

**Board of Trustees**

Ron Zufall  
Gregory Hartt  
Jamie Vericker  
Joseph Ayer  
Constance Pepple

**Student Board Member**

Jackson Richards

**Superintendent**

Jim Cloney

**Shasta Union High School District  
Board of Trustees Special Meeting**

Board Room  
Shasta Union High School District  
2200 Eureka Way Suite B, Redding, CA 96001  
November 14, 2022  
5:00 p.m. – Call to Order  
5:00 p.m. – Open Session

***Mission:***

*To inspire and prepare every student to succeed in high school and beyond.*

*Our Board and staff are committed to excellent education through academics, Career Technical Education, the arts, athletics and activities. Our students gain the confidence and skills to adapt in their ever-changing world. Together with our families, we develop responsible members of the community.*

***Vision:***

*Educating Every Student for Success*

In compliance with the Americans with Disabilities Act, for those requiring special assistance to access the Board meeting room, to access written documents being discussed at the Board meeting, or to otherwise participate at Board meetings, please contact Board Secretary Jim Cloney at (530) 241-3261 for assistance. Notification at least 48 hours before the meeting will enable the District to make reasonable arrangements to ensure accessibility to the Board meeting and to provide any required accommodations, auxiliary aids or services.

Documents provided to a majority of the Governing Board regarding an open session item on this agenda will be made available for public inspection in the District Office located at 2200 Eureka Way Suite B, Redding, CA during normal business hours.

**Agenda**

1. CALL PUBLIC SESSION TO ORDER
2. ROLL CALL
3. OPEN SESSION – OPENING BUSINESS
  - 3.1 Pledge of Allegiance
  - 3.2 Mission and Vision Statements
4. PUBLIC COMMENT

The public may comment on any specific agenda item or any item of interest to the public that is within the Board's jurisdiction. The Board may limit comments to no more than three minutes pursuant to Board policy. The maximum time allowed for each agenda item shall be 20 minutes. The Board President may further limit the speaking time allowed in order to facilitate the progress of the meeting.

5. APPROVAL OF AGENDA
6. BUSINESS

6.1 Administration

- A. The Board and Superintendent will address Board Policy 6161.11 Supplementary Instructional Materials, as provided by District Administration (*Discussion*)
- B. The Board and Superintendent will discuss school safety (*Discussion*)
- C. The Board and Superintendent will discuss student use of cell phones (*Discussion*)
- D. The Board and Superintendent will address Board Bylaw 9250: Remuneration, Reimbursement and Other Benefits (*Discussion*)
- E. The Board will conduct the first reading of draft mandated and draft optional Board Policies and Administrative Regulations, as provided by CSBA (*Discussion/Action*)

6.2 Budget, Finance, Facilities

- A. The Board, Chief Business Official, and Superintendent will discuss the prioritization of discretionary funds for programs and facilities (*Discussion*)
- B. PUBLIC HEARING: The Board may hear comments from the public regarding the AB 1200 Public Disclosure for Shasta Secondary Education Association (SSEA) and unrepresented staff for 2022-2023 (*Discussion*)
- C. Approve the AB 1200 Public Disclosure for SSEA and unrepresented staff for 2022-2023 (*Action*)
- D. PUBLIC HEARING: The Board may hear comments from the public regarding the AB 1200 Public Disclosure for Educational Support Professionals Association (ESP) and unrepresented staff for 2022-2023 (*Discussion*)
- E. Approve the AB 1200 Public Disclosure for ESP and unrepresented staff for 2022-2023 (*Action*)
- F. PUBLIC HEARING: The Board may hear comments from the public regarding the AB 1200 Public Disclosure for Management/Confidential/Supervisory for 2022-2023 (*Discussion*)
- G. Approve the AB 1200 Public Disclosure for Management/Confidential/Supervisory for 2022-2023 (*Action*)
- H. PUBLIC HEARING: The Board may hear comments from the public regarding the AB 1200 Public Disclosure for contracted employees for 2022-2023 (*Discussion*)
- I. Approve the AB 1200 Public Disclosure for contracted employees for 2022-2023 (*Action*)
- J. PUBLIC HEARING: The Board may hear comments from the public regarding the AB 1200 Public Disclosure for California School Employees Association (CSEA) Chapter #181 and unrepresented staff for 2022-2023 (*Discussion*)
- K. Approve the AB 1200 Public Disclosure for CSEA Chapter #181 and unrepresented staff for 2022-2023 (*Action*)
- L. Approve the CSEA Salary Schedule (*Action*)

7. REPORTS

7.1 Superintendent

8. CLOSED SESSION

8.1 Public Employee Discipline/Dismissal/Release/Complaint (G.C. 54957)

8.2 Conference with Labor Negotiator (G.C. 54957.6) Agency designated representatives: Jim Cloney – Superintendent, David Flores – Chief Business Official, Jason Rubin – Associate Superintendent/H.R. and Leo Perez - Associate Superintendent/Instructional Services. Employee Organizations: Shasta Secondary Education Association (SSEA), Educational Support Professionals Association (ESP), California School Employees Association (CSEA) and Management/Supervisory/Confidential.

8.3 Conference with Legal Counsel – Anticipated Litigation (G.C. 54956.9) One Case.

9. RECONVENE IN OPEN SESSION

10. ADJOURNMENT

# SHASTA UNION HIGH SCHOOL DISTRICT

**SUBJECT:** Board Policy 6161.11 Supplementary Instructional Materials

**PREPARER:** Jim Cloney, Superintendent

**RECOMMENDATION:**  Action  
 Discussion  
 Information

**BACKGROUND:**

A parent filed a complaint regarding the use of a supplementary video in an English III class. The Superintendent responded to the complaint, and the parent appealed the complaint to the Board at the November 8, 2022 regular Board meeting. After a lengthy discussion, the Board agreed to review and update Board Policy 6161.11 Supplementary Instructional Materials. General consensus of the Board was to ensure teachers have flexibility and creativity when selecting supplemental instructional materials but would like to ensure proper oversight when materials could be considered controversial due to content. Changes to the policy can be found in red.

**REFERENCES:**

BP 6161.11 Supplementary Instructional Materials

**Policy 6161.11: Supplementary Instructional Materials**

**Status: ADOPTED**

**Original Adopted Date:** 05/14/2013

The Board of Trustees encourages the use of supplementary instructional materials to enrich the curriculum and enhance student learning. Such materials shall be aligned with district goals, curriculum objectives, and academic standards and shall supplement and not supplant the use of Board-adopted basic instructional materials that serve as the primary learning resources.

(cf. 0000 - Vision)

(cf. 0200 - Goals for the School District)

(cf. 6011 - Academic Standards)

(cf. 6161.1 - Selection and Evaluation of Instructional Materials)

(cf. 6163.1 - Library Media Centers)

Supplementary instructional materials include, but are not limited to, instructional materials that are designed to serve one or more of the following purposes: (Education Code 60010)

1. To provide more complete coverage of one or more subjects included in a given course
2. To meet the various learning ability levels of students in a given age group or grade level
3. To meet the diverse educational needs of students with a language disability in a given age group or grade level
4. To meet the diverse educational needs of students reflective of a condition of cultural pluralism
5. To use current, relevant technology that further engages interactive learning in the classroom and beyond

(cf. 6142.91 - English/Language Arts Instruction)

(cf. 6142.92 - Mathematics Instruction)

(cf. 6142.93 - Science Instruction)

(cf. 6142.94 - History-Social Science Instruction)

Supplementary instructional materials may be selected by the Superintendent or designee, school administrators, or teachers, as applicable, and obtained through donations to the district and/or available funding sources designated for these purposes.

(cf. 1260 - Educational Foundation)

(cf. 3290 - Gifts, Grants and Bequests)

(cf. 4132/4232/4332 - Publication or Creation of Materials)

As appropriate, supplementary instructional materials shall meet the criteria developed for the selection and evaluation of basic instructional materials as described in AR 6161.1 - Selection and Evaluation of Instructional Materials. Supplementary instructional materials shall be directly related to the course of study in which they are being used and shall be appropriate for the age and maturity level of the students.

Should a teacher consider using supplementary materials that include gratuitous violence, nudity, or profanity, the teacher will consult their site Principal or his/her designee. If the supplemental material is to be used, there will be parent notification with the opportunity to review the supplemental material. If the parent chooses to opt their student out of the lesson using the supplemental materials, an alternative assignment will be provided with no academic penalty.

The use or reproduction of supplementary instructional materials shall be in accordance with federal copyright law.

(cf. 6162.6 - Use of Copyrighted Materials)

# SHASTA UNION HIGH SCHOOL DISTRICT

**SUBJECT:** School Safety

**PREPARER:** Jason Rubin  
Associate Superintendent of Human Resources

**RECOMMENDATION:**  Action  
 Discussion  
 Information

**BACKGROUND:**

District Administration will present information regarding school safety. Topics covered may include the following:

**Site Safety Information**

- [Alice Training](#) for staff and we have trainers for each site
- Site Safety Teams at all sites which includes students on the team
- Site Resource Officers (SRO's) or Probation Officers at all sites
- North State Security
- Safety Plans
- Fire and Lock Down Drills
- Lock Blocks on doors
- Fire Hose pieces for hinges
- Cameras
- Radios
- Special Education "Go-Bags"
- Student training and discussion
- Mental Health Clinicians
- Therapists
- Threat assessment teams

## **District Safety Information**

- [Alice Training](#) for all sites
- Catapult APP
  - [Catapult General Information](#)
  - [Catapult Emergency Software Features](#)
  - Integrates with our current Aeries system
  - Notification and Reunification
- [We Tip](#) – Anonymous reporting accessible on the homepage of every school website.
- Narcan Training
- Epi pen training
- CPR Training for admin
- AED's
- Kelvin

## **Community Partnerships**

- Safer Schools Coalition
  - [Quarterly Meetings](#)
  - [Focus](#)
- Partners – Shascom, RPD, APD, Sheriff, Cal Fire, DA, CHP, Probation, other districts, Mental Health providers
- YMCA, Churches, neighboring districts

## **Other**

Student Board Member Jackson Richards has requested the Board of Trustees review a safety proposal from the Student Advisory Board of Education.

