

SUHSD 2023-24 Initial Proposals for Negotiation

March 14, 2023



Shasta Secondary Education Association

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 2024/25 school year.
- Fulfill the agreed upon contract

Shasta Secondary Education Association

Article 9

Assignment, Reassignment and Transfers

- Discuss site level release period language to meet the best interest of the District

Rationale:

- We feel we can improve this language to better serve the District's students

Shasta Secondary Education Association

Article 11 Leaves

- Discuss how prorated leave is applied during partial day absence from work. Also discuss the timeline how additional leave earned through period subbing is paid out if not used for release time.

Rationale:

- There is currently confusion over this language and how it is applied.

Educational Support Personnel

Educational Support Personnel

Article 8 Vacations

- Discuss language on vacation accrual

Rationale:

- Provide clarification on how and when accrued vacation time may be paid out

Educational Support Personnel

Article 10

Hiring, Promotions and Transfers

- Discuss timelines on posting of vacancies.

Rationale:

- Ensure contract language is consistent with District practice.

SSEA/ESP Compensation

As we are currently completing the first year of three year compensation agreement, the District has no compensation proposal.

Rationale:

Current multiyear agreement will result in an increase in compensation for SSEA/ESP in 2023/24. The amount will be the percentage equal to 75% of the funded COLA approved in the 2023/24 education budget.

California School Employees Association

California School Employees Association

As per Article 1, in the current CSEA contract, the contract is fully open as of October 2023. The District is open to a thorough review of the contract language for clarity and corrections based on current policies and practices.

California School Employees Association

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:

Increases tied to COLA can eliminate “winner” or “loser” concerns.

Provides for predictability and stability in budget planning process and labor relations.