

# **SUHSD 2024-25 Initial Proposals for Negotiation**

February 13, 2024



# Shasta Secondary Education Association

# Shasta Secondary Education Association On-Going Negotiations Business

## Article 21.2:

- Each year of agreement a Joint Calendar Committee shall determine the work calendars for the next three consecutive years. The agreement is to maintain a three year calendar cycle with the third year to be negotiated on an annual basis. Each year any of the approved calendars may be reviewed and revised as determined by the Joint Calendar Committee and approved by the Association president.

## Rationale:

- Currently, we have agreed upon work calendars going forward through the 2025/26 school year.
- Fulfill the agreed upon contract

# Shasta Secondary Education Association

## Article 7

### Hours of Employment

- Discuss bell schedules and release time as part of working conditions

## Rationale:

- As we continue to implement the Professional Learning Communities concepts and work toward scheduling academic intervention time, modifying the bell schedules may be necessary

# Shasta Secondary Education Association

## Article 11 Leaves

- Discuss the required notice to site administration for the use of personal leave. Current language is “prior day”. Administration would like 72 hours notice.

## Rationale:

- Given the limit of no more than 5 staff members using this leave on any given day and the ongoing shortage of substitute teachers, the additional notice time is necessary to effectively staff the school sites.



# Educational Support Personnel

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- The administration has no proposal to discuss ESP contract language.

## Rationale:

- Current language meets the needs of the District

# SSEA/ESP Compensation

As we are currently completing the second year of three-year compensation agreement, the District has no compensation proposal.

Rationale:

Current multiyear agreement will result in an increase in compensation for SSEA/ESP in 2024/25. The amount will be the percentage equal to 75% of the funded COLA approved in the 2024/25 education budget.