

February 20, 2026

**To:** CSEA and its HCOE Chapter #566  
**From:** Michael Davies-Hughes, Humboldt County Superintendent of Schools  
**Re:** Draft Initial Proposal for Successor Agreement with CSEA for 2026-2027

The Humboldt County Superintendent of Schools intends to open the following articles of the classified collective bargaining agreement for 2026-27 negotiations:

**Article I – Recognition**

The Superintendent proposes changes to the list of job titles included in the table.

**Article II – Employer Rights**

The Superintendent proposes changes to the language in this article.

**Article III – Organizational Rights**

The Superintendent proposes changes to language in items 6, 7, and 8.

**Article IV – Grievances**

The Superintendent proposes changes to language Section 1: Definitions.

**Article V – Layoff and Reemployment**

The Superintendent proposes replacing all references to the Personnel Office with Human Resources Office, as well as changes to language in “Notice to Employees” and “Reemployment Notice.”

**Article VI – Salary, Wages and Longevity**

The Superintendent proposes moving the tables representing the salary schedule and the position and range as well as updating/correcting the positions and ranges noted, and changes to language in Section 1: Placement /Advancement and Section 3: Work Out-of-Class.

**Article VII – Transfers and Promotions**

The Superintendent proposes changes to language in “Steps for Filling Vacant Positions,” “Posting” and “Involuntary Reassignment.”

**Article VIII – Classification and Reclassification**

The Superintendent proposes changes to language in “Standards for Receiving Credit,” and “Salary for Professional Growth Based on Units” (Degree Stipend and Grandfather Provision).

**Article IX – Professional Growth**

The Superintendent proposes changes to language in “Steps for Filling Vacant Positions,” “Posting” and “Involuntary Transfers.”

**Article X – Workweek and Hours**

The Superintendent proposes changes to language in “Definition of Full Time Status” and “Duty-Free Lunch Break.”

**Article XI – Holidays**

The Superintendent proposes changes to language in “Floating Holiday Scheduling.”

**Article XII – Vacation**

The Superintendent proposes changes to language in “Scheduling of Vacations” and “Accumulation of Vacation and Payment for Accrued Time.”

**Article XIII – Health and Welfare Benefits**

The Superintendent proposes changes to language in “Employer Contribution Rates.”

**Article XVI – Leaves**

The Superintendent proposes changes to language in “Bereavement Leave,” “Pregnancy Disability Leave,” “Paid Parental Bonding Leave,” “Catastrophic Leave (I and II),” “Extended Illness/Injury Leave,” “Personal Necessity Leave,” and “General Leave.”

The County Superintendent will take public comment on this proposal at a public hearing scheduled for Wednesday, March 4, 2026, at 4:00 P.M. in the HCOE Annex Boardroom.

After providing an opportunity for public comment and considering any public comment received, the County Superintendent of Schools will submit a finalized initial proposal for bargaining with the classified bargaining unit.

Sincerely,



Michael Davies-Hughes  
Humboldt County Superintendent of Schools