

TENTATIVE AGREEMENT BETWEEN
THE SHASTA UNION HIGH SCHOOL DISTRICT
AND THE SHASTA SECONDARY EDUCATION ASSOCIATION

The Shasta Union High School District (hereafter "District") and the Shasta Secondary Education Association (hereafter "SSEA") do tentatively agree as follows:

1. For the 2021/22 school year, all SSEA members that are employed as of May 1, 2022 will receive one-time payment of \$1000. Payment will be made on June 17, 2022.
2. For the 2022/23 school year, all SSEA members will receive an on-going salary increase of 5%, plus an additional 75% of the funded 2022/23 COLA percentage above 5.33, to be effective July 1, 2022.
3. For the 2023/24 school year, all SSEA members will receive an on-going salary increase of 75% of the funded 2023/24 COLA percentage, effective July 1, 2023.
4. For the 2023/24 school year, all SSEA members who are employed as of October 1, 2023 will receive a one-time payment of \$500 on or before October 31, 2023.
5. For the 2024/25 school year, all SSEA members will receive an on-going salary increase of 75% of the funded 2024/25 COLA percentage, effective July 1, 2024.
6. District and SSEA agree to increase the Choreographer/Accompanist flat rate to \$3000 in Appendix A – Other Assignments.
7. District and SSEA agree to add a Site Testing Coordinator stipend to Appendix A – Other Assignments. The stipends listed below are for comprehensive sites. Students in Independent Study and non-classroom based assignments shall test at comp sites.
Site Testing Coordinator: 0-10 AP Sections \$1337, 11-20 AP Sections \$2343, 21+ AP Sections \$3344
8. District and SSEA agree to modify Salary Schedule D Psychologist to reduce it to one column reflective of Column 5 (MA/PhD included). The work year will be reduced to 199 days.
9. District and SSEA agree to create a new salary schedule for Nurses and Speech Pathologists to reflect the Psychologist single column 5 daily rate based on a 194-day work year.
10. Approve the 2024/25 School Calendar.
11. Contract language changes to the following articles as presented effective July 1, 2022:

Article 7: Hours of Employment

Article 8: Class Size

Article 9: Assignments, Reassignments, Transfers

Article 10: Compensation

Article 16: Extra Duty Credit Recovery, Short-Term Ind. Study, Home & Hosp., and Adult Ed Teachers

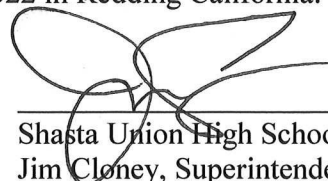
Article 21: Term

Copies of the language modifications to the contract will be available on the SSEA and the District web sites.

Tentatively agreed to this 9th day of May, 2022 in Redding California.



Shasta Secondary Education Association
Sheena Thurston, Lead Negotiator



Shasta Union High School District
Jim Cloney, Superintendent

Shasta Union High School District 2024-25 School Calendar

July 2024						
Su	M	Tu	W	Th	F	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

1st Quarter Ends: October 11 42
 1st Semester Ends: December 19 43
 3rd Quarter Ends: March 21 48
 2nd Semester Ends: June 5 47

Student Attendance Days (180)

Minimum Days

Finals

August 2024						
Su	M	Tu	W	Th	F	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

September 2024						
Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

October 2024						
Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

November 2024						
Su	M	Tu	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

December 2024						
Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

January 2025						
Su	M	Tu	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

February 2025						
Su	M	Tu	W	Th	F	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	

March 2025						
Su	M	Tu	W	Th	F	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

April 2025						
Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

May 2025						
Su	M	Tu	W	Th	F	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

June 2025						
Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

HOLIDAYS/RECESSES		<input type="checkbox"/>
Labor Day	Sep 2	
Veteran's Day Holiday	Nov 11	
<i>(by law must be Nov 11 if a weekday)</i>		
Thanksgiving Break	Nov 25-29	
Winter Break	Dec 20-Jan 6	
Martin Luther King Day	Jan 20	
Washington Day observed	Feb 17	
Lincoln Day observed	Feb 18	
President's Week	Feb 17-21	
Spring Break	April 14-18	
Memorial Day	May 26	
<i>Thanksgiving - November 28</i>		
<i>Easter - April 20</i>		

CERTIFICATED DATES	
School Starts: August 14	
School Ends: June 4	
District Work Days	○ Aug 13 June 5
Staff Development Days	△ Aug 12 Jan 6
Snow Day Makeup: June 5	
<i>(If snow day makeup is used, then June 5 work day will be moved to June 6)</i>	