# The Student Advisory Board of Education

Wednesday, November 2, 2022

## SCHOOL SAFETY

Speaker: Ashley Castillo, Hollywood High School, Los Angeles

Writer: Sarah Joo, Lincoln High School, Stockton

Research: Jason Jiang, Lincoln High School, Stockton

Facilitator: Ellie Lian, Portola High School, Irvine

Group Members: Kavya Suresh, San Marcos Senior High School, Santa Barbara; Skylar Enumerables, Eastlake High School, Chula Vista; Jackson Richards, Shasta High School, Redding; Amanda Liu, Valencia High School, Placentia-Yorba Linda; Mike Vu, Edison High School, Stockton; Ann Albumalalah, El Camino High School, Sacramento; Jihoo Yoon, Northwood High School, Irvine

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### I. PRIORITY

The Student Advisory Board on Education, a program of the California Association of Student Councils, has identified a lack of information provided to students, families, and staff on emergency procedures, preventing organized and informed responses to disaster.

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### II. RECOMMENDED SBE ACTION

The Student Advisory Board on Education strongly recommends that the State Board of Education distribute statewide School Safety Guidelines outlining strategies LEAs can utilize to inform their community of various safety protocols.

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### III. LOCAL AND STATEWIDE IMPLEMENTATION DETAILS

1. The California Department of Education will develop periodically updated School Safety Guidelines (SSG) and distribute them to local education agencies across California.
  - a. The California Department of Education will build on existing Comprehensive School Safety Plans (CSSP) to create easily understandable SSGs.
  - b. LEAs will be responsible for translating the SSGs into locally spoken languages, as well as focusing on types of disasters that most affect the community.
  - c. The guideline will include instructions for a locally conducted annual revision process.
2. In order to ensure that the community is able to respond to disaster at moment's notice, SSG instructions should include, but are not limited to:
  - a. Evacuation maps, disaster protocol, health emergency responses, etc.
  - b. Differentiated response steps for students, families, staff, etc.
3. Creation of these guidelines at the state level will include interagency collaboration, building on existing legislation that requires the participation of law enforcement and fire departments/first responders in the development of individual CSSPs. Past legislative precedent include:
  - a. California Education Codes 32280-32289.9: Requires local creation of CSSP

- b. AB 1747 (School Safety Plans) requires schools to consult with local fire departments and other first responder agencies to create safety plans
  4. On a local level, publication of safety information may include, but is not limited to:
    - a. Easily seen, easily accessible informational resources posted online and on campus, as well as distributed to students, families, personnel, and community partners
    - b. Posting laminated copies of evacuation maps on the doors of each room to allow for quick access of protocols during emergencies.
    - c. Adding safety protocol information in student handbooks
  5. Safety procedures and ways to access the SSGs should be expanded upon by school staff through:
    - a. School-wide safety assemblies.
    - b. Safety drills in which faculty teach students safety procedures and ways to access the SSG.
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#### **IV. KEY ISSUES**

Members of school communities don't receive enough information and discussion about different types of emergencies and how to respond to them.

- At Eastlake High School in Chula Vista City, a fire alarm was pulled in response to a teacher having a seizure, distracting the ambulance.
- At Hollywood High School in Los Angeles United School District, an outside call was made, claiming that students were shot in a classroom, causing armed police to come to campus without notifying students or staff. This caused panic within the school because students and staff did not know how to respond to the police.
- At San Marcos Senior High School in Santa Barbara, students have pulled the fire alarm when a suspected external threat or intruder was detected instead of responding accordingly.

Information on individual school safety plans and procedures are not required to be communicated or distributed; access to existing information is inequitable.

- AB 1747 mandates the drafting of a Comprehensive School Safety Plan every year with no requisite to share the information with school communities (i.e. students, families, etc.).
  - At Northwood High School in Irvine, students expected to participate in the Great ShakeOut drill, but the principal said to listen to instructions and not participate in the drill which was required by Education Code 32282. The principal did not face any repercussions for ignoring the safety drill.
  - Each school gets to choose how, and if, they distribute safety information, so the postage of evacuation maps, effective multi-option response drills (conducted by only 42% of California schools), analysis of school safety violations, etc. are not regulated by the state
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#### **V. PROVEN RESULTS**

- Well trained schools have had successes in dealing with emergencies. At Oxford High School in Michigan, students were trained in dealing with outsiders. The extra caution that they had saved them from possible harm. Their protocol called for a barricade created by desks, which was able to effectively block a bullet that had pierced through the door.

- At Lincoln High School in Stockton, informational safety procedure packets are provided in every classroom. In times of emergency, the teacher will take the packet to follow the safety procedures, allowing them to organize their students and respond to the emergency quickly.
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## **VI. FISCAL ANALYSIS**

Developing a set of guidelines will be placed under an existing resource created by the California Department of Education, meaning our proposal would incur minimal costs to the State Board of Education. Similarly, local education agencies will not face significant costs to adapt, print, and distribute the resource, as costs will fall under existing funds allocated for implementing the school's Comprehensive School Safety Plan (CSSP).

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## **VII. RATIONALE**

Without a thorough understanding on what to do in emergency situations that threaten the safety of students throughout California's schools, many students have been unable to respond appropriately to emergency situations. As such, it is imperative that we find a sound method of distributing information on what to do in times of emergency at school.

The Student Advisory Board on Education hereby proposes our recommended SBE action to promote and ensure increased student and staff awareness on what course of action to take in response to emergencies. Developing guidelines on communication policies given to everyone in the school community would guarantee that there is someone who is aware of what to do in the case of an emergency at all times. The framework and recommended communication methods of the emergency guideline provides LEAs with the ability to ensure that their emergency resources are sufficient in accomplishing the aforementioned goals. Students will be able to find the procedures for a drill or an emergency in a timely manner by having SSGs posted in every room.

This plan would increase knowledge of the procedures that are to be taken in the case of an emergency along with increasing the ease of access to said information. Frequent exposure of this information will ingrain it into students' minds and making sure that it is widespread and in every classroom will guarantee that there is no way to lose the information. Students and staff will always be aware of what to do and these guidelines would incentivize districts to take the initiative in promoting school safety.

# SHASTA UNION HIGH SCHOOL DISTRICT

**SUBJECT:** Cell Phones

**PREPARER:** Jim Cloney, Superintendent

**RECOMMENDATION:**

- Action
- Discussion
- Information

**BACKGROUND:**  
Trustee Pepple requested the Board discuss the District cell phone policy.

**REFERENCES:**  
BP 5131 Conduct  
Student Parent Handbook

**Policy 5131: Conduct**

**Status:** ADOPTED

**Original Adopted Date:** 01/08/2013 | **Last Revised Date:** 11/12/2019 | **Last Reviewed Date:** 11/12/2019

The Board of Trustees believes that all students have the right to be educated in a safe and positive learning environment free from disruptions. Students shall be expected to exhibit appropriate conduct that does not infringe upon the rights of others or interfere with the school program while on school grounds, going to or coming from school, at school activities, or using district transportation.

The Superintendent or designee shall ensure that each school develops standards of conduct and discipline consistent with Board policies and administrative regulations. Students and parents/guardians shall be notified of district and school rules related to conduct.

Prohibited student conduct includes, but is not limited to:

1. Conduct that endangers students, staff, or others, including, but not limited to, physical violence, possession of a firearm or other weapon, and terrorist threats
2. Discrimination, harassment, intimidation, or bullying of students or staff, including sexual harassment, hate-motivated behavior, cyberbullying, hazing or initiation activity, extortion, or any other verbal, written, or physical conduct that causes or threatens to cause violence, bodily harm, or substantial disruption to the school program
3. Conduct that disrupts the orderly classroom or school environment
4. Willful defiance of staff's authority
5. Damage to or theft of property belonging to students, staff, or the district
6. Obscene acts or use of profane, vulgar, or abusive language
7. Possession, use, or being under the influence of tobacco, alcohol, or other prohibited substances
8. Possession or use of a laser pointer, unless for a valid instructional or other school-related purpose with prior permission of the principal or designee (Penal Code 417.27)
9. Use of a cell phone, smart watch, pager, or other mobile communication device during instructional time or in an unauthorized manner in violation of district policy
10. Plagiarism or dishonesty on school work or tests
11. Wearing of any attire that violates district or school dress codes, including gang-related apparel
12. Tardiness or unexcused absence from school
13. Failure to remain on school premises in accordance with school rules

Employees are expected to enforce standards of conduct and, when they observe or receive a report of a violation of these standards, to appropriately intervene or seek assistance. As necessary, the employee shall refer the matter to a supervisor or the principal or designee.

of the student's violation of the law or school rules, such a search shall be conducted in accordance with BP/AR 5145.12 - Search and Seizure.

When a student uses any prohibited device, or uses a permitted device in an unauthorized manner, a district employee may confiscate the device. The employee shall store the device securely until it is returned to the student or turned over to the principal or designee, as appropriate.

Students who violate district or school rules and regulations may be subject to discipline including, but not limited to, suspension, expulsion, transfer to alternative programs, referral to a student success team or counseling services, or denial of participation in extracurricular or cocurricular activities or other privileges in accordance with Board policy and administrative regulation. The Superintendent or designee shall notify local law enforcement as appropriate.

Students also may be subject to discipline, in accordance with law, Board policy, or administrative regulation, for any off-campus conduct during nonschool hours which poses a threat or danger to the safety of students, staff, or district property, or substantially disrupts school activities.

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## Student Parent Handbook

### Cell Phone References

#### Page 27 Health Staff

Enterprise, Foothill, Shasta High Schools, and alternative education sites, have a health clerk available during the majority of the school day. A District Nurse provides support to the health clerks as needed as well as student health services including health assessments, chronic disease management, and referrals. Students must have a current emergency card signed by their parent/guardian on file with the Health Clerk at their school.

