

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. Approve 2025/26 ESP Calendar.
2. 12 paychecks issued for all effective July 1, 2023. Classified School Employee Summer Assistance Program available July 2025.
3. Contract language changes to the following article as presented effective July 1, 2023 unless otherwise noted:


Article 8 Vacations
Article 10 Hiring, Promotions and Transfers
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 ____ day of May 2023 in Redding California.



Educational Support Professionals
Roberta Mayberry, Lead Negotiator



Shasta Union High School District
Jim Cloney, Superintendent

Article 8 Vacations

8.5

For 12-month employees, accrued vacation may be taken at any time during the school year, with the approval of the site administrator. If the employee does not utilize the full accrued vacation, the amount not taken shall accumulate for use in the next year or be paid for in cash at the option of the District. For 11-month employees, vacation may be scheduled anytime during their work year calendar with site administrator approval. **At the end of each fiscal year, employees who have unused vacation accrued in excess of 30 days will be paid out in cash down to the 30 day accrued vacation level.**

Article 10 Hiring, Promotions and Transfers

10.1 Posting and Filling of Vacancies

10.1.1 A "Vacancy" is any position to which a unit member is not assigned and which has been identified by the Principal/District Administration as needing to be filled. Administration will refer and adhere to Article 15 for a full list of notification and reemployment rights that shall apply. (Board approved 6/20/16)

All vacancies within the unit will be e-mailed to all employees using their District e-mail address. The positions will be posted for at least ~~ten (10)~~ **five (5)** working days before closing. The postings will contain a description of the position and a deadline for the application. Such postings shall be done as soon as the District determines that the position needs to be continued, but no later than thirty (30) calendar days from the date of vacancy. Internal and external postings will also be made available to staff via the District's Human Resources webpage that advertises vacancies. Postings will also list the date and time the vacancy was posted. A copy of the vacancy notice shall be forwarded via e-mail to the Association President. All applications for voluntary transfers pursuant to 10.2.2 herein shall be considered for the posted vacancy if the vacant position is the same position as the transfer application. (Board Approved 10/13/2015)

Article 10 new language:

All new employees, and current employees transferring into a new position, will receive training provided by the District in the new position. This will include and is not limited to: on-the-job training or training consistent for the position. The length of time of this training will be established by mutual consent of the District and the Association. Any additional job training that is required during off work hours will be compensated by the District for both the employee and the trainer.

14.8 Stipends

Coaching

The District will consider ESP members for Certificated Coaching positions. An ESP unit member will be considered a "walk on coach" therefore this assignment will be on an annual basis. **Positions will be posted annually, however if no certificated staff member is selected, the administration may appoint the returning ESP member without interview at the administration's discretion.** ESP Coaches will receive paid release time when needed to attend and travel to district approved sporting events. Practices are to be scheduled at the conclusion of the employees' work day. ESP Coaches will have the ability to accrue longevity in the assignment and will receive the same stipend and all other provisions as outlined in the Certificated Extra Duty Salary Schedule.

Shasta Union High School District 2025-26 ESP Calendar

July 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		

22

12 month employees work all days except holidays
11 month employees do not work during July

Shaded = 10 month employee work days (181)

August 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						

14

September 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				

20

October 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	

23

November 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						

17

December 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			

18

January 2026						
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

20

February 2026						
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

21

March 2026						
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				

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April 2026						
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

May 2026						
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

June 2026						
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				

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HOLIDAYS/RECESSES	
Labor Day	Sep 1
Veteran's Day Holiday	Nov 11
<i>(by law must be Nov 11 if a weekday)</i>	
Thanksgiving Break	Nov 26-28
Winter Break	Dec 22-Jan 5
Martin Luther King Day	Jan 19
Washington Day	Feb 16
Lincoln Day observed	Feb 17
President's Week	Feb 16-20
Spring Break	April 3-10
Memorial Day	May 25
Juneteenth	June 19
<i>Thanksgiving - November 27</i>	
<i>Easter - April 5</i>	

ESP DATES	
School Starts:	August 13
School Ends:	June 4
ESP work Day (all employees)	Aug 11
Snow Day Makeup:	April 3
<i>(if snow day is used, the April 3rd holiday will be moved to April 7th)</i>	