



# **SHASTA SECONDARY EDUCATION ASSOCIATION**

Sunshine Proposal for Negotiations  
with the  
Shasta Union High School District

**SCHOOL YEAR 2023 - 2024**

# THE SSEA NEGOTIATING TEAMS

- Certificated Professionals
  - Sheena Thurston– Lead (EHS)
  - Joel Moore– Alternative Sites
  - Tyler Grady– Enterprise HS
  - Annette Wilson – Foothill HS
  - Alison Vild– Shasta HS
    - Gary Connolly – SCA (observer)
    - Andrea Cota – FHS (observer)
    - Layne McLean – (SSEA President)
- Education Support Professionals
  - Roberta Mayberry – Lead (FHS)
  - Pablo Lana– Foothill HS
  - April Williams– Shasta HS
    - Rhonda Minch - (ESP President)

# OPENING STATEMENT

- Relationships
  - We are determined to change the District dynamic. The District Administration must involve teachers, staff, and stakeholders in the direction and vision of the District. We must be involved in the decision making process because we are the ones that make it happen for our students.
- Invitation
  - We welcome and invite the SUHSD Board of Trustees to work with the SSEA as a partner in the betterment of the District. We will actively communicate with the Board moving forward, and welcome your input, at any time in the process.

# MUTUAL CONTRACT OPENERS

- E.S.P. Article 18.4: Term
  - 2025-2026 Calendar(s)
- Certificated Article 21.2: Term
  - 2025-2026 Calendar(s)
- Rationale:
  - Working with the District to create calendars early benefits all parties in planning and preparation for the future.

## ESP OPENERS - 2 ARTICLES

- Article 10: Hiring, Promotions, and Transfers
- Rationale:
  - Bring new and transferring employees up to speed in their new position(s). Learn best practices from experienced employees. Compensate accordingly for expertise rendered.

## ESP OPENERS - 2 ARTICLES

- Article 14:  
Compensation
- Rationale:
  - Prioritize the continuity of our athletic programs.
  - In the event that a Certificated Employee is unavailable then an ESP employee with previous walk-on coaching experience shall be considered without further review.

## ESP OPENERS - 2 ARTICLES

- Article 14:  
Compensation
- Rationale:
  - Participate in the Classified Summer Assistance Program to ensure ESP Employees the right to 12 months of checks in order to help retain employees and improve their quality of life when school is not in session.

# CERTIFICATED OPENERS

- Article 7: Hours of Employment
  - Revisit/update this article to best align language with current practices
- Rationale:
  - The 3 comprehensive SUHSD campuses all operate on the same bell schedule, this is new and has posed some challenges in this language.
  - Ensure equity across the district, while still being flexible to the needs of each individual campus.



# CERTIFICATED OPENERS

- Article 8: Class Size
  - Revisit this article to best align language with current practices.
- Rationale:
  - Freshman CORE classes need to have lower class sizes as these incoming students have suffered during the pandemic.

# CERTIFICATED OPENERS

- Article 10:  
Membership/Compensation
  - 3-year deal (22-23, 23-24, 24-25) is on-going for salary schedule increases.
  - Adjust extra-duty and coaching salary schedules to ensure fair and equitable compensation for services rendered
  - Review all current MOU's and draft contract language where needed, moving forward
- Keep the SUHSD as the leader in northern California in regards to compensation and working conditions.
- Fine tune positions and compensation within the 3-year deal to reflect best practices and changing conditions.

# CLOSING

- Article 18: Completion of meet and negotiate
  - We are in the current timeline and are hopeful of finishing this process by the end of the school year.
- Article 21.1
  - 2025-2026 calendar
  - Language Openers
- Rationale
  - Looking forward to working with the district administration and the school board on a successful negotiations process for all involved.
  - Re-affirm the SUHSD as the top school district in Northern California.