Students who become ill during class must obtain permission from the teacher to go to the health office. Students leaving school because of illness must check out with the health clerk and attendance office. Any student injured at school will be sent immediately to the health office for emergency treatment and to fill out an accident report form. **Students are not to use cell phones to call home if ill.**

#### Page 53 Student Discipline

LEVEL 1:

Bus Misconduct, **Cell Phone During Class Without Permission**, Class Disruption, Defiance of Authority, Dress Code, Disrespect, Forgery, Littering, Over Affection, Parking Violations, Profanity, Tardy, Truancy

- 1st Consequence – Discipline Conference, Parent Contact, Possible Lunch Detention/Campus Beautification, Possible School Court
- 2nd Consequence – Parent Contact, Lunch Detention/ Campus Beautification, Saturday School
- 3rd Consequence – Parent Contact, School Court , Saturday School
- Additional Consequences – Possible SARB or Alternative Education Placement

#### Page 59 Computer Use Guidelines - Conditions and Rules for Use

##### 3. Monitoring

A SUHSD employee, student, or public does not have an expectation of privacy in workplace electronic communication. The District reserves the right to inspect any transmission of data or files using the District network this includes but is not limited **to private cell phones**, district cell phones, private laptops, district laptops, iPad, voicemail, email, PDA's, computers or any other device using the District's wired or wireless network.

#### Page 63 Computer Use Guidelines - Conditions and Rules for Use

##### 15. CA Electronic Communications Privacy Act

The district may **obtain information from a cell phone** or other electronic device through physical interaction or electronic communications with a device when the following has occurred; 1. Pursuant to a search warrant; 2. Pursuant to a wiretap order; 3. With the specific consent of the "authorized possessor" of the device; 4. With the specific consent of the owner of the device, only when the device has been reported as lost or stolen; 5. If the district, in good faith, believes that an emergency involving danger of death or serious physical injury to any person requires access to the electronic device information; 6. If the district, in good faith, believes the device to be lost, stolen or abandoned, and shall only access electronic device information to attempt to identify, verify

# SHASTA UNION HIGH SCHOOL DISTRICT

**SUBJECT:** Board Bylaw 9250 Remuneration, Reimbursement and Other Benefits

**PREPARER:** Jim Cloney, Superintendent

**RECOMMENDATION:**  Action  
 Discussion  
 Information

**BACKGROUND:**

The Board currently receives a monthly \$75.00 stipend. Education Code 35210 states the following: "In a school district in which the average daily attendance for the prior school year was 10,000 or less, but more than 1,000, each member of the city board of education or the governing board of the school district who attends all meetings held may receive as compensation for the member's services a sum not to exceed two hundred forty dollars (\$240) in any month." The Board has requested to discuss an increase to the current monthly stipend.

**REFERENCES:**

BP 9250  
Ed Code 35120

**Bylaw 9250: Remuneration, Reimbursement And Other Benefits**

Status: ADOPTED

Original Adopted Date: 12/10/2013

Compensation

Each member of the Board of Trustees may receive a monthly compensation of \$75. (Education Code 35120)

On an annual basis, the Board may increase the compensation of Board members beyond the limit delineated in Education Code 35120 in an amount not to exceed five percent based on the present monthly rate of compensation. (Education Code 35120)

Board members are not required to accept payment for meetings attended.

Any member who does not attend all Board meetings during the month is eligible to receive only a percentage of the monthly compensation equal to the percentage of meetings he/she attended, unless otherwise authorized by the Board in accordance with law. (Education Code 35120)

A member may be compensated for meetings he/she missed when the Board, by resolution, finds that he/she was performing designated services for the district at the time of the meeting or that he/she was absent because of illness, jury duty, or a hardship deemed acceptable by the Board. (Education Code 35120)

Student Board members shall receive no compensation for meetings attended. (Education Code 35012)

(cf. 9150 - Student Board Members)

Reimbursement of Expenses

Board members shall be reimbursed for actual and necessary expenses incurred when performing authorized services for the district. Expenses for travel, telephone, business meals, or other authorized purposes shall be in accordance with policies established for district personnel and at the same rate of reimbursement.

(cf. 1160 - Political Processes)

(cf. 3100 - Budget)

(cf. 3350 - Travel Expenses)

(cf. 3513.1 - Cellular Phone Reimbursement)

Board members shall be reimbursed for travel expenses incurred when performing services directed by the Board. (Education Code 35044)

(cf. 9240 - Board Development)

Health and Welfare Benefits for Current Board Members

Board members may participate in the health and welfare benefits program provided for district employees.

(cf. 4154/4254/4354 - Health and Welfare Benefits)

Board members who elect to participate shall pay the full cost of premiums.

## State of California

### EDUCATION CODE

#### Section 35120

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35120. (a) (1) In a school district in which the average daily attendance for the prior school year exceeded 400,000, each member of the city board of education or the governing board of the school district who attends all meetings held may receive as compensation for the member's services a sum not to exceed two thousand dollars (\$2,000) per month.

(2) In a school district that is not located in a city and county, and in which the average daily attendance for the prior school year exceeded 60,000, the governing board may prescribe, as compensation for the services of each member of the board who attends all meetings held, a sum not to exceed one thousand five hundred dollars (\$1,500) in any month.

(3) In a school district in which the average daily attendance for the prior school year was 60,000 or less, but more than 25,000, each member of the city board of education or the governing board of the school district who attends all meetings held may receive as compensation for the member's services a sum not to exceed seven hundred fifty dollars (\$750) in any month.

(4) In a school district in which the average daily attendance for the prior school year was 25,000 or less, but more than 10,000, each member of the city board of education or the governing board of the school district who attends all meetings held may receive as compensation for the member's services a sum not to exceed four hundred dollars (\$400) in any month.

(5) In a school district in which the average daily attendance for the prior school year was 10,000 or less, but more than 1,000, each member of the city board of education or the governing board of the school district who attends all meetings held may receive as compensation for the member's services a sum not to exceed two hundred forty dollars (\$240) in any month.

(6) In a school district in which the average daily attendance for the prior school year was 1,000 or less, but more than 150, each member of the city board of education or the governing board of the school district who attends all meetings held may receive as compensation for the member's services a sum not to exceed one hundred twenty dollars (\$120) in any month.

(7) In a school district in which the average daily attendance for the prior school year was less than 150, each member of the city board of education or the governing board of the school district who attends all meetings held may receive as compensation for the member's services a sum not to exceed sixty dollars (\$60) per month.

(8) A member who does not attend all meetings held in any month may receive, as compensation for the member's services, an amount not greater than the maximum

amount allowed by this subdivision divided by the number of meetings held and multiplied by the number of meetings attended.

(9) For purposes of providing compensation pursuant to paragraphs (1) to (7), inclusive, average daily attendance for the prior school year may be increased by a school district's percentage of excused absences reported for the 1996–97 fiscal year.

(b) The compensation of members of the governing board of a school district newly organized or reorganized shall be governed by subdivision (a). For this purpose, the total average daily attendance in all of the schools of the school district in the school year in which the organization or reorganization became effective shall be considered the average daily attendance in the school district for the prior school year.

(c) A member may be paid for any meeting when absent if the board, by resolution duly adopted and included in its minutes, finds that at the time of the meeting the member is performing services outside the meeting for the school district or districts, the member was ill or on jury duty, or the absence was due to a hardship considered acceptable by the board.

(d) Compensation provided pursuant to this section shall be a charge against the funds of the school district. If the city board of education or the governing board of the school district is the governing board of more than one school district, the compensation shall be charged against and paid by the respective school districts in the same proportion as the salary of the city superintendent of schools is charged against them. Compensation shall be reduced by an amount equal to any salary or compensation paid to the members of the city board of education from any funds of the city.

(e) On an annual basis, the governing board may increase the compensation of individual board members beyond the limits delineated in this section, in an amount not to exceed 5 percent based on the present monthly rate of compensation. An increase made pursuant to this subdivision shall be effective upon approval by the governing board.

(f) The governing board of a school district may award a pupil member elective course credit based on the number of equivalent daily instructional minutes for the pupil member's services provided.

(Amended by Stats. 2019, Ch. 437, Sec. 2. (AB 709) Effective January 1, 2020.)

# SHASTA UNION HIGH SCHOOL DISTRICT

**SUBJECT:** First Reading – Draft Administrative Board Policies, Regulations & Exhibits

**PREPARER:** Jim Cloney, Superintendent

**RECOMMENDATION:**  Action  
 Discussion  
 Information

**BACKGROUND:**

The District subscribes to the California School Boards Association (CSBA) Policy Manual Maintenance Program. Through this Program, CSBA provides sample policies and administrative regulations for adoption.

CSBA issued a special release in October and is recommending updates to Board Policy 6146.1: High School Graduation Requirements. The District is recommending Administrative Regulation (AR) 6144: Controversial Issues be deleted, as it has not been recommended by CSBA since August 2013. The policy was incorporated into Board Policy 6144: Controversial Issues in 2013 and the deletion of the AR was missed in the update.

**REFERENCES:**

Board Policy 6146.1: High School Graduation Requirements  
Administrative Regulation 6144: Controversial Issues  
Board Policy 6144: Controversial Issues

**Policy 6146.1: High School Graduation Requirements**

**Status: ADOPTED**

Original Adopted Date: 12/01/2017 | Last Revised Date: ~~09/04~~10/31/2022 | Last Reviewed Date: ~~09/04~~10/31/2022

CSBA NOTE: The following policy is for use by districts that maintain grades 9-12.

The Governing Board desires to prepare all students to successfully complete the high school course of study and obtain a diploma that represents their educational achievement and increases their opportunities for postsecondary education and employment.

District students shall complete graduation course requirements as specified in Education Code 51225.3 and those adopted by the Board, except for students who are exempted as provided in "Exemptions from District-Adopted Graduation Requirements," below. Students who are exempted from district-adopted graduation requirements shall be eligible to participate in any graduation ceremony and school activity related to graduation in which other students are eligible to participate.

