

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:

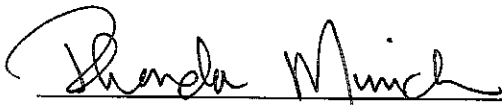
1. Approve 2026/27 ESP Calendar.
2. Add a \$900.00 Master Stipend to the Classified Salary Schedule.
3. Contract language changes to the following article as presented effective July 1, 2024:

Article 9 Leaves
Article 14 Compensation

As a reminder, the 2022-2023 TA included the following agreement between the District and SSEA: 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.

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

Tentatively agreed to this this 14 day of May 2024 in Redding California.



Educational Support Professionals
Rhonda Minch, ESP President



Shasta Union High School District
Jim Cloney, Superintendent

Negotiations ESP 2024-2025

Article 14.1 Salary

14.1.1 Master Stipend on Classified Salary Schedule **\$900.00**

Article 14.2

Fringe Benefits

Article 14.2.3--- A full year of service credit with PERS is equal to 1,720 hours because ESP members are paid hourly. Therefore, if you work eight hours per day, you will need to work at least 215 days per fiscal year to receive one year of service credit with PERS. If you work less than eight hours a day, you will either need to work more days in the fiscal year or you will receive the prorated service credit with PERS. Partial credit will be given to those working less than the full-time equivalent. For those working less than eight hours per day, any extra duty is creditable to PERS and therefore adds to your service credit for that fiscal year.

Article 9

9.1.7 When a unit member's employment terminates and more sick leave has been used than earned, the amount used but not earned shall be deducted from the final pay warrant.

Add---Sick leave is transferred to CalPERS and CalSTRS (Some classified members have STRS instead of PERS) when an employee retires. The total remaining hours are reported, and they will be converted to service credit.

Sick Leave Conversion-Accrued sick leave can be converted to service credit at the time of your retirement. Sick leave service credit does not change your age at retirement or your effective retirement date; it simply increases the amount of service credit used in determining your retirement benefit. All state and school members are eligible to convert sick leave to service credit. Public agency members are eligible only if their employers' contract with CalPERS for this benefit. To have sick leave converted you must retire within 120 days of separation from your CalPERS employer. 2000 hours equals one year of service credit. To find out how much service credit your sick leave will provide, divide your sick leave hours by 2000. Vacation and other types of leave time such as compensatory time off (CTO), personal or annual leave, and holiday credits cannot be converted.

Shasta Union High School District 2026-27 ESP Calendar

July 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	

August 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					

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

September 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			

October 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

November 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					

December 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		

January 2027						
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 2027						
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 2027						
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 2027						
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 2027						
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 2027						
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 7
Veteran's Day Holiday	Nov 11
<i>(by law must be Nov 11 if a weekday)</i>	
Thanksgiving Break	Nov 23-27
Winter Break	Dec 21-Jan 4
Martin Luther King Day	Jan 18
Washington Day	Feb 15
Lincoln Day Observed	Feb 16
Presidents' Week	Feb 15-19
Spring Break	March 26-April 2
Memorial Day	May 31
Juneteenth Observed	June 18
Easter - March 28	

ESP DATES	
School Starts:	August 12
School Ends:	June 3
ESP work day (all employees)	Aug 10
Snow Day Makeup:	March 26
<i>(If snow day makeup is used, then March 26 holiday will be moved to March 30)</i>	