

DAVID IGE  
GOVERNOR

DAVID GIBSON  
HO'OKAKO'O CORPORATION  
EXECUTIVE DIRECTOR



PJ FOEHR  
CHARTER SCHOOLS  
INTERIM EXECUTIVE DIRECTOR

PAUL KEPKA  
PRINCIPAL

STATE OF HAWAII  
Kamaile Academy PCS  
85-180 Ala Akau Street  
Waianae, Hawaii 96792

September 19, 2023

To: Kamaile Academy Substitute Teachers

From: Paul Kepka, Principal

A handwritten signature in black ink, appearing to read "Paul Kepka".

Re: Substitute Teacher Incentive Program \$20 //Day Stipends for Substitute Teachers

Substitute teachers are currently in high demand at Kamaile Academy, and our school recognizes the significance of ensuring high-quality learning experiences for our students when regular faculty members are unavailable.

To express our gratitude and attract more substitute teachers to join the Kamaile team, we are excited to introduce the "Substitute Teacher Incentive Program." This initiative will offer an additional stipend of twenty dollars (\$20) per day to all eligible substitute teachers.

This program will officially begin on September 25, 2023, and will run throughout the remainder of the 2023-2024 school year. Substitute teachers will earn an extra \$20 for a full workday (defined as over 3.5 hours) and \$10 for a half-day (less than 3.5 hours). The stipend will be included in their regular paychecks, disbursed on the 5th and 20th of each month.

It is important to note that this program is for substitute teachers and does not extend to Educational Assistants. Educational Assistants who serve as substitute teachers are compensated differently.