

Shasta Secondary Education Association

Sunshine Proposal for Negotiations

with the

Shasta Union High School District

SCHOOL YEAR 2021 - 2022

■ The SSEA Negotiating Teams

- Layne McLean – SSEA Lead (FHS)
- Education Support Professionals
 - Evie Blank – Transportation (lead)
 - Pamm Knight– EHS
 - Patty Pocinich – FHS/DO
 - Rhonda Minch – SHS
- Certificated Professionals
 - Blake Mosher – Alternative Sites
 - Sheena Thurston – EHS
 - Annette Wilson - FHS
 - JC Hunsaker – SHS

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.

ESP Openers

- The entire E.S.P. Contract is open as of June 2021.
- 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.

Certificated Openers

Article 7 – Hours of Employment

- Explore new possibilities in regards to instruction, and types of delivery to students.
 - What have we learned from the past year under Covid?
- Clarify Duties across the District
 - Ensure equity between the sites
- Rationale:
 - To be on the forefront of education, the SUHSD and SSEA need to work together to implement various education plans to meet the needs of our students and the community.

Certificated Openers

Article 16 – Extra Duty

Credit Recovery – Short-Term Ind. Study – Home & Hospital – Adult Ed. - ???

- Existing Programs
 - Reaffirm that current practices are accurately represented in the contract language
- Other Programs and Services
 - What is missing in the contract that we are currently doing to serve our students and community
- Rationale:
 - Have the goal of our new contract accurately representing the programs and services the credentialed staff provides to students

Compensation Openers

Article 14: E.S.P - Article 10: Certificated

- In addition, if funded COLA is 3.0+, then negotiations will commence in the fall of 2021 for additional one-time compensation for 2021/22
 - January Proposal is a 3.86 funded COLA for 2021/22
- Otherwise, compensation is locked at a 1% one-time payment for SSEA members on the October 2021 paycheck.
- Rationale:
 - Governor Newsome's January Budget raises the COLA to 3.86 for 21/22
 - Governor Newsome proposes "help" to District's ease rising pension costs.
 - PERS is up, STRS is down
 - Good faith for the District to open compensation because of these other plusses to help the SUHSD that were unforeseen due to the Covid-19 pandemic.

- 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.
 - E.S.P. Contract is fully open as of June 2021.
 - 2022-23 and 2023-24 school year calendars
 - Revisit the past 3 years of MOU's and incorporate where appropriate into the new contract
 - Mutual Language areas of interest
- Rationale
 - Fiscal Solvency – we are solid across the board.
 - 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.