

SUHSD 2021-22 Initial Proposals for Negotiation

March 9, 2021



Shasta Secondary Education Association On-Going Negotiations Business

- Article 21.2:

- Each year of agreement a Joint Calendar Committee shall determine the work calendars for the next three consecutive years. The agreement is to maintain a three year calendar cycle with the third year to be negotiated on an annual basis. Each year any of the approved calendars may be reviewed and revised as determined by the Joint Calendar Committee and approved by the Association president.

- Rationale:

- Currently, we have agreed upon work calendars going forward only for the 2021/22 school year.
- Fulfill the agreed upon contract

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Article 10.5.1:

Retirement Bonus

Move the notification date to last working day of the first semester (from Feb. 1st) and add language requiring SSEA members to be in permanent status and have worked in the District a minimum of 5 years to be eligible for the “early notification” retirement bonus listed on the salary schedule.

Rationale:

Changing the notification date will allow the District more time to make critical staffing decisions. The article is currently silent on employment status and years of service in the District and these additions will clarify who is eligible for the retirement bonus.

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Article 11.11

Special Leaves of Absence

Propose moving the deadline to Feb. 1st for requesting a special leave of absence for the following school year. Also move the deadline to Feb. 1st for employees on leave to inform the District of their intent to return.

Rationale:

Moving these dates to Feb. 1st will give the District more time to make decisions on leave requests and how they may impact staffing in advance of the March 15th deadline regarding layoffs.

Educational Support Personnel

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As per Article 18.5 in the current ESP contract, the contract is fully open as of June 2021. The District is open to a thorough review of the contract language for clarity and corrections based on current policies and practices.

Educational Support Personnel

Article 6.1.2: Hours of Employment

The District proposes adding language that would allow ESP members work schedules to be shifted by up to one hour. Schedule changes beyond one hour would require consultation with ESP

Rationale:

To get clarity regarding schedule shifts in preparation for the required later school start times in 2022/23