**Course Requirements**

CSBA NOTE: Education Code 51225.3 specifies the courses that a student is required to complete in order to graduate from high school as listed in Items #1-7 below.

Pursuant to Education Code 66204, each district that maintains a high school is required to develop a process for submitting courses to the University of California (UC) to review and certify that they align with the "A-G" course requirements for college admission.

To obtain a high school diploma, students shall complete the following courses in grades 9-12, with each course being one year unless otherwise specified:

1. Three courses in English (Education Code 51225.3)
2. Two courses in mathematics (Education Code 51225.3)

Students shall complete at least one mathematics course that meets the state academic content standards for Algebra I or Mathematics I. Students may complete such coursework prior to grade 9 provided that they also complete two mathematics courses in grades 9-12. (Education Code 51224.5)

CSBA NOTE: The following paragraph is for districts that require more than two mathematics courses for high school graduation. Pursuant to Education Code 51225.3 and 51225.35, a district that requires more than two courses in mathematics may award up to one mathematics course credit for an approved computer science course. Any such course must have been approved by UC as a "category C" (mathematics) course in the university's "A-G" course admission criteria; see BP 6143 - Courses of Study.

3. Successful completion of an approved computer science course that is classified as a "category C" course based on the University of California (UC) and California State University (CSU) "A-G" admission requirements shall be counted toward the satisfaction of additional graduation requirements in mathematics. (Education Code 51225.3, 51225.35)
4. Two courses in science, including biological and physical sciences (Education Code 51225.3)
5. Three courses in social studies, including United States (U.S.) history and geography; world history, culture, and geography; a one-semester course in American government and civics; and a one-semester course in economics (Education Code 51225.3)

CSBA NOTE: Pursuant to Education Code 51225.3, as amended by AB 101 (Ch. 661, Statutes of 2021), no longer authorizes 2022), the option to authorize the completion of a course in career technical education (CTE) ~~to serve as an alternative to~~ in lieu of the visual or performing arts or world language course requirement for high school graduation. However, if a student completed a CTE course prior to, which authority was deleted by AB 101 (Ch. 661, Statutes of 2021), has been restored until July 1, 2022 that met the requirements of Education Code 51225.3, such course will fulfill the visual or performing arts or world language graduation requirement. 2027.

6. One course in visual or performing arts ~~or~~, world language, or career technical education (CTE). For purposes of this requirement, a course in American Sign Language shall be deemed a course in world language. (Education Code 51225.3)

¶

To be counted towards meeting graduation requirements, a student completed a career technical education CTE course prior ~~shall be aligned~~ to July 1, 2022 that met the requirements CTE model curriculum standards and framework adopted by the State Board of Education Code 51225.3, such course will fulfill the visual or performing arts or world language requirement. (Education Code 51225.3)

7. Two courses in physical education, unless the student has been otherwise exempted pursuant to other sections of the Education Code (Education Code 51225.3)

CSBA NOTE: Pursuant to Education Code 51225.3, as amended by AB 101, beginning with the 2029-30 school year, a student is required to complete a one-semester course in ethnic studies, as specified, in order to graduate from high school. At its discretion, a district may require a full-year course. Districts that require a full-year course should revise Item #7 accordingly.

8. Beginning with the 2029-30 school year, a one-semester course in ethnic studies (Education Code 51225.3)

CSBA NOTE: Pursuant to Education Code 51225.3, the Governing Board may prescribe additional coursework (e.g., health education or service learning) or other requirements (e.g., portfolios or senior projects) that district students must complete in order to obtain a diploma. If the Board does so, such courses or projects should be listed below.

If the district requires a course in health education for graduation, Education Code 51225.36 requires that the district include instruction in sexual harassment and violence, including, but not limited to, information on the affirmative consent standard pursuant to Education Code 67386. See BP 6142.1 - Sexual Health and HIV/AIDS Prevention Instruction. In addition, pursuant to Education Code 51225.6, a district that requires a course in health education for graduation is required to include instruction in compression-only cardiopulmonary resuscitation (CPR). See AR 6143 - Courses of Study.

Pursuant to Education Code 51230, if the district requires the completion of community service hours for high school graduation, the district may provide a student with credit towards that requirement for completion of a course in community emergency response training. However, if the district chooses to offer credit for the completion of such a course, the Board is still obligated to notify parents/guardians, students, and the public of information specified in Education Code 51225.3.

9. District Requirements to Earn a Diploma: English: 4 years (40 credits), Mathematics: 3 years (30 credits)\*, Science: 3 years (30 credits), Social Science: 4 years (40 credits), Physical Education: 2 years (20 credits), Practical/ Vocational Arts: 1 year (10 credits), Visual/ Performing Arts: 1 year (10 credits), Health: Satisfied by completing CP or AP Human Geography and Freshman P.E. ELECTIVES: 50 credits. Total = 230 credits  
\*Students who have not passed Math 3 must take a fourth year of mathematics.

CSBA NOTE: Education Code 51225.3 requires the Board to adopt alternative means for students to complete the prescribed course of study. See BP/AR 6146.11 - Alternative Credits Toward Graduation.

Because the prescribed course of study may not accommodate the needs of some students, the Board shall provide alternative means for the completion of prescribed courses in accordance with law.

## Exemptions from District-Adopted Graduation Requirements

CSBA NOTE: Pursuant to Education Code 51225.31, as added by AB 181 (Ch. 52, Statutes of 2022), districts are required to exempt an eligible student with disabilities from all coursework and other requirements adopted by the Board that are in addition to the statewide course requirements specified in Education Code 51225.3, and award such student a high school diploma, as reflected below. Awarding a diploma pursuant to this exception does not change the district's obligation to provide a free appropriate public education or otherwise constitute a change in placement.

Prior to the beginning of grade 10, the individualized education program (IEP) team for each student with disabilities shall determine whether the student is eligible for exemption from all coursework and other requirements adopted by the Board in addition to the statewide course requirements for high school graduation, and if so, shall notify the student's parent/guardian of the exemption. A student with disabilities shall be eligible for the exemption, if the student's IEP provides for both of the following requirements: (Education Code 51225.31)

1. That the student take the alternate assessment aligned to alternate achievement standards in grade 11 as described in Education Code 60640
2. That the student complete state standards aligned coursework to meet the statewide coursework specified in Education Code 51225.3

CSBA NOTE: Education Code 51225.1 requires the district to exempt from any district-adopted graduation requirements that are in addition to the state requirements specified in Education Code 51225.3 a foster youth, homeless student, former juvenile court school student, child of a military family, or migrant student who transfers into the district or between district high schools any time after completing the second year of high school, or an immigrant student who is in the third or fourth year of high school and is participating in a newcomer program (i.e., a program designed to meet the academic and transitional needs of newly arrived immigrant students that has as a primary objective the development of English language proficiency). This exemption does not apply if the Superintendent or designee makes a finding that the student is reasonably able to complete the requirements in time to graduate by the end of the fourth year of high school. Also see AR 6173 - Education for Homeless Children, AR 6173.1 - Education for Foster Youth, AR 6173.2 - Education of Children of Military Families, AR 6173.3 - Education for Juvenile Court School Students, and AR 6175 - Migrant Education Program.

Pursuant to Education Code 51225.1, within 30 calendar days of the transfer into a school by a foster youth, homeless student, former juvenile court school student, child of a military family, migrant student, or newly arrived immigrant student, or of the commencement of participation in a newcomer program, as applicable, the district is required to notify any eligible student and/or the student's parent/guardian, the person holding the right to make education decisions for the student, the district's liaison for homeless children, and the student's social worker or probation officer, as applicable, of the availability of the exemption from local graduation requirements and whether the student qualifies for it. If the district fails to provide that notification, the student will be eligible for the exemption once notified, even if the notification is received after the termination of the court's jurisdiction over the foster youth or former juvenile court school student, after the homeless student ceases to be homeless, or after the student no longer meets the definition of a child of a military family, a migrant student, or a student participating in a newcomer program, as applicable.

Education Code 51225.1 also provides that, if an exempted student completes the statewide coursework requirements before the end of the fourth year of high school, the district or a district school must not require or request that the student graduate before the end of the fourth year of high school.

Any complaint alleging the district's failure to comply with the requirements of Education Code 51225.1 may be filed using the district's uniform complaint procedures pursuant to 5 CCR 4600-4670. See BP/AR 1312.3 - Uniform Complaint Procedures.

In addition, a foster youth, homeless student, former juvenile court school student, child of a military family, or migrant student who transfers into the district or between district schools any time after completing the second year of high school, or a newly arrived immigrant student who is in the third or fourth year of high school and is participating in a newcomer program, shall be exempted from any graduation requirements adopted by the Board that are in addition to statewide course requirements. This exemption shall not apply if the Superintendent or designee makes a finding that the student is reasonably able to complete the requirements in time to graduate by the end of the fourth year of high school.

Within 30 days of the transfer into a school by a foster youth, homeless student, former juvenile court school student, child of a military family, migrant student, or a newly arrived immigrant student, or of the commencement of participation in a newcomer program, as applicable, the Superintendent or designee shall notify any eligible student, and others as required by law, of the availability of the exemption from local graduation requirements and whether the student qualifies for it. (Education Code 51225.1)

### **Retroactive Diplomas**

Any student who completed grade 12 in the 2003-04 through 2014-15 school year and met all applicable graduation requirements other than the passage of the high school exit examination shall be granted a high school diploma. (Education Code 51413)

CSBA NOTE: Items #1-4 below are optional and may be revised to reflect district practice.

In addition, the district may retroactively grant high school diplomas to former students who: (Education Code 48204.4, 51430, 51440)

1. Departed California against their will while in grade 12 and did not receive a diploma because the departure interrupted their education, provided that they were in good academic standing at the time of the departure

Persons may be considered to have departed California against their will if they were in custody of a government agency and were transferred to another state, were subject to a lawful order from a court or government agency that authorized their removal from California, were subject to a lawful order and were permitted to depart California before being removed from California pursuant to the lawful order, were removed or were permitted to depart voluntarily pursuant to the federal Immigration and Nationality Act, or departed due to other circumstances determined by the district that are consistent with the purposes of Education Code 48204.4.

