

February 20, 2026

**To:** Humboldt County Schools Teachers Association (HCSTA)  
**From:** Michael Davies-Hughes, Humboldt County Superintendent of Schools  
**Re:** Draft Initial Proposal for Successor Agreement with HCSTA for 2026-2027

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

**Article 3 – Salaries, Work Days and Hours**

The Superintendent proposes changes to Section 1: Definitions, Section 2: Initial Placement of New Unit Members, Section 6: Longevity Stipend, Section 7, Lead Teacher Stipend, and Section 8: Fieldwork and Intern Supervision Stipend.

**Article 4 – Professional Growth**

The Superintendent proposes changes to Section 1: Professional Growth, and Section 3: Non-unit Credit Workshops.

**Article 5 – Health and Welfare Benefits**

The Superintendent proposes changes to Section 1: Coverage for Full-Time Unit Members and Section 2: Part-time Unit Member Coverage.

**Article 6 – Leaves**

The Superintendent proposes changes to Section 1: Definition of Immediate family, Section 2: Bereavement Leave, Section 3: Sick Leave (Paid Leave), Section 4: Pregnancy Disability Leave, Section 5: Paid Parental Bonding Leave, Section 7: Catastrophic Leave I, Section 8: Catastrophic Leave II, Section 12: Sabbatical Leave, Section 17: Continuity of Service and additional language to this article pertaining to differential pay.

**Article 7 – Early Retirement Programs**

The Superintendent proposes changes to Section 1: General Provisions and Section 2: Early Retirement Options.

**Article 8 – Grievance Procedures**

The Superintendent proposes changes to Section 1: Definitions, Section 2: General Provisions, and Section 3: Process.

**Article 10 - Colleague Mentorship and Assistance Program**

The Superintendent proposes changes to Sections 1 through 5.

**Article 11 - Evaluation**

The Superintendent proposes changes to Section 1: Evaluation Procedure.

**Article 12 – Public Charges**

The Superintendent proposes changes to Section 2: Definitions, Section 3: Procedures and Section 4: General Provisions.

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 certificated bargaining unit.

Sincerely,



Michael Davies-Hughes  
Humboldt County Superintendent of Schools