

TENTATIVE AGREEMENT BETWEEN  
THE SHASTA UNION HIGH SCHOOL DISTRICT  
AND THE EDUCATIONAL SUPPORT PROFESSIONALS

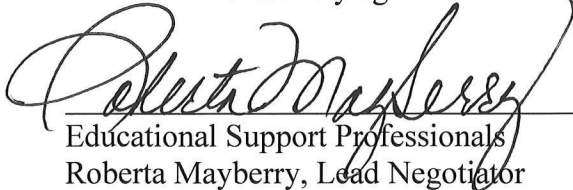
The Shasta Union High School District (hereafter "District") and Educational Support Professionals (hereafter "ESP") do tentatively agree as follows:


1. For the 2021/22 school year, all ESP members that are employed as of May 1, 2022 will receive one-time payment of \$1500. Payment will be made on June 17, 2022.
2. For the 2022/23 school year, all ESP members will receive an ongoing salary increase of 5% plus an additional 75% of the funded 2022/23 COLA percentage above 5.33 effective July 1, 2022.
3. For the 2023/24 school year, all ESP members who are employed as of October 1, 2023 will receive a one-time payment of \$1000 on or before October 31, 2023.
4. For the 2023/24 school year, all ESP members will receive an ongoing salary increase of 75% of the funded 2023/24 COLA percentage effective July 1, 2023.
5. For the 2024/25 school year, all ESP members will receive an ongoing salary increase of 75% of the funded 2024/25 COLA percentage effective July 1, 2024.
6. Approve 2024/25 ESP Calendar.
7. Contract language changes to the following article as presented effective July 1, 2022:

Article 14 Compensation

Copies of the language modifications to the contract will be available on the ESP and the District web sites.

Tentatively agreed to this this 7<sup>th</sup> day of May 2022 in Redding California.

  
\_\_\_\_\_  
Educational Support Professionals  
Roberta Mayberry, Lead Negotiator

  
\_\_\_\_\_  
Shasta Union High School District  
Jim Cloney, Superintendent

# Shasta Union High School District 2024-25 ESP Calendar

July 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			

1st Quarter Ends:      October 11      42  
 1st Semester Ends:    December 19      43  
 3rd Quarter Ends:      March 21          48  
 2nd Semester Ends:    June 5              47

**Shaded = 10 month employee work Days (181)**

August 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

September 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					

October 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		

November 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

December 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				

January 2025						
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 2025						
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 2025						
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 2025						
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 2025						
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 2025						
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 <span style="float: right;">□</span>	
Labor Day . . . . .	Sep 2
Veteran's Day Holiday. . . . .	Nov 11
<i>(by law must be Nov 11 if a weekday)</i>	
Thanksgiving Break . . . . .	Nov 25-29
Winter Break . . . . .	Dec 20-Jan 6
Martin Luther King Day . . . . .	Jan 20
Washington Day observed. . . . .	Feb 17
Lincoln Day observed. . . . .	Feb 18
President's Week . . . . .	Feb 17-21
Spring Break . . . . .	April 14-18
Memorial Day . . . . .	May 26
<i>Thanksgiving - November 28</i>	
<i>Easter - April 20</i>	

ESP DATES	
School Starts: August 14	
School Ends: June 4	
ESP Work Day <span style="margin-left: 100px;">△</span> Aug 12	
Snow Day Makeup: June 5	
11 month employees do not work in July	
12 month employees work all days except holidays	

ESP  
Article 14

14.2.2 Contributions

**Note: Effective with the July 1, 2022 ESP contract historical contribution data was removed from this section. See previous contracts for historical data.**

- 14.2.2.1 The District shall contribute an Annualized Amount to medical, dental, vision and life insurance plans for eligible members.
- 14.2.2.2 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.
- 14.2.2.3 Any amount over the above District's dollar contribution for dental, vision, and medical coverage in any benefit year will be deducted from the unit members' pay.
- 14.2.2.4 For any fiscal year in which there is a funded COLA, the District will add the percentage increase of the funded COLA to the existing annualized medical benefit cap for eligible members.**

**2022/23 Example:                      2021-22 Medical Cap = \$12,829.75**  
**Funded COLA 5.33% = \$619.00**  
**2022/23 Medical Cap = \$13,513.67**

**The benefit cap will be updated as necessary following the approval of the state budget to reflect the current year.**

~~14.2.2 Contributions (Board Approved 5/13/2014)~~

~~14.2.2.1 2004-2005 Benefit Year~~

~~14.2.2.1.1 For the 10/1/04 to 9/30/05 benefit year (hereafter "2004-2005 benefit year), the District shall contribute an Annualized Amount of at least \$9,424 [\$9,316 from 2003-2004 + \$108 from life insurance] to the Trust for medical benefit coverage for each full-time employee.~~

~~14.2.2.1.2 For the 2004-2005 benefit year there will be no group term life insurance coverage. Therefore, the \$108 premium for such coverage has been added to the Annualized Amount to create a base of \$9,424. For the 2004-2005 benefit year only, this base of \$9,424 will be further adjusted by the addition to it of any increase in the cost of dental and vision care coverage for the 2004-2005 benefit year. In all future years this final adjusted base for 2004-2005 will be the Annualized Amount for unit member medical, vision, and dental coverage. (i.e., \$9,424 plus dollar amount of increase in cost of vision and dental coverage for 2004-2005 = 2004-2005's and subsequent year's Annualized Amount)~~

