask that a copy of this memo be placed in our personnel files and added to the record of our September 5, 1997, meeting placed in administrative files. We look forward to a written response from you.

cc: Michael Chun
Rockne Freitas
Patrick Yim