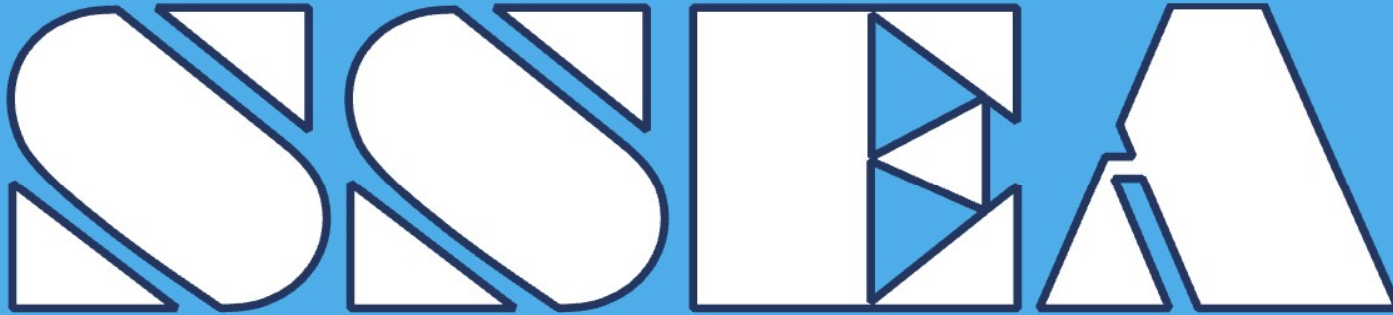


PROUD TO SAY I'M



SHASTA SECONDARY EDUCATION ASSOCIATION

Sunshine Proposal for Negotiations

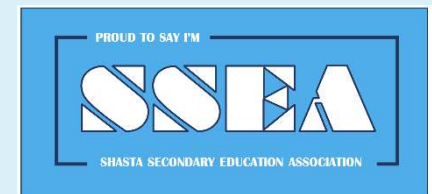
with the

Shasta Union High School District

SCHOOL YEAR 2024 - 2025

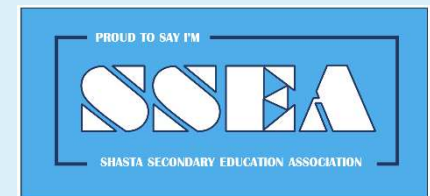
THE SSEA NEGOTIATING TEAMS

- **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)



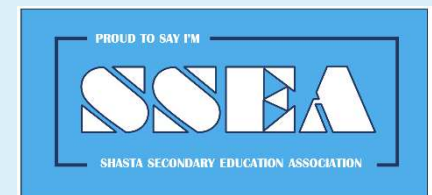
OPENING STATEMENT

- Relationships
 - The school board must ensure that District Administration 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 and our members moving forward, and we welcome your input at any time in the process.



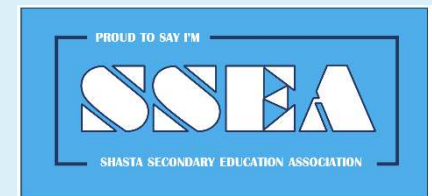
MUTUAL CONTRACT OPENERS

- E.S.P. Article 18.4: Term
 - 2026-2027 Calendar(s)
- Certificated Article 21.2: Term
 - 2026-2027 Calendar(s)
- Rationale:
 - Working with the District to create calendars early benefits all parties in planning and preparation for the future.



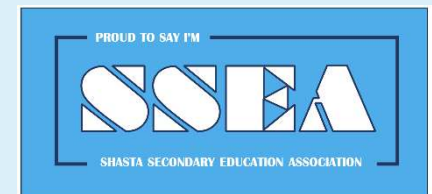
ESP OPENERS - 2 ARTICLES

- Article 9:
 - Leaves
- Rationale:
 - Contract Language needed to inform and educate members of Sick Leave payout and usage.



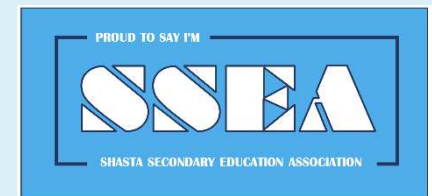
ESP OPENERS - 2 ARTICLES

- Article 14:
 - Compensation
 - Add language to the contract to explain the retirement formula in the PERS system.
 - Add Master's Stipend to Contract to mirror that of the Certificated Employees.
- Rationale:
 - Employees often refer to the contract for retirement information, and this important information is currently missing.
 - Reward members who have this level of education and expertise.



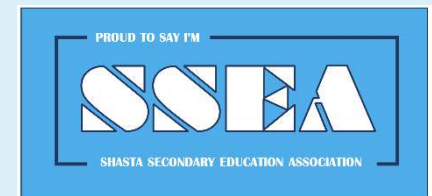
CERTIFICATED OPENERS

- Article 8: Class Size
 - We have language for some departments on large classes, but we would like to add language for large teaching loads, as they have the same effect on the staff.
- Rationale:
 - Equalize not only the big “class”, but the big teaching “load”.



CERTIFICATED OPENERS

- Article 11: Leaves
 - Revisit various “leaves” as stated in the contract to assess if they meet the needs of the staff in 2024 and going forward.
- Rationale:
 - Evaluate the different leaves and strive for consistency in application and availability throughout the contract.



CERTIFICATED OPENERS

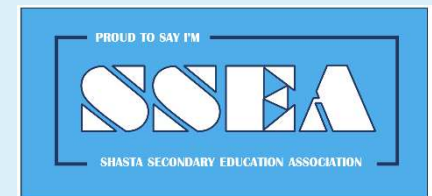
- Article 10:

 - 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 – with a focus on “flat-rate” stipends.
 - Review all current MOU’s and draft contract language where needed, moving forward

- Rationale:

- Keep the SUHSD as the leader in northern California in regards to compensation, benefits, 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 contractual timeline and are hopeful of finishing this process by the end of the school year in June of 2024.
- Article 21.1
 - 2026-2027 calendar
 - 2 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.

