



California
School
Employees
Association

2345 Stanwell Circle
Concord, CA 94520

(925) 676-5755
(800) 464-7717

www.csea.com

Adam Weinberger
Association President

Keith Pace
Executive Director

Member of the AFL-CIO

The nation's largest
independent classified
employee association



January 29, 2026

Via Electronic Only

hannah.eisloeffel@gmail.com

Hannah Eisloeffel
Chapter President 566
101 Clough Road
Loleta, CA 95551

RE: Initial Proposal for Successor Agreement 2026-2029

Dear President Eisloeffel:

I have received the initial proposal for the Successor Agreement between the Humboldt County Office of Education and California School Employees Association and its Humboldt County Schools Ch. 566 that will be in effect from July 1, 2026 through June 30, 2029.

It has been reviewed in accordance with Policy 610. I have found no apparent violations of law, CSEA's Constitution and Bylaws or Policy. **This initial proposal will need to be approved by the membership prior to starting negotiations.**

Please remember, once a tentative agreement has been reached, a signed copy of the tentative agreement must be forwarded to the field office immediately for a Policy 610 review **before** the tentative agreement may be ratified.

Please feel free to contact my office if you have any questions or concerns.

Sincerely,

CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION

Gabriela Echevarria
Field Director

GE/eo

Cc: Tina Traylor, Regional Representative 14; Holley Luia, Labor Relations Representative; Nathan Jennings, Sr. Labor Relations Representative; file



CSEA AND ITS HCOE CHAPTER #566
Initial Successor Bargaining Proposal
To
Humboldt County Office of Education

The California School Employees Association and its HCOE Chapter #566 would like to open the following articles for successor contract negotiations 2026-2029 as follows:

1. Article V: Layoff/Reemployment:

CSEA proposes to make 15-day notice to CSEA of pending layoffs permanent within the language.

2. Article VI: Wages

CSEA proposes fair and equitable compensation increases.

3. Article VII: Transfer and Promotions

CSEA proposes terms related to reassignments of classified employees, both permanent and temporary.

4. Article VIII: Professional Growth

CSEA proposes language clarification related to degree stipends and how they are applied to newly hired employees in relation to minimum qualifications for a position.

5. Article IX: Workweek and Hours

CSEA proposes a change in the way compensatory time off and/or overtime are applied.

6. Article XI: Holidays

CSEA proposes an addition to the observed holidays in the contract.

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7. Article XII: Vacation

CSEA proposes terms related to when an employee may access annual vacation leave.

8. Article XIII: Health and Welfare

- a. CSEA proposes fair and equitable health and welfare contributions by the employer.
- b. CSEA proposes fair and equitable contributions toward retiree benefits.

9. Article XIV: Evaluations

CSEA proposes new evaluation tools designed to help an employee be successful in their career at HCOE.

10. Article XV: Leaves

CSEA proposes that sick leave language be brought in line with the 50% differential pay provisions previously negotiated.

11. Article XVIII: Retirement Options

CSEA proposes terms for retirement that are fair and equitable with others within the HCOE organization.

12. Article XXI: Term

CSEA proposes a 3-year term from July 1, 2026 through June 30, 2029.

13. CSEA proposes a new article related to the organization's use of Artificial Intelligence (AI) platforms and programs that may affect the classified bargaining unit.

14. CSEA proposes that the negotiations team work on job description revisions and development related to the following two categories:

- a. Paraprofessionals
- b. LVNs

Respectfully submitted by



Hannah Eisloeffel, Chapter President