

February 26, 2025

**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 2025-2026

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

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

The Superintendent proposes providing competitive compensation in order to attract, hire, and retain exemplary employees; updating language in Section 1.B. (Work Day); and making changes in Section 2.C. (Initial Step Placement), and Section 6 (Longevity Stipend).

**Article 5 – Health and Welfare Benefits**

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

**Article 7 – Early Retirement Programs**

The Superintendent proposes changes in Section 2: Early Retirement Options

Additionally, the Superintendent proposes changes to the classification for School Psychologists, School Nurses and Speech and Language Therapists.

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 certificated bargaining unit.

Sincerely,



Michael Davies-Hughes  
Humboldt County Superintendent of Schools