



California  
School  
Employees  
Association

2345 Stanwell Circle  
Concord, CA 94520

(925) 676-5755

(800) 464-7717

FAX (925) 676-8351

[www.csea.com](http://www.csea.com)

Matthew "Shane" Dishman  
Association President

Keith Pace  
Executive Director

Member of the AFL-CIO

The nation's largest  
independent classified  
employee association



November 18, 2022

**Via Electronic Only**

rcortez362@gmail.com

Rachael Cortez  
Chapter President 566  
2342 Maple Lane  
Eureka, CA 95501

RE: Initial Proposal for Successor Agreement 2023-2026

Dear President Cortez:

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, 2023 through June 30, 2026.

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.

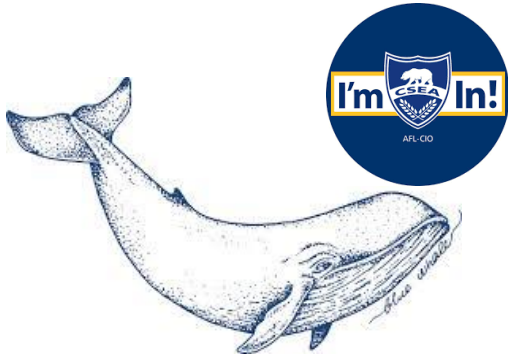
Sincerely,

CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION

Stacy Trujillo  
Field Director

ST/eo

Cc: Regional Representative 14; Colette Hetland, Area B Director; 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 as follows:

1. CSEA proposes to update term of the contract from July 1, 2023 to June 30, 2026.
2. **Article I – Recognition** CSEA proposes that the list of bargaining unit positions be updated.
3. **Article V Layoff and Reemployment:** CSEA proposed to bring this language in to legal compliance.
4. **Article VI Wages:**
  - a. We would like to update the contract language to match ranges of the new salary schedule implemented.
  - b. CSEA proposes fair and equitable compensation increases
5. **Article VIII Professional Growth:** CSEA proposes fair and equitable increases to professional growth and the addition of degree stipends.
6. **Article IX Workweek and Hours:** CSEA proposed call-back minimum time be increased.
7. **Article XI Holidays:** CSEA proposes the addition of Juneteenth to the list of Paid Holidays
8. **Article XIII Health and Welfare:**
  - a. CSEA proposes the creation of tiered caps providing fair and equitable District contribution toward employee health and welfare benefits.

- b. CSEA proposes an employer paid portion of retiree benefits
- 
- 9. **Article XV Leaves:** CSEA proposes updating this article with current statutory leaves and provisions.
  - 10. **Article XVIII Completion of Meet & Negotiate:** CSEA proposed to remove the bargaining waiver.