

**SUPPLEMENTAL AGREEMENT  
BETWEEN THE  
HAWAII STATE TEACHERS ASSOCIATION  
AND THE  
DEPARTMENT OF EDUCATION AND BOARD OF EDUCATION  
(2009-2011 UNIT 5 FURLOUGHS)**

Pursuant to Section §89-10(a), Hawaii Revised Statutes, this Supplemental Agreement is entered on this 12 day of October 2009, by and between the Hawaii State Teachers Association, hereinafter Union, and the State of Hawaii, Board of Education, hereinafter Employer.

WHEREAS, in consideration with the State's economic condition for the fiscal biennium of 2009-2011, as well as, the budgetary restrictions imposed on the Employer by the Governor of the State of Hawaii, as well as, the reduction in funding by the State Legislature, the Union has agreed to enter into temporary labor cost saving measures;

WHEREAS, in recognition of the Union's voluntary actions, the Employer has agreed to maintaining and to guarantee specific terms and conditions of employment;

NOW THEREFORE, the parties agree to the following:

1. All terms and conditions of the unit 5 collective bargaining agreement in effect for the duration of July 1, 2009 through June 30, 2011 shall be maintained and shall continue in effect, except as otherwise provided herein.
2. All supplemental agreements, memorandum of agreements, memorandum of understandings, and settlements entered heretofore by and between the Union and the Employer shall be maintained and shall continue in effect for the period from July 1, 2009 to June 30, 2011.
3. From July 1, 2009 to June 30, 2011 all licensed, tenured employees in bargaining unit 5, including 10 and 12 month positions shall not be subject to layoffs, contracting out (or privatization), and the Employer may instead implement furloughs subject to the following terms and conditions:
  - a. "Furlough" means the placement of an employee temporarily and involuntarily in a non-pay and non-duty status by the Employer because of lack of work or funds, or other non-disciplinary reasons.

- b. The Employer agrees that any furlough of an employee shall not cause or deem to cause:
  - (1) A break in the employee's employment;
  - (2) A decrease in the Employer's contribution to the Hawaii Employer-Union health benefit trust or voluntary employee beneficiary association trust;
  - (3) A change in the amount of vacation or sick leave earned by the employee;
  - (4) A decrease in the employee's time in service for purposes of employee pension, retirement, and deferred compensation plans; and
  - (5) Any change in any right, privilege, or benefit that the employee is entitled to or would have been entitled to by law but for the furlough.
  
- c. All 10 month employees shall be placed on furloughs for a total of 34 days over the 2009-2011 fiscal biennium. A total of 17 days shall be taken during the 2009-2010 fiscal year, effective October 1, 2009 through June 30, 2010, and 17 days during the 2010 to 2011 fiscal year effective July 1, 2010 - June 30, 2011. The furlough days for fiscal year 2009-2010 and 2010-2011 shall be taken per the attached negotiated furlough calendars.
  
- d. All 12 month employees shall be placed on furloughs for a total of 42 days over the 2009-2011 fiscal biennium. A total of 21 days shall be taken during the 2009-2010 fiscal year, effective October 1, 2009 through June 30, 2010, and 21 days during the 2010 to 2011 fiscal year effective July 1, 2010 - June 30, 2011. The furlough days for fiscal year 2009-2010 and 2010-2011 shall be taken per the attached negotiated furlough calendars.
  
- e. Employee's pay will be automatically adjusted each pay period to account for directed furlough day(s).
  
- f. All furlough days taken by Unit 5 employees shall be accounted for by June 15, 2011, and a copy of a report of the furlough days taken shall be provided to the Union on July 30, 2011.
  
- g. Full-time employee's pay will be automatically adjusted by one work day for each furlough day. Half-

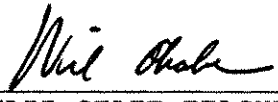
time employee's pay will be automatically adjusted in accordance with the appropriate percentage of full-time equivalency.

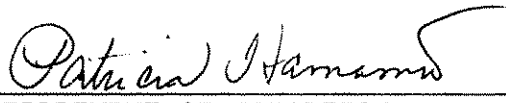
h. Employees shall not be permitted to substitute vacation, sick, compensatory time-off, or any paid leave for the furlough day(s).