Article 7

HOURS OF EMPLOYMENT

- 7.1 The standard on-site school time for a full time regular classroom teacher or Independent Study Teacher shall be: (Board Approved 3/10/09, 12/12/17)
- 7.1.1 Five periods of regular classroom instruction.
 - 7.1.2 One preparation period during which the Principal may equitably assign teachers to substitution or supervision.
 - 7.1.3 One duty-free 30-minute lunch period.
 - 7.1.4 On campus at least 15 minutes before their first assigned period and remain on campus for at least 15 minutes after the last assigned period **of the school day**. Exceptions may be made by the mutual agreement of the employee and the Principal (or designee).
 - 7.1.5 **Teachers who are assigned a “zero period” will be expected to participate in staff and department meetings on average of at least two per month when the school site is using the professional day bell schedule. Other meetings (WASC, PLC, etc.) may be assigned at the discretion of the site administrator.**
- 7.2 The standard on-site school time for a part time classroom teacher shall be:
- 7.2.1 The actual number of teaching periods shall be assigned by the Principal.
 - 7.2.2 One duty-free 30-minute lunch period.
 - 7.2.3 Compensation will be determined by the ratio of the number of periods taught to the five teaching periods of a full time teacher.
 - 7.2.4 On campus, before and after duty time, preparation time and non-compensated extra duties are determined by the ratio of the teaching periods to the assignments of full time teachers, including attendance at all faculty meetings (see Section 7.6 of this Article). Exceptions may be made by the mutual agreement of the employee and the Principal (or designee).
- 7.3 The standard on-site school time for full time counselors, ~~project counselors~~, nurses, **psychologists and speech pathologists shall be:** and ~~certificated Self Contained classroom teachers (other than as described in Section 7.4) shall be:~~ (ie: SDCI, Alt. Ed) (Board Approved 12/12/17)
- 7.3.1 Six standard class periods plus a 30 minute duty-free lunch. ~~period for full time counselors and nurses. Five standard class periods plus 30 minutes duty-free lunch period for full time Self Contained classroom teachers.~~ Employees shall be assigned hours within the school day by the Principal. Exceptions may be made

by mutual agreement of the employee and the Principal (or designee). (Board Approved 12/12/17)

7.3.2 On campus at least 15 minutes before their first assigned period and remain on campus for at least 15 minutes after the last assigned period of the school day. Exceptions may be made by the mutual agreement of the employee and the Principal (or designee).

7.3.3 Counselors **and/or psychologists** may be assigned a summer counseling assignment by the Principal, subject to the approval of the Superintendent. These assignments shall be paid subject to the Schedule of Hourly Pay. (Board Approved 2/12/08)

7.3.4 The professional commitment of the counselors, nurses, **psychologists and speech pathologists** ~~and certificated self-contained classroom teachers~~ shall be that which meets the needs of the students and fulfills their job responsibilities. ~~(i.e. Alt Ed, SDCI)~~ (Board Approved 12/12/17)

7.4 The standard on-site school time for certificated self-contained classroom teachers (i.e., Alternative Ed, SDCI) shall be:

7.4.1 Five standard class periods plus a 30 minute duty-free lunch period for full time Self Contained classroom teachers. Employees shall be assigned hours within the school day by the Principal. Exceptions may be made by mutual agreement of the employee and the Principal (or designee).

7.4.2 On campus at least 15 minutes before their first assigned period and remain on campus for at least 15 minutes after the last assigned period of the school day. Exceptions may be made by the mutual agreement of the employee and the Principal (or designee).

~~7.4 The standard working time for full time psychologists shall be:~~

~~7.4.1 Eight hours per day excluding lunch. Exceptions may be made by the mutual agreement of the employee and the supervising administrator or designee.~~

~~7.4.2 One duty-free lunch period of at least 30 minutes.~~

~~7.4.3 Psychologists may be assigned summer work by the Superintendent. These assignments shall be reimbursed subject to conditions of Paragraph 4, Appendix B.~~

~~7.4.4 The professional commitment of the psychologists shall be that which meets the needs of the students and fulfills their job responsibilities. (Board Approved 12/12/17)~~

Article 8 Class Size

If the District adds a section to a site within the semester to obtain the District Staffing Ratio in a particular subject and grade level, then the employee will ~~not~~ receive a **pro-rated** stipend in accordance with this article. (Board Approved 12/17/19)

