

February 27, 2026

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

To ensure HCOE can retain and recruit highly qualified employees to Prepare Students For Their Preferred Future, Humboldt County Schools Teacher Association intends to open the following articles for 2026-2027 collective bargaining negotiations:

Article 2: HCSTA proposes changes to Section 4

Article 3: Salaries, Work Days, and Hours

HCSTA proposes changes to Section 1: Definitions, Section 2: Initial Placement of New Unit Members, Section 4: Calendar, Section 6: Longevity Stipend, Section 7: Lead Teacher Stipend, Section 8: Fieldwork and Intern Supervision Stipend.

Article 4: Professional Growth

HCSTA proposes changes to Section 1: Professional Growth, Section 2: Application for Advancement.

Article 5: Health and Welfare Benefits

HCSTA proposes changes to Section 1: Coverage for Full-time Unit Members, Section 2: Part-time Unit Member Coverage, Section 6: Health Benefits Upon Retirement.

Article 6: Leaves

HCSTA proposes changes to Section 8: Catastrophic Leave II (Paid Leave), Section 15: Discretionary Leave, Section 17: Continuity of Service. HCSTA proposes to add Section 18: Kin Care Leave, and add Section 19: Union Duties Leave.

Article 7: Early Retirement Programs

HCSTA proposes changes to Section 2: Early Retirement Options, Section 3: Reduced Workload Prior to Retirement.

Article 8: Grievance Procedures

HCSTA proposes changes to Section 2: General Provisions.

Article 9: Association Dues and Payroll Deductions

HCSTA proposes changes to Section 4.

Article 11: Evaluation

HCSTA proposes changes to Section 1: Evaluation Procedure. HCSTA proposes to Add Section 2: Academic Freedoms and Section 3: Personal Freedoms.

Article 12: Public Charges

HCSTA proposes changes to Section 4: General Provisions.

Article 13: Safety

HCSTA proposes changes to Section 1: Safe Working Conditions.

Article 14: Assault on Union Members

HCSTA proposes changes to Section 1.

HCSTA proposes to ADD:

Article regarding caseload and/or class size caps

Article delineating Association Rights