The DEA Bargaining Team met with the District Bargaining team for the first time on Friday, October 1.

Yesterday, on Thursday, October 28 at 3:00PM, the DEA Bargaining Team met with the District Team for our second round of negotiations.

Several issues were discussed that have important implications for our members.

A key issue of discussion during both negotiation sessions has been the current shortage of substitute teachers and the unilateral changes the District has implemented to teacher absences. DEA has requested information from the District to further understand the scope of the shortage and be better able to propose effective measures to address the issue. The District has not yet provided that data.

We are also trying to resolve issues related to bell schedule and summer school that originated last year, but so far have been unable to get the district to agree to sign side-letters on these issues.

DEA made the following proposals:

**Article XV Fringe Benefits.**
DEA proposed an extension of current health, dental, and vision plans through December 31, 2022.

**Article V Association Rights**
DEA proposed changes which include:

- Clarifying timelines to ensure timely responses from the District to DEA communication requests
- Clarifying timelines for the Association to submit agenda items for HBUHSD Board of Trustee meetings
- Proposing that the DEA Building Chair for each site be invited to actively participate in any deliberative body, such as the Department Coordinator group
- Proposing that the DEA Building Chair for each site, upon request, be allotted a minimum of 10 minutes per staff meeting for Association announcements

**Article IV Negotiation Procedures**
DEA proposed changes which include:

- Clarifying timelines to ensure DEA members have access to the most updated contract after completion of the negotiations process
- Proposing a fifteen (15) day maximum response time to DEA information requests during contract negotiations
- Establish contract language to return to the past practice of holding contract negotiations during the work day unless another time is mutually agreed upon

**Article XXV Term of Agreement**
DEA proposed a one-year term of agreement through June 30, 2022.

Additional proposals, including salary increases, will be made in future negotiations sessions as more information becomes available.
The bargaining teams will meet again on Tuesday, December 7, 2021.

NOTE: Currently, the District Bargaining Team has solely made themselves available for contract negotiations AFTER the work day from 3PM to 5PM. For decades, negotiation sessions have typically been scheduled from 9am to 3pm. Two hour sessions will prolong the contract negotiation process. The District’s rationale for this change is the shortage of substitute teachers.

**IMPORTANT:** We need YOU to stay informed, ask questions, speak with your School Site Reps and/or Building Chairs, and maintain communication with your DEA Bargaining Team via personal e-mail, NOT district e-mail.

Don Hume, Bargaining Chair
Blaine Cluff
Leah Guillen
Jeff Larson
April Lloyd
Shawn Werner

Mónica Mora, Teacher’s Advocate

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