~~14.2.2.1.3 For the 2004-2005 benefit year only the District shall contribute an additional \$350 to the base amount of \$9,424. Thus, for the 2004-2005 benefit year the total District contribution for each full-time~~

~~unit member will be at least \$9,774 [\$9,424 base + \$350 for 2004-2005 only]. The District will extend the \$350 through 9/30/07. The base of \$9,774 will include a COLA of 2.41% [\$9,774 + \$183.80 = \$9,957.80]. COLA is only applied to the medical cap. (Board approved 5/10/05)~~

#### ~~14.2.2.2 2005-06 Benefit Year~~

~~For the 10/1/05 to 9/30/06 benefit year the District shall contribute an Annualized Amount of at least \$10,391.25, \$9,957.80 from 2004-05 + 4.23% COLA, applied to the medical only component plus an additional \$75 annually ongoing. The \$373.61 (the \$350 + COLA since 2003-04) is included in the \$10,391.25 and will continue through 9/30/07. This additional \$373.61 will sunset on 9/30/07. (Board Approved 5/10/05)~~

#### ~~14.2.2.3 2006-07 Benefit Year~~

~~For the 10/1/06 to 9/30/07 benefit year the District shall contribute an Annualized Amount of at least \$10,918.51, \$10,391.25 from 2005-06 plus 5.92% COLA, applied to the medical component only. The \$395.71 (the \$350 plus COLA since 2003-04) is included in the \$10,918.51 and will continue through 9/30/07. This additional \$395.71 will sunset on 9/30/07. (Board approved 3/15/07)~~

#### ~~14.2.2.4 2007-08 to 2012-13 Benefit Year~~

~~For the 10/1/07 to 9/30/08 benefit year the District shall contribute an Annualized Amount of at least \$11,345.88, \$10,918.51 from 2006-07 plus 4.53% COLA, applied to the medical component only. The \$413.64 (the \$350 plus COLA since 2003-04) is included in the \$11,345.88. (Board Approved 3/15/07, 5/11/10, 10/8/2013, 5/13/2014)~~

#### ~~14.2.2.5 2013-14 to Current Benefit Year~~

~~Beginning 10/1/2013 benefit year the District shall contribute an Annualized Amount of at least \$11,345.88, \$10,918.51 from 2006-07 plus 4.53% COLA, applied to the medical component only. The \$413.64 (the \$350 plus COLA since 2003-04) is permanently included in the \$11,345.88 cap. (Board Approved 3/15/07, 5/11/10, 10/8/2013, 5/13/2014)~~

~~14.2.2.6 Any amount over the above District's dollar contribution for dental, vision, and medical coverage in any benefit year will be deducted from the unit members' pay.~~

~~14.2.2.7 For any fiscal year in which there is a funded revenue limit/base grant COLA, such monies shall first be used to pay any excess cost of salary schedule movement, as defined in section 14.1.1. The District shall contribute to the Annualized Amount paid to the Trust, for the medical component only, by the percentage COLA received by the District. (Board Approved 10/13/2015)~~

~~14.2.2.8 For 2013-14 the funded revenue limit is equitable to funded base grant. As example for 2013-14: 1.57% (base grant COLA) x 11.78% (gap funded~~

~~percentage) –percentage applied to cap portion of medical component only.  
(Board approved 5/13/2014)~~

~~14.2.2.9 For the 10/1/14 benefit year the District shall contribute an Annualized Amount of at least \$11,387.28. (Board Approved 10/13/2015)~~

~~14.2.2.10 2015-16 benefit year~~

~~For the 10/1/2015 benefit year the District shall contribute an Annualized Amount of at least \$11,887.28. (Board Approved 10/13/2015)~~

~~14.2.2.11 2016-17 benefit year and October 1, 2017 through January 31, 2018 The District shall contribute an Annualized Amount of at least \$12,887.34. (Board Approved 6/20/2016)~~

~~14.2.2.12 February 1, 2018 to September 30, 2018~~

~~The District shall contribute an Annualized Amount of at least \$12,996.34. If enrolled in the HDHP-2 plan option, the District will contribute the difference between the employee cost and the District Cap to a Health Savings Account on the employee's behalf.~~

~~(Board Approved 12/12/2017, 7/10/18)~~

~~14.2.2.13 October 1, 2018 to September 30, 2019~~

~~The District shall contribute an Annualized Amount of at least \$13,418.65. This amount includes medical, dental, vision and life insurance. 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. During 2018/2019 negotiations in accordance with Article 14.2.2.5, \$341 was added to the medical portion of the CAP. (Board Approved 12/12/2017, 7/10/18)~~

~~14.2.2.14 October 1, 2019 to September 30, 2021~~

~~The District shall contribute an Annualized Amount of at least \$13,804.15. This amount includes medical, dental, vision and life insurance. 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. During 2019/2020 negotiations in accordance with Article 14.2.2.5, \$385.50 was added to the medical portion of the CAP. (Board Approved 12/17/2019)~~

~~14.2.2.15 October 1, 2021 to current benefit year~~

~~The District shall contribute an Annualized Amount of at least \$14,423.15. This amount includes medical, dental, vision and life insurance. 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. During 2021/2022 negotiations in accordance with Article 14.2.2.5, \$619.00 was added to the medical portion of the CAP. (Board Approved 10/12/2021)~~