



November 18, 2022

Dear High Tech High Families:

High Tech High believes that we have proposed a contract with the High Tech Education Collective (HTEC) that provides significant salary boosts at all levels, workplace benefits, clear guidelines for fair teacher evaluations, and job security. As part of this bargaining process, we have consistently maintained that we want to provide everything we can to our amazing teachers, and at the same time, keep our students and families at the forefront of all of our decisions.

In our last bargaining session on November 1st, HTEC Leadership provided their “last, best, and final offer.” Unfortunately, their offer did not bring us to an agreement. At this point in the process, we believe that a professionally trained mediator will be able to help us get to an agreement sooner rather than later. While HTH and HTEC came to an agreement on what are typically the most challenging items, such as salary and benefits, we have not been able to agree on two (2) key remaining items. They are:

- **Employee Dismissal:** We believe the responsibility to dismiss a teacher (or any HTH employee) due to misconduct or poor performance should rest with the school’s leadership team and, in special circumstances, the Chief Executive Officer of our schools while observing all due process and labor laws that currently exist.
- **Two- versus three-year Introductory Period:** We believe that a three-year Introductory Period allows teachers to develop their ability to design learning through projects with our direct support. At the successful conclusion of the Introductory Period, teachers will become “Established Unit Members,” with ongoing support from HTH and the expectation of continued employment (meaning no more annual contracts).

Because these two items remain unresolved, the High Tech High Board of Trustees has authorized HTH to declare an *impasse*, which enables us to bring in the support of a mediator. This is a common part of the negotiation process. If the mediator cannot help the parties reach an agreement, then *Fact Finding* would be the next step to follow. This, too, is a common part of the negotiation process. In the end, we believe this

process will ultimately make us stronger, more cohesive, and more responsive to the needs of our community.

We will keep you updated as to these next steps in our negotiations. Until then, we hope you find some joy, rest, and rejuvenation with your family and friends this season.

Sincerely,

Kaleb

Interim Chief Executive Officer Dr. Kaleb Rashad