

TENTATIVE AGREEMENT BETWEEN
THE SHASTA UNION HIGH SCHOOL DISTRICT
AND THE CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION AND ITS SHASTA HIGH CHAPTER
#181

The Shasta Union High School District (hereafter "District") and the California School Employees Association and its Shasta High Chapter #181 (together "CSEA") do tentatively agree as follows:

1. The District and CSEA agree to modifications, additions and/or deletions to the following Articles effective July 1, 2022:

See attached

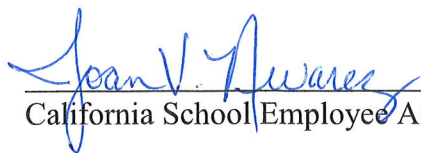
Article 5.1 (Evaluations)

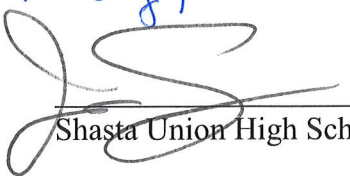
Article 14.2.2.8 (Benefit Years)

2. All CSEA staff which are employed at the time of ratification will be re-classed on the salary schedule effective January 1, 2022 see attached. Range 15 through 17 will be eliminated and new Range 30 will be added. Staff will be moved dollar for dollar plus one step.
3. Article 14 - Increase district contribution to the medical cap by the amount of \$400.00, to become effective April 1, 2022 during a new open enrollment window.
4. 2022/23 and 2023/24 Calendars approved.

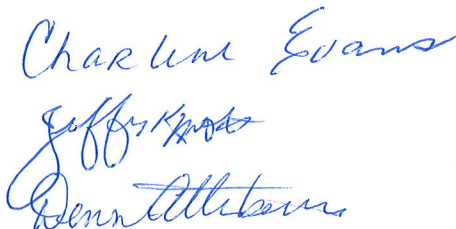


This completes negotiations for the 2021/22 year.

Tentatively agreed to this February 1, 2022 in Redding California.


California School Employee Association


Shasta Union High School


California School Employee Association

SHASTA UNION HIGH SCHOOL DISTRICT

CSEA - CLASSIFIED SALARY SCHEDULE JANUARY 1, 2022

Schedule A

	RANGE	STEP 1	STEP 5
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FOOD SERVICES

FOOD NUTRITION SPECIALIST	18	15.57	18.96
CATERING COORDINATOR	19	16.40	19.94
FOOD/NUTRITION SITE SUPERVISOR	19	16.40	19.94
FOOD AND BEVERAGE MANAGER	20	17.21	20.91
~PIZZA PRODUCTION LEADER	19	16.40	19.94

MAINTENANCE & OPERATIONS

CUSTODIAN	19	16.40	19.94
LEAD CUSTODIAN	20	17.21	20.91
ATHLETIC FIELD TECHNICIAN	21	18.08	21.96
UTILITY/AUDITORIUM TECHNICIAN	21	18.08	21.96
MAINTENANCE WORKER I	21	18.08	21.96
MAINTENANCE WORKER II	22	18.96	23.08
LEAD MAINTENANCE WORKER	23	19.94	24.24

TRANSPORTATION SERVICES

BUS DRIVER	22	18.96	23.08
BUS DRIVER / UTILITY WORKER	22	18.96	23.08
~MECHANIC I	22	18.96	23.08
~MECHANIC II	24	20.91	25.47
~MECHANIC III	27	24.24	29.47
~MECHANIC IV	30	28.09	34.17

AA Degree \$ 352
BA Degree \$ 645

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



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

Schedule B

						Longevity Steps 6-30					
RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 10	STEP 15	STEP 20	STEP 25	STEP 30
						5%	5%	5%	7.5%	7.5%	7.5%
18	15.57	16.40	17.21	18.08	18.96	19.91	20.89	21.95	23.59	25.36	27.27
19	16.40	17.21	18.08	18.96	19.94	20.91	21.98	23.07	24.80	26.66	28.65
20	17.21	18.08	18.96	19.94	20.91	21.98	23.06	24.21	26.03	27.98	30.08
21	18.08	18.96	19.94	20.91	21.96	23.06	24.19	25.42	27.32	29.37	31.57
22	18.96	19.94	20.91	21.96	23.08	24.23	25.46	26.73	28.72	30.89	33.21
23	19.94	20.91	21.96	23.08	24.24	25.46	26.73	28.08	30.18	32.44	34.88
24	20.91	21.96	23.08	24.24	25.47	26.75	28.09	29.49	31.70	34.07	36.63
25	21.96	23.08	24.24	25.47	26.75	28.09	29.49	30.96	33.29	35.77	38.46
26	23.08	24.24	25.47	26.75	28.08	29.49	30.95	32.52	34.95	37.56	40.38
27	24.24	25.47	26.75	28.08	29.47	30.94	32.48	34.10	36.68	39.42	42.37
28	25.47	26.75	28.08	29.47	30.96	32.53	34.13	35.85	38.54	41.43	44.54
29	26.75	28.08	29.47	30.96	32.54	34.16	35.87	37.67	40.49	43.53	46.79
30	28.09	29.49	30.94	32.51	34.17	35.87	37.67	39.56	42.52	45.71	49.14

AA Degree \$ 352
BA Degree \$ 645

~3.00% EFFECTIVE 7/1/18

~2.00% EFFECTIVE 7/1/19

~2.00% EFFECTIVE 7/1/20



14.2.2.7 February 1, 2020 to Current Benefit Year September 30, 2021

The District shall contribute an Annualized Amount of \$11621.75 for each full-time employee. Of this amount, the District shall contribute \$11513.75 to the Trust for medical, dental, vision and the Employee Assistance Program (EAP) and \$108 for Life Insurance coverage for each full-time employee. Life Insurance coverage is provided to employees whose regular work day is four hours or more. Should the cost of the HDHP-2 plan option fall below the District Cap then if enrolled in the HDHP-2 plan option, the District will contribute the difference between the employee cost and the District Cap to a District Sponsored Health Savings Account on the employee's behalf.

