



**Board of Trustees**

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**Memorandum of Understanding  
Between  
The Shasta Union High School District  
And The Shasta Secondary Education Association  
January 12, 2023**

This Memorandum of Understanding ("MOU") is entered into by and between the Shasta Union High School District ("District"), the Shasta Secondary Educators Association ("SSEA").

This agreement is applicable to the Shasta Secondary Educators Association (SSEA), the Educational Support Professionals (ESP) and all members of the District's confidential/management and unrepresented employee group.

The District has approached SSEA & ESP with a compensation incentive program for current staff members to help the District recruit new certificated staff. The District will compensate current bargaining unit members in active duty status for recruiting and the District subsequently hiring the new certificated employee for the 2023/2024 school year. This incentive will include any new certificated employee hired after February 15, 2023, who is not a current certificated employee.

The stipend will be allocated in the following manner:

- a. \$750 upon new certificated employee completing one calendar year of work
- b. \$750 upon new certificated employee completing a second calendar year of work

This MOU will be in effect for the 2023-24 school year, and will expire on June 30, 2024.

This agreement is not precedent setting.

  
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Layne McLean, President SSEA

  
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Rhonda Minch, President ESP

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

1/17/23  
Date

1/17/23  
Date

1/17/23  
Date