

**Humboldt County Schools Teachers Association Sunshine Proposal to the
Humboldt County Superintendent of Schools
February 13, 2023**

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 proposals 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
- Align longevity increments with management longevity increments.
- Remove references to occupational therapists (and any other references to occupational therapists in the collective bargaining agreement) as they are not represented by HCSTA.

Article 4 Professional Growth

- Specify that units earned for a masters degree or doctorate can be used for column change and/or as an add on to the base salary when a member has reached step 16, column E in addition to earning the masters and doctorate stipend.

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 6 Leaves

- Flexible utilization of accrued paid leave- employees shall be able to use 3 of their accrued paid leave days for “no tell” or personal days with no reason needed to be given for the absence.

Article 18 Term

- Modify term to reflect the final agreement.

