

Shasta Secondary Education Association

Sunshine Proposal for Negotiations
with the
Shasta Union High School District

SCHOOL YEAR 2022 - 2023

The SSEA Negotiating Teams

Education Support Professionals

- Roberta Mayberry (lead) - FHS
- Pablo Lana - FHS
- Patty Pocinich – FHS/DO
- Rhonda Minch – SHS

Certificated Professionals

- Sheena Thurston (lead) – EHS
- Joel Moore– Alternative Sites
- Tyler Grady– EHS
- Annette Wilson - FHS
- Travis Bassham– SHS
- Gary Connolly – observer (NSIHS)
- Andrea Cota – observer (FHS)

Opening Statement

- Relationships

- We are eager to continue the process of changing the old SSEA/District dynamic. The District Administration, and as such, our contract, must continue to evolve in order to 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 “in the trenches” for our students.
 - How do we use what we have learned from the Pandemic to move us forward?

- Invitation

- The SSEA negotiating team invites the school Board members to sit in on a session and see how the process works.
 - Furthermore, the SSEA invites Board members to our SSEA negotiations meetings to see how we come up with our proposals and rationale to present to the District.
- We welcome and invite the SUHSD Board of Trustees to “continue” to work with the SSEA as a partner in the betterment of the District.

Certificated Openers

- The entire Certificated Contract is open as of June 2022.
- Rationale:
 - Fix language as needed to avoid potential grievances.
 - Clarify employee responsibilities for all job descriptions.
 - Work with the District Administration to improve our existing contract moving forward.
 - Nobody wants a grievance to be filed.

E.S.P. Openers

Article 6 – Hours of Employment

- Identify the new realities in regards to what is needed from the ESP staff in response to changes brought on by the pandemic.
 - What have we learned from the past year under Covid?
 - Who is doing what, and for how long per day, week, etc.
- Rationale:
 - Work with the District in the new year to rewrite ESP job descriptions to insure accuracy and avoid grievances
 - Ensure equity between the sites

E.S.P. Openers

Article 10 –

Hiring, Promotions, and Transfers

- Existing Vacancies
 - What are we doing to attract and fill vacancies within the ESP ranks?
- Reclassification and Equity
 - Re-evaluate our existing policy and language to reflect current needs
- Rationale:
 - Work with District Administration to be able to constantly adjust to our everchanging needs as a District.

Compensation Openers

Article 14: E.S.P

Article 10: Certificated

- In the Governor's January Budget proposal, the funded COLA for 22-23 is 5.33%.
- SSEA is committed to working with the school board and the District to realize on-going pay increases across the board in all positions.
- SSEA is open to listening to multi-year deals. We see and realize the benefits of negotiations not having to be an annual event, and to help the District to present a balanced budget.
- Rationale:
 - Governor Newsom's January Budget raises the COLA to 5.33 for the 22/23 school year.
 - Outlying years
 - COLA is projected to be the following for the outlying years by Department of School Finance and School Services of California.
 - 23-24: 3.61%
 - 24-25: 3.64%
 - Our three-year deal, that ends this year, has let the District close the 20-21 school year with a 14 million dollar reserve.

Closing

- Article 18
 - Completion of meet and negotiate
- Article 21.1
 - We look forward to sitting down with the district to work on non compensation issues.
 - Certificated Contract is fully open as of June 2022.
 - 2024-25 school year calendar
 - Revisit the past year of MOU's and incorporate where appropriate into the new three year contract.
 - E.S.P. team and the District can look at addressing mutual areas of interest in the contract.
- Rationale
 - Fiscal Solvency – we are solid across the board, and ready to enter a new chapter after our three-year agreement to help the District with deficit spending.
 - Looking forward to working with the school board, and the District Administration on a successful negotiations process.
 - Re-confirm the SUHSD as the top school district in Northern California.