4. This Supplemental Agreement shall expire on June 30, 2011, in which time, the current Unit 5 collective bargaining agreement in effect for the duration of July 1, 2009 to June 30, 2011, shall be the controlling agreement.

IN WITNESS WHEREOF, the parties hereto, by their authorized representatives, have executed this Supplemental Agreement this 22 day of October, 2009.

  
\_\_\_\_\_  
BOARD OF EDUCATION  
Its Chairperson

  
\_\_\_\_\_  
HAWAII STATE TEACHERS  
ASSOCIATION  
Its President

  
\_\_\_\_\_  
DEPARTMENT OF EDUCATION  
Its Superintendent

  
\_\_\_\_\_  
Its Executive Director &  
Chief Negotiator

State of Hawaii – Department of Education

**2009-2010 OFFICIAL SCHOOL CALENDAR**

Teachers' Work Year — First Semester: July 28, 2009, to January 4\*, 2010; Second Semester: January 5, 2010, to May 27, 2010  
 Students' Work Year — First Semester: July 30, 2009, to December 18, 2009; Second Semester: January 5, 2010, to May 26, 2010

This calendar applies to 10-month teachers and students at all regular DOE schools except those on multi-track schedules.

Week	Student Days	Teacher Days		S	M	T	W	Th	F	S	
<b>2009-July</b>											
*Calendar for 10-month teacher* Furlough days are boxed.				5	6	7	8	9	10	11	12
				12	13	14	15	16	17	18	19
				19	20	21	22	23	24	25	26
1	2	4	<i>August</i>	26	27	28	29	30	31	1	1st SEMESTER – 84 Student Days
2	7	9		2	3	4	5	6	7	8	July 28 – First day for teachers
3	12	14		9	10	11	12	13	14	15	July 30 – First day for students
4	16	18		16	17	18	19	20	21	22	August 21 – Statehood Day
5	21	23		23	24	25	26	27	28	29	
6	26	28	<i>September</i>	30	31	1	2	3	4	5	
7	30	32		6	7	8	9	10	11	12	September 7 – Labor Day
8	35	37		13	14	15	16	17	18	19	
9	40	42		20	21	22	23	24	25	26	
10	45	47	<i>October</i>	27	28	29	30	1	2	3	1st Quarter (45 days) Ends – Oct. 2
11	-	-		4	5	6	7	8	9	10	Oct. 5-9 – Fall Break ***
12	49	52		11	12	13	14	15	16	17	Oct. 12-16 – One student day off for Teacher Institute Day (dates set by HSTA and subject to change)
13	53	56		18	19	20	21	22	23	24	
14	57	60	<i>November</i>	25	26	27	28	29	30	31	
15	61	64		1	2	3	4	5	6	7	November 11 – Veterans' Day
16	65	68		8	9	10	11	12	13	14	
17	69	72		15	16	17	18	19	20	21	November 26 – Thanksgiving Day
18	72	75	<i>December</i>	22	23	24	25	26	27	28	November 27 – School Holiday
19	76	79		29	30	1	2	3	4	5	2nd Quarter (39 days) and
20	80	83		6	7	8	9	10	11	12	1st Semester Ends – Dec. 17
21	84	87		13	14	15	16	17	18	19	
22	-	-	<i>2010-January</i>	20	21	22	23	24	25	26	Dec. 21-Jan.1 – Winter Break ***
23	-	-		27	28	29	30	31	1	2	Dec. 25 – Christmas Day/Jan. 1 – New Year's Day
24	88	92		3	4	5	6	7	8	9	Jan. 4 – Teacher work day (no students)
25	92	96		10	11	12	13	14	15	16	2nd SEMESTER – 83 Student Days
26	96	100		17	18	19	20	21	22	23	January 18 – Martin Luther King Day
27	100	104		24	25	26	27	28	29	30	
28	104	108	<i>February</i>	31	1	2	3	4	5	6	
29	108	112		7	8	9	10	11	12	13	
30	112	116		14	15	16	17	18	19	20	February 15 – Presidents' Day
31	117	121		21	22	23	24	25	26	27	
32	121	125	<i>March</i>	28	1	2	3	4	5	6	
33	125	129		7	8	9	10	11	12	13	3rd Quarter (41 days) Ends – Mar. 11
34	-	-		14	15	16	17	18	19	20	March 15-19 – Spring Break ***
35	129	133		21	22	23	24	25	26	27	March 26 – Kuhio Day
36	133	137	<i>April</i>	28	29	30	31	1	2	3	April 2 – Good Friday
37	138	142		4	5	6	7	8	9	10	
38	143	147		11	12	13	14	15	16	17	
39	147	151		18	19	20	21	22	23	24	
40	151	155	<i>May</i>	25	26	27	28	29	30	1	
41	155	159		2	3	4	5	6	7	8	May 26 – Last day for students **
42	159	163		9	10	11	12	13	14	15	May 27 – Last day for teachers
43	164	168		16	17	18	19	20	21	22	4th Quarter (42 days) and
44	167	172		23	24	25	26	27	28	29	2nd Semester Ends – May 27
	171	175	<i>June</i>	30	31	1	2	3	4	5	May 31 – Memorial Day
	173 <sup>^</sup>	173 <sup>^^</sup>		6	7	8	9	10	11	12	June 11 – Kamehameha Day
Approved – 08.21.08/Amended - 09.22.09				13	14	15	16	17	18	19	
				20	21	22	23	24	25	26	– Light shaded dates are teacher work days without students

