

# **SUHSD 2022-23 Initial Proposals for Negotiation**

February 8, 2022



# Shasta Secondary Education Association On-Going Negotiations Business

- Article 21.2:

- Each year of agreement a Joint Calendar Committee shall determine the work calendars for the next three consecutive years. The agreement is to maintain a three year calendar cycle with the third year to be negotiated on an annual basis. Each year any of the approved calendars may be reviewed and revised as determined by the Joint Calendar Committee and approved by the Association president.

## Rationale:

- Currently, we have agreed upon work calendars going forward through the 2023/24 school year.
- Fulfill the agreed upon contract

# Shasta Secondary Education Association

As per Article 21.1 in the current SSEA contract, the contract is fully open as of June 2022. The District is open to a thorough review of the contract language for clarity and corrections based on current policies and practices.

# Educational Support Personnel

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The District has no request to open any articles for discussion during this negotiation opportunity. The current contract language is meeting the District's needs.

# SSEA/ESP Compensation

## Proposal:

The District is seeking a multiyear agreement for compensation increases tied to the funded COLA in the approved budget for any given year. The agreement would take into account factors such as ADA, health and welfare benefits, step and column increases, retiree and attrition savings, etc.

## Rationale:

Current multiyear agreement has been positive overall. Increases tied to COLA can eliminate “winner” or “loser” concerns. Provides for predictability and stability in budget planning process and labor relations.