

April 15, 2025

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 2025-2026

The County Superintendent conducted a Public Hearing regarding the Draft Initial Proposal on March 10, 2025.

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 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.

Sincerely,



Michael Davies-Hughes
Humboldt County Superintendent of Schools