In determining whether to award a diploma under these circumstances, the Superintendent or designee shall consider any coursework that may have been completed outside of the U.S. or through online or virtual courses.

2. Were interned by order of the federal government during World War II or are honorably discharged veterans of World War II, the Korean War, or the Vietnam War, provided that they were enrolled in a district high school immediately preceding the internment or military service and did not receive a diploma because their education was interrupted due to the internment or military service in those wars

Deceased former students who satisfy these conditions may be granted a retroactive diploma to be received by their next of kin.

3. Are veterans who entered the military service of the U.S. while in grade 12 and who had satisfactorily completed the first half of the work required for grade 12 in a district school

4. Were in their senior year of high school during the 2019-20 school year, were in good academic standing and on track to graduate at the end of the 2019-20 school year as of March 1, 2020, and were unable to complete the statewide graduation requirements as a result of the COVID-19 crisis

### Honorary Diplomas

CSBA NOTE: The following optional section reflects the Board's authority to confer honorary high school diplomas pursuant to Education Code 51225.5 and may be revised to reflect district practice.

The Board may grant an honorary high school diploma to: (Education Code 51225.5)

1. An international exchange student who has not completed the course of study ordinarily required for graduation and who is returning to the student's home country following the completion of one academic school year in the district
2. A student who is terminally ill

The honorary diploma shall be clearly distinguishable from the regular diploma of graduation awarded by the district. (Education Code 51225.5)

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**Regulation 6144: Controversial Issues**

**Status:** ADOPTED

**Original Adopted Date:** 11/13/2001

**Commented [LL1]:**  
Delete AR as it has been incorporated into BP 6144: Controversial Issues. CSBA no longer recommends this AR.

Controversial issues may be discussed in the classroom, provided that:

1. The issue is related to the course of study and provides opportunities for critical thinking, for developing tolerance, and for understanding conflicting points of view.
2. The issue has a meaningful relationship to matters of concern to the students.
3. Available information about the issue is sufficient to allow alternative points of view to be discussed and evaluated on a factual basis.
4. All sides of the issue are given a proper hearing, using established facts as primary evidence.
5. The issue has points of view which can be understood and defined by the students.
6. The teacher does not use his/her position to forward his/her own religious, political, economic or social bias. The teacher may express a personal opinion if he/she identifies it as such and does not express the opinion for the purpose of persuading students to his/her point of view.
7. Discussion or study of the issue is instigated by the students or by the established curriculum, but not by a source outside of the schools.
8. The discussion does not reflect adversely upon persons because of their race, sex, color, creed, national origin, ancestry, handicap or occupation.
9. The oral or written presentation does not violate state or federal law.

The Superintendent or designee shall have the authority to judge whether the above conditions are being met.

**Policy 6144: Controversial Issues**

Status: ADOPTED

Original Adopted Date: 05/09/2017

**Commented [LL1]:**  
Current Policy, No  
updates needed.

The Board of Trustees recognizes that the district's educational program may sometimes include instruction related to controversial issues that may arouse strong reactions based on personal values and beliefs, political philosophy, culture, religion, or other influences. Instruction concerning such topics shall be relevant to the adopted course of study and curricular goals and should be designed to develop students' critical thinking skills, ability to discriminate between fact and opinion, respect for others, and understanding and tolerance of diverse points of view.

(cf. 6141.2 - Recognition of Religious Beliefs and Customs)

(cf. 6142.1 - Sexual Health and HIV/AIDS Prevention Instruction)

(cf. 6142.3 - Civic Education)

(cf. 6142.8 - Comprehensive Health Education)

(cf. 6142.94 - History-Social Science Instruction)

(cf. 6143 - Courses of Study)

The Board expects administrators and teachers to exercise professional judgment when deciding whether or not a particular issue is suitable for study or discussion. They shall consult with the Superintendent or designee as necessary to determine the appropriateness of the subject matter, guest speakers, and/or related instructional materials or resources.

(cf. 6141 - Curriculum Development and Evaluation)

(cf. 6161.1 - Selection and Evaluation of Instructional Materials)

(cf. 6161.11 - Supplementary Instructional Materials)

When providing instruction related to a controversial issue, the following guidelines shall apply:

1. The topic shall be suitable to the age and maturity of the students.
2. Instruction shall be presented in a balanced manner, addressing all sides of the issue without bias or prejudice and without promoting any particular point of view.
3. In the classroom, teachers act on behalf of the district and are expected to follow the adopted curriculum. In leading or guiding class discussions about issues that may be controversial, a teacher may not advocate his/her personal opinion or viewpoint. When necessary, the Superintendent or designee may instruct teachers to refrain from sharing personal views in the classroom on controversial topics.
4. Students shall be assured of their right to form and express an opinion without jeopardizing their grades or being subject to discrimination, retaliation, or discipline, provided the viewpoint does not constitute harassment, threats, intimidation, or bullying or is otherwise unlawful.

(cf. 5022 - Student and Family Privacy Rights)

(cf. 5121 - Grades/Evaluation of Student Achievement)

(cf. 5145.2 - Freedom of Speech/Expression)

(cf. 6145.5 - Student Organizations and Equal Access)

5. Students shall be informed of conduct expected during such instruction and the importance of being courteous and respectful of the opinions of others.

(cf. 5131 - Conduct)

(cf. 5131.2 - Bullying)

(cf. 5137 - Positive School Climate)

6. Adequate factual information shall be provided to help students objectively analyze and evaluate the issue and draw their own conclusions.

7. The instruction shall not reflect adversely upon persons because of their race, ethnicity, national origin, sex, sexual orientation, gender identity or expression, disability, religion, or any other basis prohibited by law.

(cf. 0410 - Nondiscrimination in District Programs and Activities)

(cf. 5145.3 - Nondiscrimination/Harassment)

(cf. 5145.9 - Hate-Motivated Behavior)

8. The subject matter of the instruction shall not otherwise be prohibited by state or federal law.

When a guest speaker is invited to make a presentation related to a controversial issue, the Superintendent or designee shall notify him/her of this policy and the expectations and goals regarding the instruction. If the guest speaker is presenting only one point of view on an issue, the teacher shall be responsible for ensuring that students also receive information on opposing viewpoints.

(cf. 6145.8 - Assemblies and Special Events)

When required by law, such as in regards to comprehensive sexual health and HIV prevention education, parents/guardians shall be notified prior to instruction that they may request in writing that their child be excused from the instruction. Students whose parents/guardians decline such instruction may be offered an alternative activity of similar educational value.

A student or parent/guardian with concerns regarding instruction about controversial issues may communicate directly with the teacher or principal and/or use appropriate district complaint procedures.

(cf. 1312.1 - Complaints Concerning District Employees)

(cf. 1312.2 - Complaints Concerning Instructional Materials)

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# SHASTA UNION HIGH SCHOOL DISTRICT

**SUBJECT:** Prioritization of Discretionary Funds for Programs and Facilities

**PREPARER:** David Flores, Chief Business Official

**RECOMMENDATION:**  Action  
 Discussion  
 Information

**BACKGROUND:**  
The Board, Chief Business Official, and Superintendent will discuss the prioritization of discretionary funds for programs and facilities.

# SHASTA UNION HIGH SCHOOL DISTRICT

**SUBJECT:** Public Disclosure of Agreement for 2022-23 with the Shasta Secondary Education Association and Unrepresented Staff (SSEA)

**PREPARER:** David Flores, Chief Business Official

**RECOMMENDATION:**  Action  
 Discussion  
 Information

**BACKGROUND:**

The District is offering SSEA and unrepresented staff additional compensation in the form of on-going money, increase to health benefits, and a one-time payment in an effort to support staff with the current high rate of inflation.

The District is offering an additional 2.08% increase to their base salary or hourly pay as applicable effective July 1, 2022. This will be in addition to the 5.92% previously applied and effective as of July 1, 2022. The on-going increase will be given to staff employed as of 1/31/23.

The health and welfare benefit cap for SSEA and unrepresented staff will be increased by \$500 on an ongoing basis.

SSEA certificated and unrepresented staff employed as of 12/22/22 will receive a one-time payment of \$500.

**REFERENCES:**

AB1200

**PUBLIC DISCLOSURE OF PROPOSED  
COLLECTIVE BARGAINING AGREEMENT**  
(AB-1200, GOVERNMENT CODE SECTION 3547.5)

**School District: Shasta Union High School District**

Name of Bargaining Unit: SSEA  
 What are the effective dates of the proposed agreement? 2022-23  
 Date of Public Meeting: 11/14/22  
 Disclosure prepared by: David Flores

**Send to Shasta County Office of Education ten (10) days prior to Board approval.**

**A. Proposed Change in Salary**

Indicate the percentage salary change over the prior year salary schedule for the current and two subsequent fiscal years. Are the costs on-going or one-time? **PLEASE SEE ATTACHMENTS**

Year of Proposed Agreement	2022-23	2023-24	2024-25
Percentage Salary Change	2.08%		
On-going or one time cost?	On-Going		

**B. Cost of agreement**

Indicate the costs of salary and benefit increases that would be incurred under the agreement for the current and two subsequent fiscal years. **PLEASE SEE ATTACHMENTS**

Year	2022-23	2023-24	2024-25
Salary	501,807	384,307	384,307
Benefits	106,885	81,857	81,857
Other Costs - Health & Welfare increase	124,000	124,000	124,000
<b>Total Cost</b>	<b>732,692</b>	<b>590,164</b>	<b>590,164</b>

**C. Source of funding**

Indicate the source of funding for the proposed agreement. If Staff reductions would be required, this should be stated. Please use additional pages as necessary.

