

TENTATIVE AGREEMENT BETWEEN
THE SHASTA UNION HIGH SCHOOL DISTRICT
AND THE EDUCATIONAL SUPPORT PROFESSIONALS

The Shasta Union High School District (hereafter "District") and Educational Support Professionals (hereafter "ESP") do tentatively agree as follows:

1. Approve 2028/29 ESP Calendar.

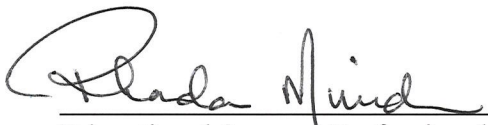
2. Contract language changes to the following article as presented effective July 1, 2026:
 - Article 8 Vacations
 - Article 9 Leaves

3. \$500 on the MedCap plus COLA per Article 14.2.2.4 resulting in approximately \$18,600 effective October 1, 2026.

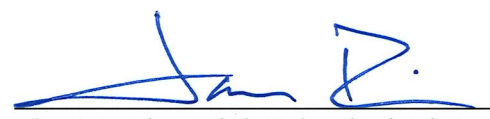
4. Compensation
 - Ongoing salary increase of 3.73% effective July 1, 2026.
 - Ongoing salary increase of 75% of funded and augmented COLA. Currently COLA is 4.31% resulting in a salary increase of 3.23%.
 - Ongoing salary increase of .5% per 2025-2026 RTI MOU.
 - \$1,700 one-time paid in November for active staff as of October 1, 2026 issued in HSA, 457, 403b or check.

Copies of the language modifications to the contract will be available on the ESP and the District web sites.

Tentatively agreed to this 21st day of May 2026 in Redding, California.



Educational Support Professionals
Rhonda Minch, ESP President



Shasta Union High School District
Jason Rubin, Associate Superintendent

Article 8 – Vacations

8.1 Effective July 1, 1990 paid vacation leave shall accrue for full-time 12-month employees at the following rates:

Years of District Service	Work Days of Vacation
1-3 10	10
4-10 15	15
11 or more 20	20

8.2 Vacation leave shall be prorated for employees employed less than full-time for 12 months on a proportionate basis based upon the number of hours the part-time employee is paid in comparison with a full-time 12-month employee.

8.2.1 10 month employees vacation amounts are paid on their monthly checks at the prorated amount and are not subject to accrual.

Article 9 – Leaves

9.3 Bereavement Leave

9.3.1 Every unit member shall be entitled **to** up to five days bereavement leave because of the death of any member of the employee's immediate family as described in article 9.3.2 below, with no deduction from the salary of the employee.

9.3.2 "Member of the immediate family" shall mean: mother, father, mother-in-law, father-in-law, wife, husband, domestic partner, son, daughter **(including stillbirth or miscarriage), grandchild;** brother, sister of the unit member and/or spouse/domestic partner; **grandparents of the employee and spouse; the son-in-law or daughter-in-law of the unit member;** or any relative in the immediate household of the unit member.

9.9 ~~Child Care Leave~~ Parental and Adoption Leave

9.9.1 ~~Unit members may be granted parental childcare leave for the purpose of preparing for and the care of newly born or newly adopted children.~~

Up to five days of consecutive parental and/or adoption leave shall be granted to the prospective parent beginning on "the day of birth" Such leave shall be with pay and shall not be deducted from accumulated sick leave. For employees who need to utilize parental or adoption leave, the District will comply with California Government Code Section 12945 and Education Code Section 44977. If employees need further information regarding parental, adoption, paternity or maternity leaves, they should contact the Human Resources Department.

Shasta Union High School District 2028-29 ESP Calendar

July 2028						
Su	M	Tu	W	Th	F	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

12 month employees work all days except holidays
11 month employees do not work during July

Shaded = 10 month employee work days (182)

August 2028						
Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

20

21

16

15

September 2028						
Su	M	Tu	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

16

October 2028						
Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

15

November 2028						
Su	M	Tu	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

22

December 2028						
Su	M	Tu	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

16

January 2029						
Su	M	Tu	W	Th	F	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

February 2029						
Su	M	Tu	W	Th	F	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28			

22

March 2029						
Su	M	Tu	W	Th	F	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

5

April 2029						
Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

May 2029						
Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

June 2029						
Su	M	Tu	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

HOLIDAYS/RECESSES	
Independence Day	July 4
Labor Day	Sep 4
Veteran's Day Holiday	Nov 10
<i>(by law must be Nov 11 if a weekday)</i>	
Thanksgiving Break	Nov 20-24
Winter Break	Dec 22 -Jan 8
Martin Luther King Day	Jan 15
Presidents' Day	Feb 19
Lincoln Day Observed	Feb 20
Presidents' Week	Feb 19-23
Spring Break	April 2 - April 6
<i>Easter - April 1</i>	
Memorial Day	May 28
Juneteenth Observed	June 19

ESP DATES
School Starts: August 16
School Ends: June 7
Staff Development Days △ Aug 14 Jan 8
Snow Day Makeup: April 6