

**Humboldt County Schools Teachers Association Sunshine Proposal to the Humboldt County
Superintendent of Schools**

February 28th, 2025

The Humboldt County Schools Teachers Association submits the following initial proposal for a successor collective bargaining agreement with the Humboldt County Office of Education. All agreements reached on individual items shall be tentative, subject to a final tentative agreement on the contract.

The Humboldt County Schools Teachers Association reserves the right to create, add to, delete from, amend, and modify its proposal and/or open articles of the contract during the negotiations process.

In order for the Humboldt County Office of Education to continue to attract and retain the highest quality educators we propose opening the following articles for bargaining:

Article 3 Salaries

- Increase salaries to reflect increases in funding for cola and other budget augmentations
- Adjust salary schedule for Psychologists, Speech and Language Pathologists to create a more equitable salary schedule
- Adjust Nurses salary schedule to create an incentive for retention

Article 5 Health and Welfare Benefits

- Continue to provide Oak medical, dental and vision coverage for employees and their families at no cost to the employee.

Article 7 Early Retirement Programs

- Increase the amount to be deposited into the HRA in Program Number 2 and 3 to assist those who may be eligible, to be able to take early retirement.

Additionally, HCSTA proposes the creation of supervisory positions for SLP's and Psychologists.