

February 26, 2025

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 2025-2026

The Humboldt County Superintendent of Schools intends to open the following articles of the classified collective bargaining agreement for 2025-26 negotiations:

Article VI– Salary, Wages and Longevity

The Superintendent proposes changes in Section 2 – Longevity, and proposes providing competitive compensation to attract, hire, and retain exemplary employees.

Article XII – Health and Welfare Benefits

The Superintendent proposes providing competitive health and welfare benefits to attract, hire, and retain exemplary employees.

Article XIV – Leaves

The Superintendent proposes changes to Substitute Differential Pay Leave.

The County Superintendent will take public comment on this proposal at a public hearing scheduled for Monday, March 10, 2025, at 3:00 P.M. in the HCOE Redwood Room.

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