Article 9 Assignments, Reassignments, Transfers

- 9.1.2 The Principal shall assign bargaining unit members. In making **teaching assignments, schedule and prep periods**, the Principal shall consider as applicable the unit member's training, experience, major and minor fields of study, competencies, credentials, seniority, and advanced degrees. A unit member may request the reasons for an assignment or change of assignment. (Board Approved 11/9/04)
- 9.1.4 If a non-classroom position within the bargaining unit is created or becomes available after school begins, that position will be posted **as outlined in Article 9.4.2.** ~~according to in a conspicuous place with deadline dates for making application. The deadline dates shall not be less than five working days after the date of posting. A final assignment to any such position shall not be made until after the deadline date.~~
- 9.1.6 Educational specialist teachers who are 1.0 FTE and teach resource specialist courses with an IEP caseload of 17 students or more shall be assigned a period to monitor their caseload as one of their 1/5 sections. Caseload rosters will be confirmed on the 11th school day of each semester for these teachers.**
- ~~9.6.6 Workdays assigned beyond the basic 184-day bargaining unit work year shall be compensated at the unit member's per diem rate for each day so assigned. Prior approval of any additional days must be approved by the Superintendent.
(Board Approved 5/13/14, 6/20/2016)~~
- ~~9.6.6.1 Administrative interns will be assigned to six periods per day. Evening work and extra days before and after the regularly calendared school year are required. Such time shall be compensated pursuant to stipend fund in Appendix A.~~
- ~~9.6.7 Administrative Interns may be assigned partial or full days duties. Partial assignments may be created based on the needs of the District. Evening work beyond the regularly scheduled work will be required. Such time shall be compensated with a stipend of \$5,772 as listed on Appendix A. Assignments which are not full time shall receive a prorated stipend. Payment will be split between the December and June check.
(Board approved 6/20/16)~~
- 9.6.6 The standard work year for Administrative Interns shall be 189 days. The 5 additional days beyond the standard 184-day bargaining unit work year shall be compensated at the unit member's per diem rate for each day so assigned. Prior approval of any additional days must be approved by the Superintendent.**
- 9.6.7 Full time Administrative Interns will be assigned to six periods per day. Evening work and extra days before and after the regularly calendared school year are required. Evening work shall be compensated pursuant to a stipend of \$5772 (Appendix A). Assignments which are not full time shall receive a prorated stipend and prorated expectations of evening work. Payment will be split between the December and June check.**

Article 10

10.4.2 Contributions

Note: Effective with the July 1, 2022 SSEA contract historical contribution data was removed from this section. See previous contracts for historical data.

- 10.4.2.1 **The District shall contribute an Annualized Amount to medical, dental, vision and life insurance plans for eligible members.**
- 10.4.2.27 If enrolled in the HDHP-2 plan option, the District will contribute the difference between the employee cost and the District Cap to a District Sponsored Health Savings Account on the employee's behalf.
- 10.4.2.38- Any amount over the above District's dollar contribution for dental, vision, and medical coverage in any benefit year will be deducted from the unit members' pay.
- 10.4.2.49 The Annualized Amount shall be prorated for part-time unit members based upon the ratio of their employment to full-time employment.
- 10.4.2.540 **For any fiscal year in which there is a funded COLA, the District will add the percentage increase of the funded COLA to the existing annualized medical benefit cap for eligible members.**

2022/23 Example: 2021-22 Medical Cap = \$12,829.75
Funded COLA 5.33% = \$619.00
2022/23 Medical Cap = \$13,513.67

The benefit cap will be updated as necessary following the approval of the state budget to reflect the current year.

~~10.4.2.1 — 2007-08 to 2013-14 Benefit Year~~

~~For the 10/1/07 to 9/30/14 benefit year the District shall contribute an Annualized Amount of at least \$11,345.88, \$10,918.51 from 2006-07 plus 4.53% COLA, applied to the medical component only. The \$413.64 (the \$350 plus COLA since 2003-04) is included in the \$11,345.88. (Board Approved 3/15/07, 5/11/10, 1/13/14, 5/13/14, 10/13/15)~~

~~10.4.2.2 — 2014-15 Benefit Year~~

~~For the 10/1/14 to present benefit year the District shall contribute an Annualized Amount of at least \$11,387.28. (Board Approved 3/15/07, 5/11/10, 1/13/14, 5/13/14, 10/13/15)~~

