

March 12, 2026

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 2026-2027

The Humboldt County Superintendent of Schools conducted a Public Hearing regarding the Draft Initial Proposal on March 4, 2026.

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**).

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.”

Sincerely,



Michael Davies-Hughes
Humboldt County Superintendent of Schools