At this time we feel our ending balance reserves can support the cost of negotiated agreement with SSEA. The allocation of cost is roughly 80% to the unrestricted reserves and 20% to the restricted reserves.

**D. Major provisions**

List the major provisions and each of the other costs of the agreement for the current and two subsequent fiscal years. Please use additional pages as necessary.

**Agreement**

Please see the attached Tentative Agreement for details, the highlights are as follows;  
 A 2.08% on-going salary increase, retro to 7/1/22, the health and welfare cap will be increased by \$500, on-going, a "one time" payment of \$500.

**E. Impact of proposed agreement on District reserves**

State Recommended Minimum Reserve Level (after implementation of Proposed agreement)

- 2022-23 = \$2,333,324 at 3.5% (board approved rate)
- 2023-24 = \$2,231,206 at 3.5% (board approved rate)
- 2024-25 = \$2,254,891 at 3.5% (board approved rate)

The above reserves are calculated with the cost of settlement agreement for CSEA

District UNRESTRICTED Reserves sufficient to meet the minimum recommended level AFTER IMPLEMENTATION OF PROPOSED AGREEMENT for the current and two subsequent fiscal years.

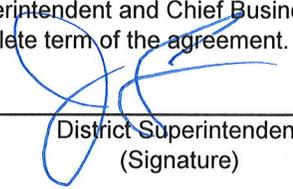
**GENERAL FUND RESERVES**

YEAR	2022-23	2023-24	2024-25
Designated for Economic Uncertainties (Object code 0671)	2,333,324	2,231,206	2,254,891
Board-Designated Reserves (Object code 0672)	10,674,640	14,058,163	16,441,724
Unappropriated Amount (Object code 0679)	-	-	-
<b>TOTAL RESERVES:</b>	<b>13,007,964</b>	<b>16,289,369</b>	<b>18,696,614</b>

If the funding source is the ending balance; the ending balance should be reduced each year by the cost of this agreement.

**CERTIFICATION**

To be signed by the District Superintendent and Chief Business Official when submitted for Public Disclosure before formal action by the Governing Board on the proposed agreement.

The Superintendent and Chief Business Official verify that the costs incurred by the District can be met during the complete term of the agreement.	
 _____ District Superintendent (Signature)	 _____ Date
 _____ District Chief Business Official (Signature)	 _____ Date

**CERTIFICATION**

To be signed by the District Superintendent when submitted for Public Disclosure and by the Board President after formal action by the Governing Board on the proposed agreement.

The information provided in this document summarized the financial implications of the proposed agreement and is submitted for public disclosure in accordance with the requirement of AB1200 and GC3547.5	
_____ District Superintendent (Signature)	_____ Date
After public disclosure of the major provisions contained in the Summary, the Governing Board, at its meeting on _____ took action to approve the proposed agreement with the _____ bargaining unit.	
_____ President, Governing Board (Signature)	_____ Date

# SHASTA UNION HIGH SCHOOL DISTRICT

**SUBJECT:** Public Disclosure of Agreement for 2022-23 with the Educational Support Professionals (ESP) and Unrepresented Staff

**PREPARER:** David Flores, Chief Business Official

**RECOMMENDATION:**  Action  
 Discussion  
 Information

**BACKGROUND:**

The District is offering ESP and unrepresented staff additional compensation in the form of on-going money, increase to health benefits, and a one-time payment in an effort to support staff with the current high rate of inflation.

The District is offering an additional 2.08% increase to their base salary or hourly pay as applicable effective July 1, 2022. This will be in addition to the 5.92% previously applied and effective as of July 1, 2022. The on-going increase will be given to staff employed as of 1/31/23.

The health and welfare benefit cap for ESP and unrepresented staff will be increased by \$500 on an ongoing basis.

ESP and unrepresented staff employed as of 12/22/22 will receive a one-time payment of \$750.

**REFERENCES:**

AB1200

**PUBLIC DISCLOSURE OF PROPOSED  
COLLECTIVE BARGAINING AGREEMENT**  
(AB-1200, GOVERNMENT CODE SECTION 3547.5)

**School District: Shasta Union High School District**

Name of Bargaining Unit: ESP  
 What are the effective dates of the proposed agreement? 2022-23  
 Date of Public Meeting: 11/14/22  
 Disclosure prepared by: David Flores

**Send to Shasta County Office of Education ten (10) days prior to Board approval.**

**A. Proposed Change in Salary**

Indicate the percentage salary change over the prior year salary schedule for the current and two subsequent fiscal years. Are the costs on-going or one-time? **PLEASE SEE ATTACHMENTS**

Year of Proposed Agreement	2022-23	2023-24	2024-25
Percentage Salary Change	2.08%		
On-going or one time cost?	On-Going		

**B. Cost of agreement**

Indicate the costs of salary and benefit increases that would be incurred under the agreement for the current and two subsequent fiscal years. **PLEASE SEE ATTACHMENTS**

Year	2022-23	2023-24	2024-25
Salary	168,253	82,753	82,753
Benefits	60,571	29,791	29,791
Other Costs - Health & Welfare increase	52,000	52,000	52,000
<b>Total Cost</b>	<b>280,824</b>	<b>164,544</b>	<b>164,544</b>

**C. Source of funding**

Indicate the source of funding for the proposed agreement. If Staff reductions would be required, this should be stated. Please use additional pages as necessary.

At this time we feel our ending balance reserves can support the cost of negotiated agreement with ESP  
 The allocation of cost is roughly 80% to the unrestricted reserves and 20% to the restricted reserves.

**D. Major provisions**

List the major provisions and each of the other costs of the agreement for the current and two subsequent fiscal years. Please use additional pages as necessary.

**Agreement**

Please see the attached Tentative Agreement for details, the highlights are as follows;  
 A 2.08% on-going salary increase, retro to 7/1/22, the health and welfare cap will be increased by \$500, on-going, a "one time" payment of \$750.

**E. Impact of proposed agreement on District reserves**

State Recommended Minimum Reserve Level (after implementation of Proposed agreement)

- 2022-23 = \$2,333,324 at 3.5% (board approved rate)
- 2023-24 = \$2,231,206 at 3.5% (board approved rate)
- 2024-25 = \$2,254,891 at 3.5% (board approved rate)

The above reserves are calculated with the cost of settlement agreement for CSEA

District UNRESTRICTED Reserves sufficient to meet the minimum recommended level AFTER IMPLEMENTATION OF PROPOSED AGREEMENT for the current and two subsequent fiscal years.

**GENERAL FUND RESERVES**

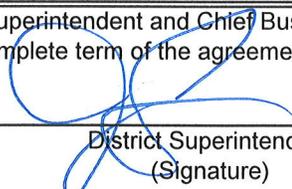
YEAR	2022-23	2023-24	2024-25
Designated for Economic Uncertainties (Object code 0671)	2,333,324	2,231,206	2,254,891
Board-Designated Reserves (Object code 0672)	10,674,640	14,058,163	16,441,724
Unappropriated Amount (Object code 0679)	-	-	-
<b>TOTAL RESERVES:</b>	<b>13,007,964</b>	<b>16,289,369</b>	<b>18,696,614</b>

If the funding source is the ending balance; the ending balance should be reduced each year by the cost of this agreement.

**CERTIFICATION**

To be signed by the District Superintendent and Chief Business Official when submitted for Public Disclosure before formal action by the Governing Board on the proposed agreement.

The Superintendent and Chief Business Official verify that the costs incurred by the District can be met during the complete term of the agreement.

 District Superintendent (Signature)	 Date
 District Chief Business Official (Signature)	 Date

**CERTIFICATION**

To be signed by the District Superintendent when submitted for Public Disclosure and by the Board President after formal action by the Governing Board on the proposed agreement.

The information provided in this document summarized the financial implications of the proposed agreement and is submitted for public disclosure in accordance with the requirement of AB1200 and GC3547.5

District Superintendent (Signature)	Date
After public disclosure of the major provisions contained in the Summary, the Governing Board, at its meeting on _____ took action to approve the proposed agreement with the _____ bargaining unit.	
President, Governing Board (Signature)	Date

# SHASTA UNION HIGH SCHOOL DISTRICT

**SUBJECT:** Public Disclosure of Agreement for 2022-23 with the Management/Confidential/Supervisory Staff

**PREPARER:** David Flores, Chief Business Official

**RECOMMENDATION:**  Action  
 Discussion  
 Information

**BACKGROUND:**

The District is offering the Management/Confidential/Supervisory staff an additional compensation in the form of on-going money, increase to health benefits, and a one-time payment in an effort to support staff with the current high rate of inflation.

The District is offering an additional 2.08% increase to their base salary or hourly pay as applicable effective July 1, 2022. This will be in addition to the 5.92% previously applied and effective as of July 1, 2022. The on-going increase will be given to staff employed as of 1/31/23.

The health and welfare benefit cap for all Management/Confidential/Supervisory staff will be increased by \$500 on an ongoing basis.

All Management/Confidential/Supervisory staff employed as of 12/22/22 will receive a one-time payment of \$500.

A master's stipend will be added to the Management and Supervisory salary schedules.

**REFERENCES:**

AB1200

**PUBLIC DISCLOSURE OF PROPOSED  
COLLECTIVE BARGAINING AGREEMENT**  
(AB-1200, GOVERNMENT CODE SECTION 3547.5)

**School District:** Shasta Union High School District

Name of Bargaining Unit: Mgmt/Conf  
 What are the effective dates of the proposed agreement? 2022-23  
 Date of Public Meeting: 11/14/22  
 Disclosure prepared by: David Flores

**Send to Shasta County Office of Education ten (10) days prior to Board approval.**

**A. Proposed Change in Salary**

Indicate the percentage salary change over the prior year salary schedule for the current and two subsequent fiscal years. Are the costs on-going or one-time? **PLEASE SEE ATTACHMENTS**

Year of Proposed Agreement	2022-23	2023-24	2024-25
Percentage Salary Change	2.08%		
On-going or one time cost?	On-Going		

**B. Cost of agreement**

Indicate the costs of salary and benefit increases that would be incurred under the agreement for the current and two subsequent fiscal years. **PLEASE SEE ATTACHMENTS**

Year	2022-23	2023-24	2024-25
Salary	73,921	58,421	58,421
Benefits	19,959	15,774	15,774
Other Costs - Health & Welfare increase	19,000	19,000	19,000
<b>Total Cost</b>	<b>112,880</b>	<b>93,195</b>	<b>93,195</b>

**C. Source of funding**

Indicate the source of funding for the proposed agreement. If Staff reductions would be required, this should be stated. Please use additional pages as necessary.

