

March 6, 2023

To: Humboldt County Schools Teachers Association (HCSTA)
From: Michael Davies-Hughes, Humboldt County Superintendent of Schools
Re: Final Initial Proposal for Successor Agreement with HCSTA 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 certificated collective bargaining agreement for 2023-24 negotiations:

Article 3 – Salaries, Work Days and Hours

- a) The Superintendent proposes competitive compensation in order to attract, hire, and retain exemplary employees.
- b) The Superintendent proposes to update language in section 2 (initial placement of new unit members).
- c) The Superintendent proposes to update the certificated salary schedule column headings
- d) Remove references to occupational therapists (and any other references to occupational therapists in the collective bargaining agreement) as they are not represented by HCSTA.
- e) The Superintendent proposes to update language Section 1, A (work year) to reflect days of service.

Article 4 – Professional Growth

The Superintendent proposes updating language related to the application of advanced degrees in determining compensation.

Article 5 – Health and Welfare Benefits

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

Article 6 – Leaves

The Superintendent proposes updating the language the following sections:

- a) Section 1: Definition of Immediate Family
- b) Section 13: Personal Necessity Leave

The Superintendent proposes removing Section 14: Compelling Personal Importance Leave

Article 11 – Evaluation

The Superintendent proposes modifying Section 1: Evaluation Procedure, subsection A. 4.

Article 18– Term

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

The County Superintendent will take public comment on this proposal at a public hearing scheduled for Tuesday February 28, 2023, 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