

Nā Kumu o Kamehameha Communications with/about Trustees
Early May 1997 to Present

Nā Kumu o Kamehameha, a faculty organization with 210 members, has made repeated attempts since early last May to establish meaningful dialog with the Bishop Estate Trustees. It has been our belief from the beginning of the current crisis that much can be accomplished by simply sitting down and talking. Trustees have either ignored our initiatives or responded in ways that have caused a greater separation. The following is a dated overview of faculty initiatives and trustee responses:

In Early May, several direct, informal initiatives are made by individual faculty members requesting a small group meeting with all trustees to discuss faculty concerns. Trustee Stender tries to facilitate such a meeting but receives no response from the other four trustees.

On May 15, the faculty group sends two statements of concern to the five trustees. These statements include suggestions to resolve current problems and a request for a meeting to initiate that process. No trustee response.

On May 20, representatives of Nā Kumu of Kamehameha send a second request to the trustees for a meeting to be scheduled before the close of the school year. No trustee response.

On May 21 and May 22, Nā Kumu o Kamehameha, the newly created faculty organization, arranges that a third request for a meeting with the trustees be sent to them via upper-level school administrators. No trustee response.

On June 5, Nā Kumu o Kamehameha speaks publicly for first time to bring attention to their concerns. Trustee Jervis meets privately with the four Nā Kumu representatives, not in his capacity as a representative for the trustees. No formal trustee response.

On June 13, Nā Kumu representatives publish letter to the editor in Honolulu Advertiser questioning treatment of student Kamani Kualā'au by trustee Lindsey.

From June 9 to Aug.17, several memos are sent and calls made by Nā Kumu representatives to secure confirmation in writing from a majority of trustees that no retaliation or retribution of any kind would result from faculty involvement in the Pat Yim investigation. No trustee response.

On July 16, Nā Kumu reps submit article to Office of Hawaiian Affairs publication "Ka Wai Ola" to present 10 key principals of good schooling that

faculty see as crucial to laying the groundwork for improvements at Kamehameha. No trustee response.

On July 22, faculty informed via Mike Chun that trustees will not allow Nā Kumu use of campus facilities to hold scheduled meeting with court-appointed fact-finder Pat Yim. Instead, meeting is held at Dole Intermediate School.

On Aug. 6, Nā Kumu requests *written* clarification from trustees to ambiguous communications to faculty via Mike Chun concerning use of campus facilities.

On Aug. 8, letter received from Nathan Aipa informing Nā Kumu that campus facilities may be used for faculty meetings until the point that Nā Kumu becomes a labor organization.

On Aug. 19, Nā Kumu reps request clarification regarding telephoned summons to individual meetings with respective school principals. No response.

On Aug. 19, an all-staff prayer and reconciliation ceremony to be held at Mauna 'Ala site of Pauahi's crypt is canceled without explanation by trustees. Faculty had guaranteed to uphold highest standards of dignity and respect.

On Aug. 28, a "Laundry List" of concerns from August 17 all-faculty meeting of Secondary School (grades 7-12) sent to trustees. No trustee response.

On Sept. 5, the four faculty reps are called to principals' offices for individual reprimands. Specific reference made to the letter of June 13 regarding treatment of student Kamani Kualā'au. No documentation given to teachers. Written record of these reprimands placed in administrative file.

On Sept. 18, Nā Kumu requests written acknowledgement that the four reps acted not as individuals but on behalf of their faculty organization.

On Nov. 9, Mike Chun informs the four Nā Kumu reps in person that the trustees have taken on two consultants, Buddy McGuire and Bob Katz, to help KSBE "to assist in the development and implementation of a healing process and to find solutions to concerns of the Kamehameha staff." Buddy McGuire is widely known as a union buster, while Bob Katz is a lawyer specializing in labor relations from the employer viewpoint.

On Nov. 17, Nā Kumu reps call for removal of Buddy McGuire and Bob Katz as having no constructive role to play in the current efforts of school level administrators and faculty to cooperatively create solutions to shared concerns. No trustee response.