At this time we feel our ending balance reserves can support the cost of negotiated agreement with Management staff. The allocation of cost is roughly 80% to the unrestricted reserves and 20% to the restricted reserves.

**D. Major provisions**

List the major provisions and each of the other costs of the agreement for the current and two subsequent fiscal years. Please use additional pages as necessary.

**Agreement**

Please see the attached Tentative Agreement for details, the highlights are as follows;  
 A 2.08% on-going salary increase, retro to 7/1/22, the health and welfare cap will be increased by \$500, on-going, a "one time" payment of \$500.

**E. Impact of proposed agreement on District reserves**

State Recommended Minimum Reserve Level (after implementation of Proposed agreement)

- 2022-23 = \$2,333,324 at 3.5% (board approved rate)
- 2023-24 = \$2,231,206 at 3.5% (board approved rate)
- 2024-25 = \$2,254,891 at 3.5% (board approved rate)

The above reserves are calculated with the cost of settlement agreement for CSEA

District UNRESTRICTED Reserves sufficient to meet the minimum recommended level AFTER IMPLEMENTATION OF PROPOSED AGREEMENT for the current and two subsequent fiscal years.

**GENERAL FUND RESERVES**

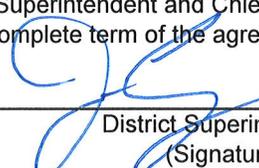
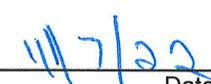
YEAR	2022-23	2023-24	2024-25
Designated for Economic Uncertainties (Object code 0671)	2,333,324	2,231,206	2,254,891
Board-Designated Reserves (Object code 0672)	10,674,640	14,058,163	16,441,724
Unappropriated Amount (Object code 0679)	-	-	-
<b>TOTAL RESERVES:</b>	<b>13,007,964</b>	<b>16,289,369</b>	<b>18,696,614</b>

If the funding source is the ending balance; the ending balance should be reduced each year by the cost of this agreement.

**CERTIFICATION**

To be signed by the District Superintendent and Chief Business Official when submitted for Public Disclosure before formal action by the Governing Board on the proposed agreement.

The Superintendent and Chief Business Official verify that the costs incurred by the District can be met during the complete term of the agreement.

 District Superintendent (Signature)	 Date
 District Chief Business Official (Signature)	 Date

**CERTIFICATION**

To be signed by the District Superintendent when submitted for Public Disclosure and by the Board President after formal action by the Governing Board on the proposed agreement.

The information provided in this document summarized the financial implications of the proposed agreement and is submitted for public disclosure in accordance with the requirement of AB1200 and GC3547.5

District Superintendent (Signature)	Date
After public disclosure of the major provisions contained in the Summary, the Governing Board, at its meeting on _____ took action to approve the proposed agreement with the _____ bargaining unit.	
President, Governing Board (Signature)	Date

# SHASTA UNION HIGH SCHOOL DISTRICT

**SUBJECT:** Public Disclosure of Agreement for 2022-23 with the Contracted Employees

**PREPARER:** David Flores, Chief Business Official

**RECOMMENDATION:**  Action  
 Discussion  
 Information

**BACKGROUND:**

The District is offering the Contracted staff additional compensation in the form of on-going money, increase to health benefits, and a one-time payment in an effort to support staff with the current high rate of inflation.

The District is offering an additional 2.08% increase to their base salary or hourly pay as applicable effective July 1, 2022. This will be in addition to the 5.92% previously applied and effective as of July 1, 2022. The on-going increase will be given to staff employed as of 1/31/2023.

The health and welfare benefit cap for all Contracted staff will be increased by \$500 on an ongoing basis.

All Contracted staff employed as of 12/22/22 will receive a one-time payment of \$500.

A master's stipend will be added to the Contracted staff salary schedules

**REFERENCES:**

AB1200

**PUBLIC DISCLOSURE OF PROPOSED  
COLLECTIVE BARGAINING AGREEMENT**  
(AB-1200, GOVERNMENT CODE SECTION 3547.5)

**School District:** Shasta Union High School District

Name of Bargaining Unit: Contracted  
 What are the effective dates of the proposed agreement? 2022-23  
 Date of Public Meeting: 11/14/22  
 Disclosure prepared by: David Flores

**Send to Shasta County Office of Education ten (10) days prior to Board approval.**

**A. Proposed Change in Salary**

Indicate the percentage salary change over the prior year salary schedule for the current and two subsequent fiscal years. Are the costs on-going or one-time? **PLEASE SEE ATTACHMENTS**

Year of Proposed Agreement	2022-23	2023-24	2024-25
Percentage Salary Change	2.08%		
On-going or one time cost?	On-Going		

**B. Cost of agreement**

Indicate the costs of salary and benefit increases that would be incurred under the agreement for the current and two subsequent fiscal years. **PLEASE SEE ATTACHMENTS**

Year	2022-23	2023-24	2024-25
Salary	14,395	12,395	12,395
Benefits	3,599	3,099	3,099
Other Costs - Health & Welfare increase	2,000	2,000	2,000
<b>Total Cost</b>	<b>19,993</b>	<b>17,493</b>	<b>17,493</b>

**C. Source of funding**

Indicate the source of funding for the proposed agreement. If Staff reductions would be required, this should be stated. Please use additional pages as necessary.

At this time we feel our ending balance reserves can support the cost of negotiated agreement with Contracted staff. The allocation of cost is roughly 80% to the unrestricted reserves and 20% to the restricted reserves.

**D. Major provisions**

List the major provisions and each of the other costs of the agreement for the current and two subsequent fiscal years. Please use additional pages as necessary.

**Agreement**

Please see the attached Tentative Agreement for details, the highlights are as follows;  
 A 2.08% on-going salary increase, retro to 7/1/22, the health and welfare cap will be increased by \$500, on-going, a "one time" payment of \$500.

**E. Impact of proposed agreement on District reserves**

State Recommended Minimum Reserve Level (after implementation of Proposed agreement)

2022-23 = \$2,333,324 at 3.5% (board approved rate)  
 2023-24 = \$2,231,206 at 3.5% (board approved rate)  
 2024-25 = \$2,254,891 at 3.5% (board approved rate)

The above reserves are calculated with the cost of settlement agreement for CSEA

District UNRESTRICTED Reserves sufficient to meet the minimum recommended level AFTER IMPLEMENTATION OF PROPOSED AGREEMENT for the current and two subsequent fiscal years.

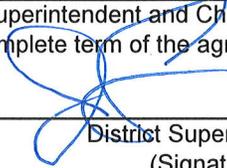
**GENERAL FUND RESERVES**

YEAR	2022-23	2023-24	2024-25
Designated for Economic Uncertainties (Object code 0671)	2,333,324	2,231,206	2,254,891
Board-Designated Reserves (Object code 0672)	10,674,640	14,058,163	16,441,724
Unappropriated Amount (Object code 0679)	-	-	-
<b>TOTAL RESERVES:</b>	<b>13,007,964</b>	<b>16,289,369</b>	<b>18,696,614</b>

If the funding source is the ending balance; the ending balance should be reduced each year by the cost of this agreement.

**CERTIFICATION**

To be signed by the District Superintendent and Chief Business Official when submitted for Public Disclosure before formal action by the Governing Board on the proposed agreement.

The Superintendent and Chief Business Official verify that the costs incurred by the District can be met during the complete term of the agreement.	
 _____ District Superintendent (Signature)	 _____ Date
 _____ District Chief Business Official (Signature)	 _____ Date

**CERTIFICATION**

To be signed by the District Superintendent when submitted for Public Disclosure and by the Board President after formal action by the Governing Board on the proposed agreement.

The information provided in this document summarized the financial implications of the proposed agreement and is submitted for public disclosure in accordance with the requirement of AB1200 and GC3547.5	
_____ District Superintendent (Signature)	_____ Date
After public disclosure of the major provisions contained in the Summary, the Governing Board, at its meeting on _____ took action to approve the proposed agreement with the _____ bargaining unit.	
_____ President, Governing Board (Signature)	_____ Date

# SHASTA UNION HIGH SCHOOL DISTRICT

**SUBJECT:** Public Disclosure of Proposed Collective Bargaining Agreement for 2022-23 fiscal year with the California School Employees Association, Chapter #181 (together “CSEA”) and Unrepresented Staff

**PREPARER:** David Flores, Chief Business Official

**RECOMMENDATION:**  Action  
 Discussion  
 Information

**BACKGROUND:**

The District is offering CSEA and unrepresented staff additional compensation in the form of on-going money, and a one-time payment in an effort to support staff with the current high rate of inflation.

The District is offering an additional 2% increase to their base salary or hourly pay as applicable effective July 1, 2022. This will be in addition to the 2% previously applied and effective as of July 1, 2022. The on-going increase will be given to staff employed as of 1/31/2023.

All CSEA classified staff employed as of 12/22/22 will receive a one-time payment of \$750.

