



Dear HTH Families and Community,

We are excited to announce that we have reached a tentative contract agreement with our union partners on our first collective bargaining agreement (CBA or “contract”). The tentative contract goes to ratification by the respective parties in order to take effect.

Fair, Transparent, and Just

In a year’s time, we (HTH and HTEC) have been able to develop a fair, transparent, and just agreement that includes a *competitive salary and benefits package, the expectation of continued employment, small class sizes across all of our schools, and collaborative teacher evaluation and discipline processes*. Additionally, teachers will be provided with a *one-time retention incentive payment* as a reflection of our deepest appreciation and gratitude for their good work during one of the most difficult periods in education in more than a century.

Among the highlights of the new contract are:

1. A **competitive salary package** with a higher initial and final salary than the salary range proposed by HTEC, including a one-time retention bonus of \$3,900 for experienced teachers (\$1,850 for newer teachers). In addition to the overall salary, we offer very competitive healthcare and retirement benefits for our teachers.
2. After an initial “Introductory Period” of 3 years, teachers will become “Established Members” with the **expectation of continued employment**, as we have agreed to move away from “traditional at-will” employment and annual contracts.
3. We have committed to maintaining **small class sizes across** all of our schools.
4. We have agreed to co-design a **clear and transparent teacher evaluation process** in partnership with the HTEC Leadership.
5. Teachers will be **guaranteed substitute coverage and duty-free lunches**, except in limited situations.
6. **Removal of sick leave limits** (which was previously capped at 80 hours total) which means unused sick leave can be applied to retirement with the state teacher retirement system (STRS), supporting longer-term employment with HTH.
7. Teachers may elect to use up to **three (3) Personal Days** of their sick leave in any school year for purposes of personal business.

This is big news and the first step in the right direction that we (HTH and HTEC) believe will provide a framework for sustainability and stability for our community, families, and students for years to come.

Next Steps: Ratification

The tentative contract agreement now goes to the HTH Board of Trustees, and HTEC membership, respectively, for ratification. Once approved, it will be in effect through June 30, 2025.

One More Thing

We all know that conflict occurs naturally in relationships—within ourselves, between parent and child, between spouses, between nations, among religions, and so on. Conflict, within a community, is a resource that serves as a primary motivator to create something new. Conflict is natural: it is neither good nor bad; conflict is not a contest, but rather it represents mutual interdependence. How we show up for it matters.

With a strong agreement in place (pending ratification), HTH and HTEC believe that we have a common responsibility to restore the relationships across our community. Healthy and high-performing groups are able to manage conflict constructively while attending to goals, processes, and relationships with a respect-worthy conversation that advances our common interests and shared purposes.

We privately and publicly pledge to support the restoration of relationships across our community, to reflect on the events of the past two years together, and to forge a more collegial and collaborative way forward, as our community expects. Yes, we are still learning.

For now, thank you for your patience, guidance, and support. More soon.

Sincerely,

Interim Chief Executive Officer Dr. Kaleb Rashad

Board Chair Gary E. Jacobs