

March 6, 2023

To: CSEA and its HCOE Chapter #566
From: Michael Davies-Hughes, Humboldt County Superintendent of Schools
Re: Final Initial Proposal for Successor Agreement with CSEA for 2023-2024

The County Superintendent conducted a Public Hearing regarding the Draft Initial Proposal on Tuesday February 28, 2023.

After providing an opportunity for public comment and considering any public comment received, the County Superintendent of Schools herein submits a finalized initial proposal for bargaining with the classified bargaining unit (note, there are no differences in language between the Draft Initial Proposal and this Final Initial Proposal).

The Humboldt County Superintendent of Schools intends to open the following articles of the classified collective bargaining agreement for 2023-24 negotiations:

Article I – Recognition

The Superintendent proposes updating the list of bargaining unit positions.

Article III – Organizational Rights

The Superintendent proposes updating the language related to new employee orientations.

Article V – Layoff and Reemployment

The Superintendent proposes to update language to reflect current practice and legal compliance.

Article VI– Salary and Wages

- a) The Superintendent would like to update the contract language to match ranges of the new salary schedule.
- b) The Superintendent proposes providing competitive compensation in order to attract, hire, and retain exemplary employees.
- c) The Superintendent proposes to clarify language in Section 1 – Placement/Advancement.

Article VII – Transfers and Promotions

The Superintendent proposes updating language to reflect new requirements for organizations under the Merit System.

Article IX – Workweek and Hours

The Superintendent proposes changes to the definition of full-time status.

Article XII - Vacation

The Superintendent proposes modifying language related to the accumulation of vacation and payment for accrued time.

Article XIII – Health and Welfare Benefits

- a) The Superintendent proposes updating language under Employer Contribution Rates.
- b) The Superintendent proposes providing competitive health and welfare benefits in order to attract, hire, and retain exemplary employees.
- c) The Superintendent proposes updating language related to pro-rata benefits coverages for part time employees.

Article XV – Leaves

The Superintendent proposes changes to language related to the following leaves:

- a) Bereavement Leave
- b) Family Leave
- c) Personal Necessity Leave

Article XXI – Term

The Superintendent proposes to modify the language to reflect the term of the final agreement.

Sincerely,



Michael Davies-Hughes
Humboldt County Superintendent of Schools