~~10.4.2.3 — 2015-16 Benefit Year~~

~~For the 10/1/15 to present benefit year the District shall contribute an Annualized Amount of at least \$11,887.28. (Board Approved 10/13/15)~~

~~10.4.2.4 — 10/1/2017-1/31/2018~~

~~For the 10/1/2016 benefit year the District shall contribute an Annualized Amount of at least \$12,887.34. (Contract Amended 8/2016 per ESP & District)~~

~~10.4.2.5 — 2/1/2018-9/30/2018~~

~~The District shall contribute an Annualized Amount of at least \$12,996.34. This amount includes medical, dental, vision and the additional life insurance. During 2017/2018 negotiations in accordance with Article 10.4.2.10, \$73 was added to the CAP. An additional \$36 was added to cover the cost of the Life Insurance (\$109) for each unit member.~~

~~10.4.2.6 — 10/1/2018-9/30/2019~~

~~The District shall contribute an Annualized Amount of at least \$13,418.65. This amount includes medical, dental, vision and life insurance. During the 2018/19 negotiations in accordance with Article 10.4.2.10, \$421.91 was added to the medical portion of the cap.~~

~~10.4.2.7 — 10/1/2019-9/30/2020~~

~~The District shall contribute an Annualized Amount of at least \$13,804.15. This amount includes medical, dental, vision and life insurance. If enrolled in the HDHP-2 plan option, the District will contribute the difference between the employee cost and the District Cap to a District Sponsored Health Savings Account on the employee's behalf. During 2019/2020 negotiations in accordance with Article 10.4.2.10, \$385.50 was added to the medical portion of the CAP.~~

~~10.4.2.8 — Any amount over the above District's dollar contribution for dental, vision, and medical coverage in any benefit year will be deducted from the unit members' pay.~~

~~10.4.2.9 — The Annualized Amount shall be prorated for part-time unit members based upon the ratio of their employment to full-time employment.~~

~~10.4.2.10 — For any fiscal year in which there is a funded revenue limit/base grant COLA, such monies shall first be used to pay any excess cost of salary schedule movement, as defined in section 10.1. The district shall contribute to the Annualized Amount paid to the Trust, for the medical component only, by the percentage COLA received by the District. (Board Approved 5/13/14)~~

~~10.4.2.11 — For 2013-14 the funded revenue limit is equitable to funded base grant. As example for 2013-14: 1.57% (base grant COLA) X 11.78% (gap funded percentage) = percentage applied to cap portion of medical component only. (Board Approved 5/13/14)~~

Article 16
Extra Duty Credit Recovery Programs, Short-Term Independent Study, Home & Hospital, and
Adult Ed Teachers

- 16.3.7 One certificated Special Education staff member will be hired for each FHS, EHS, SHS and Alternative Ed to be a 504 plan coordinator. If an additional instructor is needed due to caseloads exceeding 45, then the position will be split and another instructor will be hired and the stipends prorated. A stipend for each assignment will be paid based on the number of active 504 plans on the 11th day of school. The stipend schedule based on the 504 coordinator caseload shall be part of the Other Assignments salary schedule. Hiring for the 504 coordinator shall occur during the spring semester of the prior school year.**
- 16.3.9 In order to facilitate the Western Association of Schools and Colleges (WASC) accreditation process, a staff member may be selected from the school site due for accreditation to coordinate the WASC process. At the comprehensive schools, the staff member selected to coordinate WASC will receive a \$12,000 stipend and up to a total of 15 days of release time for the staff member, to be paid over the two year WASC period. The release days are to be used specifically for working on WASC during the two year window. The employee will be paid in June of each year (\$6,000 per year). The selection of the teacher will be made following a posting of the position at each school site. At the Alternative Ed sites, the staff member selected to coordinate WASC will receive a \$5,000 stipend and up to 7 days of release for the staff member, to be paid over the two year WASC period. The release days are to be used specifically for working on WASC during the two year window. The employee will be paid in June of each year (\$2,500 per year). The selection of the employee will be treated in the same fashion as outlined above. In accordance with Article 9.7.1, the District reserves the right to drop this assignment at any time based on District need.**

Article 21

TERM

- 21.1 This Agreement shall remain in full force and effect from the date of ratification by both parties up to and including June 30, 202~~2~~3; and thereafter shall continue year-by-year unless one of the parties notifies the other in writing no later than April 1 (beginning with the year 2010) of its request to modify, amend, or terminate the Agreement. Each party may have a compensation re-opener and two other re-openers and until modified by a successor agreement.