(Board Approved 12/17/19)

14.2.2.8 October 1, 2021 to March 31, 2022

The District shall contribute an Annualized Amount of \$11721.75 for each full-time employee. Of this amount, the District shall contribute \$11613.75 to the Trust for medical, dental, vision and the Employee Assistance Program (EAP) and \$108 for Life Insurance coverage for each full-time employee. Life Insurance coverage is provided to employees whose regular work day is four hours or more. Should the cost of the HDHP-2 plan option fall below the District Cap then if enrolled in the HDHP-2 plan option, the District will contribute the difference between the employee cost and the District Cap to a District Sponsored Health Savings Account on the employee's behalf.

14.2.2.9 April 1, 2022 to Current Benefit Year

The District shall contribute an Annualized Amount of \$12121.75 for each full-time employee. Of this amount, the District shall contribute \$12013.75 to the Trust for medical, dental, vision and the Employee Assistance Program (EAP) and \$108 for Life Insurance coverage for each full-time employee. Life Insurance coverage is provided to employees whose regular work day is four hours or more. Should the cost of the HDHP-2 plan option fall below the District Cap then if enrolled in the HDHP-2 plan option, the District will contribute the difference between the employee cost and the District Cap to a District Sponsored Health Savings Account on the employee's behalf.

(pending Board Approved)

5.1 General

All unit members will be notified of who will be their evaluator and shall be given information about the evaluation procedures. The standards, goals, objectives and expectations shall be consistent with the duties and responsibilities set forth in the employee's job description and will be made known to the employee when first employed. Evaluation and assessment of the performance of each unit member shall be made on a continuing basis, at the end of the second and fifth month for probationary personnel and permanent employees will be evaluated at least every other year after the first two years of employment in the same classification. See Appendix A.1

5.1 Procedure

- ~~— 5.1.1 Service ratings for all probationary employees of the unit shall be submitted at the end of the second and fifth months. (Board approved 12/17/19)~~
- ~~— 5.1.2 Service evaluation for all permanent employees shall be submitted prior to the end of each fiscal year.~~

Appendix A.1

Shasta Union High School District

CSEA Evaluation Rotation

1	Formal
2	Formal
3	OFF
4	Formal
5	OFF
6	Formal
7	OFF
8	Formal
9	OFF
10	Formal

Note: years 1-2 remain the same with formal evaluations. After permanent status is achieved for 2 years, formal evaluations will begin every other year.

This cycle is based on time in a position. If a unit member changes positions the timeline starts over.

Shasta Union High School District

2022-23 CSEA Calendar

12

July 2022						
Su	M	Tu	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

12 month employees work all days except holidays
 11 month employees do not work during July
 shaded = 10 month employee work days (181)

August 2022						
Su	M	Tu	W	Th	F	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

September 2022						
Su	M	Tu	W	Th	F	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

October 2022						
Su	M	Tu	W	Th	F	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

November 2022						
Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

December 2022						
Su	M	Tu	W	Th	F	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

January 2023						
Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

February 2023						
Su	M	Tu	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28				



March 2023						
Su	M	Tu	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

April 2023						
Su	M	Tu	W	Th	F	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

May 2023						
Su	M	Tu	W	Th	F	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

June 2023						
Su	M	Tu	W	Th	F	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

HOLIDAYS/RECESSES	
Labor Day	Sep 5
Veteran's Day Holiday	Nov 11
<i>(by law must be Nov 11 if a weekday)</i>	
Thanksgiving Break	Nov 21-25
Winter Break	Dec 23-Jan 9
Martin Luther King Day	Jan 16
Washington Day observed	Feb 20
Lincoln Day observed	Feb 21
President's Week	Feb 20 - 24
Spring Break	April 7-14
Memorial Day	May 29
Thanksgiving - November 24	
Easter - April 9	

CSEA DATES	
School Starts:	August 17
School Ends:	June 8
CSEA work Day (all employees) Aug 15 	
Snow Day Makeup:	June 9 

Shasta Union High School District

2023-24 CSEA Calendar

13

July 2023						
Su	M	Tu	W	Th	F	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

21

12 month employees work all days except holidays
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August 2023						
Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

18

September 2023						
Su	M	Tu	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

18

October 2023						
Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

22

18

November 2023						
Su	M	Tu	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

20

21

December 2023						
Su	M	Tu	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

17

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

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

23

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

4

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

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

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

HOLIDAYS/RECESSES

Labor Day Sep 4
 Veteran's Day Holiday Nov 10
(by law must be Nov 11 if a weekday)
 Thanksgiving Break Nov 20-24
 Winter Break Dec 22-Jan 8
 Martin Luther King Day Jan 15
 Washington Day observed Feb 19
 Lincoln Day observed Feb 20
 President's Week Feb 19-23
 Spring Break March 29-April 5
 Memorial Day May 27

Thanksgiving - November 23
 Easter - March 31

CSEA DATES

School Starts: August 16
 School Ends: June 6

CSEA work Day (all employees) Aug 14 

Snow Day Makeup: June 7 