

**MEMORANDUM OF UNDERSTANDING  
BETWEEN  
SHASTA UNION HIGH SCHOOL DISTRICT AND  
SHASTA SECONDARY EDUCATION ASSOCIATION  
REGARDING COACH'S COMPENSATION FOR THE 2020-2021 SCHOOL YEAR.**

The Shasta Union High School District ("District") and the Shasta Secondary Education Association ("Association"), jointly known as the Parties ("Parties") enter into this Memorandum of Understanding ("MOU") regarding the issues related to coaching compensation and employment rights during the 2020-2021 school year.

**1.0 Compensation**

Coaches shall be compensated in four tiers:

1. Coaches who submit, have approved, and then implement fitness, conditioning, and weight training plans, but cannot hold tryouts, begin practice or participate in competition shall receive 40% of their stipend plus longevity.
2. Coaches who are approved to hold tryouts and then begin practice, but do not participate in competition shall receive 60% of their stipend plus longevity.
3. Coaches who are approved to hold tryouts and then begin practice and participate in less than half of the competitions in their season shall receive 80% of their stipend plus longevity.
4. Coaches who are approved to hold tryouts and then begin practice and participate in more than half of the competitions in their season shall receive 100% of their stipend plus longevity.

**2.0 Longevity**

Coaches who were employed to coach a sport during the 2019-20 season OR who have completed the hiring process to coach a sport in 2020-21 school year will be awarded a year of longevity in that assignment whether the sport is offered in the 2020-21 or not.

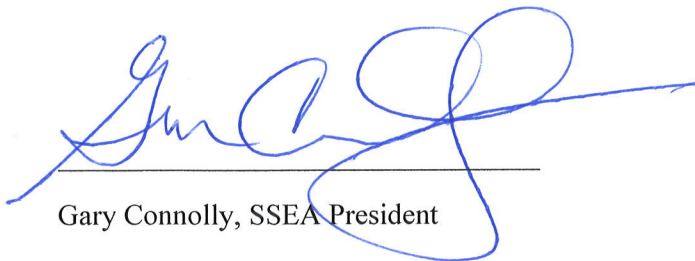
**3.0 Position Retainment**

Coaches who coached two sports in the 2019-20 school year and are only able to coach one of those sports during the 2020-21 school year due to a season of sport conflict shall have the right to return to both positions in the 2021-22 school year. Coaches hired into positions offered due to a season of sport conflict will be considered a one year agreement with no right to return.

**4.0 Pay Date**

All coaching compensation for the 2020-21 school year will be paid in June 2021.

FOR THE ASSOCIATION:

  
\_\_\_\_\_  
Gary Connolly, SSEA President

FOR THE DISTRICT:

  
\_\_\_\_\_  
Jim Cloney, Superintendent

1/11/2021  
\_\_\_\_\_  
Date