**FOR PUBLIC RELEASE**

<sup>^</sup> Four instructional days shall be converted to non-student days for the purposes of school planning and collaboration.  
<sup>^^</sup> The employer may assign an additional day (six-hour equivalent in half-hour blocks) for training and meetings beyond the teacher's regular work day.

**OFFICIAL STATE HOLIDAYS, 2009-2010 SCHOOL YEAR**

Independence Day (observed) .....	July 3, 2009	New Year's Day .....	January 1, 2010
Statehood Day .....	August 21, 2009	Dr. Martin Luther King, Jr., Day .....	January 18, 2010
Labor Day .....	September 7, 2009	Presidents' Day .....	February 15, 2010
Veterans' Day .....	November 11, 2009	Prince Jonah Kuhio Kalaniana'ole Day .....	March 26, 2010
Thanksgiving Day .....	November 26, 2009	Good Friday .....	April 2, 2010
Christmas Day .....	December 25, 2009	Memorial Day .....	May 31, 2010
		King Kamehameha I Day .....	June 11, 2010

\* Jan. 4: Teacher work day between student semesters  
 \*\*\* For all teachers – Intersessions: Oct. 5-9; Recesses: Dec. 21 - Jan. 1 and Mar. 15-19  
 \*\* Commencement Exercises: No sooner than May 21, 2010

State of Hawaii – Department of Education

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			*Calendar for 12-month teacher*	5	6	7	8	9	10	11	
			Furlough days are boxed.	12	13	14	15	16	17	18	
				19	20	21	22	23	24	25	
1			August	26	27	28	29	30	31	1	1st SEMESTER – 84 Student Days
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5				23	24	25	26	27	28	29	
6			September	30	31	1	2	3	4	5	
7				6	7	8	9	10	11	12	September 7 – Labor Day
8				13	14	15	16	17	18	19	
9				20	21	22	23	24	25	26	
10			October	27	28	29	30	1	2	3	1st Quarter (45 days) Ends – Oct. 2
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14			November	25	26	27	28	29	30	31	HSTA and subject to change)
15				1	2	3	4	5	6	7	
16				8	9	10	11	12	13	14	November 11 – Veterans' Day
17				15	16	17	18	19	20	21	
18			December	22	23	24	25	26	27	28	November 26 – Thanksgiving Day
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28				31	1	2	3	4	5	6	
29				7	8	9	10	11	12	13	
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32				28	1	2	3	4	5	6	
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36				28	29	30	31	1	2	3	April 2 – Good Friday
37				4	5	6	7	8	9	10	
38				11	12	13	14	15	16	17	
39			May	18	19	20	21	22	23	24	
40				25	26	27	28	29	30	1	
41				2	3	4	5	6	7	8	May 26 – Last day for students **
42				9	10	11	12	13	14	15	May 27 – Last day for teachers
43				16	17	18	19	20	21	22	4th Quarter (42 days) and
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