The following positions are moving in range:

- Food Nutrition Specialist from Range 18 to Range 19
- Catering Coordinator, Food/Nutrition Site Supervisor, Pizza Production Leader, Vending Production Leader from Range 19 to Range 20
- Food and Beverage Manager from Range 20 to Range 21

**REFERENCES:**

AB1200

**PUBLIC DISCLOSURE OF PROPOSED  
COLLECTIVE BARGAINING AGREEMENT**  
(AB-1200, GOVERNMENT CODE SECTION 3547.5)

**School District:** Shasta Union High School District

Name of Bargaining Unit: CSEA  
 What are the effective dates of the proposed agreement? 2022-23  
 Date of Public Meeting: 11/14/22  
 Disclosure prepared by: David Flores

**Send to Shasta County Office of Education ten (10) days prior to Board approval.**

**A. Proposed Change in Salary**

Indicate the percentage salary change over the prior year salary schedule for the current and two subsequent fiscal years. Are the costs on-going or one-time? **PLEASE SEE ATTACHMENTS**

Year of Proposed Agreement	2022-23	2023-24	2024-25
Percentage Salary Change	2%		
On-going or one time cost?	On-Going		

**B. Cost of agreement**

Indicate the costs of salary and benefit increases that would be incurred under the agreement for the current and two subsequent fiscal years. **PLEASE SEE ATTACHMENTS**

Year	2022-23	2023-24	2024-25
Salary	133,196	74,696	74,696
Benefits	47,923	26,863	26,863
Other Costs - Health & Welfare increase			
<b>Total Cost</b>	<b>181,119</b>	<b>101,559</b>	<b>101,559</b>

**C. Source of funding**

Indicate the source of funding for the proposed agreement. If Staff reductions would be required, this should be stated. Please use additional pages as necessary.

At this time we feel our ending balance reserves can support the cost of negotiated agreement with CSEA. The allocation of cost is roughly 80% to the unrestricted reserves and 20% to the restricted reserves.

**D. Major provisions**

List the major provisions and each of the other costs of the agreement for the current and two subsequent fiscal years. Please use additional pages as necessary.

**Agreement**

Please see the attached Tentative Agreement for details, the highlights are as follows;  
 A 2% on-going increase, retro active to July 1, 2022. Range changes for Food Nutrition Specialist, Catering Coordinator, Food/Nutrition Site Supervisor, Pizza Production Leader Vending Production Leader, Food and Beverage Manager

A one time payment of \$750 for each CSEA employee

**E. Impact of proposed agreement on District reserves**

State Recommended Minimum Reserve Level (after implementation of Proposed agreement)

2022-23 = \$2,287,387 at 3.5% (board approved rate)  
 2023-24 = \$2,200,900 at 3.5% (board approved rate)  
 2024-25 = \$2,224,584 at 3.5% (board approved rate)

The above reserves are calculated with the cost of settlement agreement for CSEA

District UNRESTRICTED Reserves sufficient to meet the minimum recommended level AFTER IMPLEMENTATION OF PROPOSED AGREEMENT for the current and two subsequent fiscal years.

**GENERAL FUND RESERVES**

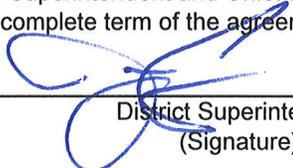
YEAR	2022-23	2023-24	2024-25
Designated for Economic Uncertainties (Object code 0671)	2,287,387	2,200,900	2,224,584
Board-Designated Reserves (Object code 0672)	11,866,966	16,100,254	19,349,211
Unappropriated Amount (Object code 0679)	-	-	-
<b>TOTAL RESERVES:</b>	<b>14,154,353</b>	<b>18,301,154</b>	<b>21,573,796</b>

If the funding source is the ending balance; the ending balance should be reduced each year by the cost of this agreement.

**CERTIFICATION**

To be signed by the District Superintendent and Chief Business Official when submitted for Public Disclosure before formal action by the Governing Board on the proposed agreement.

The Superintendent and Chief Business Official verify that the costs incurred by the District can be met during the complete term of the agreement.

 District Superintendent (Signature)	 Date
 District Chief Business Official (Signature)	 Date

**CERTIFICATION**

To be signed by the District Superintendent when submitted for Public Disclosure and by the Board President after formal action by the Governing Board on the proposed agreement.

The information provided in this document summarized the financial implications of the proposed agreement and is submitted for public disclosure in accordance with the requirement of AB1200 and GC3547.5

District Superintendent (Signature)	Date
After public disclosure of the major provisions contained in the Summary, the Governing Board, at its meeting on _____ took action to approve the proposed agreement with the _____ bargaining unit.	
President, Governing Board (Signature)	Date

# SHASTA UNION HIGH SCHOOL DISTRICT

**SUBJECT:** Approve the California School Employees Association (CSEA), Chapter #181 Salary Schedule

**PREPARER:** David Flores, Chief Business Official

**RECOMMENDATION:**  Action  
 Discussion  
 Information

**BACKGROUND:**

It is requested the Board approve the revisions to the CSEA salary schedule based on the increases and the approved AB1200 brought to the Board. The salary schedule is increased by 2% retroactive to July 1, 2022. The following positions changed ranges:

- Food Nutrition Specialist from Range 18 to Range 19
- Catering Coordinator, Food/Nutrition Site Supervisor, Pizza Production Leader, Vending Production Leader from Range 19 to Range 20
- Food and Beverage Manager from Range 20 to Range 21

**SHASTA UNION HIGH SCHOOL DISTRICT**

**CSEA - CLASSIFIED SALARY SCHEDULE  
JULY 1, 2022**

	RANGE	STEP 1	Schedule A STEP 5
<b>FOOD SERVICES</b>			
FOOD NUTRITION SPECIALIST	19	17.06	20.75
CATERING COORDINATOR	20	17.91	21.76
FOOD/NUTRITION SITE SUPERVISOR	20	17.91	21.76
~PIZZA PRODUCTION LEADER	20	17.91	21.76
VENDING PRODUCTION LEADER	20	17.91	21.76
FOOD AND BEVERAGE MANAGER	21	18.81	22.85
<b>MAINTENANCE &amp; OPERATIONS</b>			
CUSTODIAN	20	17.91	21.76
LEAD CUSTODIAN	21	18.81	22.85
ATHLETIC FIELD TECHNICIAN	21	18.81	22.85
UTILITY/AUDITORIUM TECHNICIAN	21	18.81	22.85
MAINTENANCE WORKER I	21	18.81	22.85
MAINTENANCE WORKER II	22	19.73	24.02
LEAD MAINTENANCE WORKER	23	20.75	25.22
<b>TRANSPORTATION SERVICES</b>			
BUS DRIVER	23	20.75	25.22
BUS DRIVER / UTILITY WORKER	23	20.75	25.22
~MECHANIC I	23	20.75	25.22
~MECHANIC II	24	21.76	26.50
~MECHANIC III	27	25.22	30.65
~MECHANIC IV	30	29.23	35.56

AA Degree \$ 366  
BA Degree \$ 671

NOTE:

1. BUS DRIVERS ASSIGNED TO THE FRENCH GULCH, OAK RUN & VIOLA "OUT-OF-TOWN" ROUTES, OF WHOM HOUSE THE BUS AT THEIR PLACE OF RESIDENCE, SHALL RECEIVE 10% SHIFT DIFFERENTIAL DURING THE SCHOOL YEAR, BUT SHALL NOT RECEIVE MILEAGE REIMBURSEMENT.
2. 1. BUS DRIVERS WHO ARE ALSO EMPLOYED IN A CLASSIFICATION OTHER THAN BUS DRIVER SHALL NOT BE ELIGIBLE FOR ADDITIONAL BUS TRIPS WHICH CONFLICT WITH THE HOURS AND RESPONSIBILITIES IN THE NON-DRIVING POSITIONS.

- ~3.00% EFFECTIVE 7/1/18
- ~2.00% EFFECTIVE 7/1/19
- ~2.00% EFFECTIVE 7/1/20
- ~2.00% EFFECTIVE 7/1/22, Board Approved on 10/21/22
- ~2.00% EFFECTIVE 7/1/22, Pending Board Approval on 11/14/22

**PENDING BOARD APPROVAL ON 11/14/22**

SHASTA UNION HIGH SCHOOL DISTRICT  
CSEA SALARY SCHEDULE  
EFFECTIVE JULY 1, 2022

Schedule A

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	Longevity Steps 6-30					
						STEP 6	STEP 10	STEP 15	STEP 20	STEP 25	STEP 30
						5%	5%	5%	7.5%	7.5%	7.5%
18	16.20	17.06	17.91	18.81	19.73	20.72	21.74	22.84	24.54	26.39	28.37
19	17.06	17.91	18.81	19.73	20.75	21.76	22.86	24.00	25.80	27.73	29.81
20	17.91	18.81	19.73	20.75	21.76	22.86	23.99	25.18	27.08	29.11	31.29
21	18.81	19.73	20.75	21.76	22.85	23.99	25.17	26.45	28.42	30.56	32.84
22	19.73	20.75	21.76	22.85	24.02	25.21	26.49	27.81	29.88	32.14	34.55
23	20.75	21.76	22.85	24.02	25.22	26.49	27.81	29.21	31.40	33.75	36.29
24	21.76	22.85	24.02	25.22	26.50	27.84	29.22	30.68	32.98	35.45	38.11
25	22.85	24.02	25.22	26.50	27.84	29.22	30.68	32.21	34.63	37.22	40.01
26	24.02	25.22	26.50	27.84	29.21	30.68	32.20	33.83	36.36	39.08	42.00
27	25.22	26.50	27.84	29.21	30.65	32.19	33.79	35.48	38.16	41.00	44.08
28	26.50	27.84	29.21	30.65	32.21	33.84	35.52	37.29	40.10	43.11	46.34
29	27.84	29.21	30.65	32.21	33.85	35.54	37.32	39.19	42.13	45.29	48.68
30	29.23	30.68	32.19	33.83	35.56	37.32	39.19	41.16	44.24	47.56	51.12

AA Degree \$ 366

BA Degree \$ 671

~3.00% EFFECTIVE 7/1/18

~2.00% EFFECTIVE 7/1/19

~2.00% EFFECTIVE 7/1/20

~2.00% EFFECTIVE 7/1/22, Board Approved on 10/21/22

~2.00% EFFECTIVE 7/1/22, Board Approved on 11/14/22

**PENDING BOARD APPROVAL ON 11/14/22**