


TENTATIVE AGREEMENT BETWEEN
THE SHASTA UNION HIGH SCHOOL DISTRICT
AND THE SHASTA SECONDARY EMPLOYEES ASSOCIATION

The Shasta Union High School District (hereafter “District”) and the Shasta Secondary Employees Association (hereafter “SSEA”) do tentatively agree as follows:


1. Approve 2028/29 School Calendar. See attachment.
2. Optional CORE Extra-Duty Work - MOU will be implemented for the 26/27 school year to provide optional paid extra-duty work to CORE teachers prior to the opening staff development day in regards to PLC.
3. Schedule of Hourly Pay - Increase rates. See attachment.
4. Salary Schedules - Change step from every 2 years to every 1 year for all certificated salary schedules.
5. Contract language changes to the following articles as presented effective July 1, 2026:
 - Article 8 Class Size (RSP Caseloads)
 - Article 11 Leaves
 - Appendix A
6. \$500 on the MedCap plus COLA per Article 10.4.2.10 resulting in approximately \$18,600 effective October 1, 2026.
7. Compensation
 - Ongoing salary increase of 4.73% 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 1.5% 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 SSEA and the District web sites.

Tentatively agreed to this 19th day of May 2026 in Redding California.



Shasta Secondary Employees Association
Sheena Thurston, Lead Negotiator



Shasta Union High School District
Jason Rubin, Associate Superintendent

Shasta Union High School District 2028-29 School 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					

1st Quarter Ends: October 13 42
 1st Semester Ends: December 21 42
 3rd Quarter Ends: March 23 48
 2nd Semester Ends: June 6 48

Student Attendance Days (180)

Minimum Days

Finals

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		

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

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				

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		

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						

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			

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

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	<input type="checkbox"/>
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
Memorial Day	May 28
Juneteenth Observed	June 19
Easter - April 1	

CERTIFICATED DATES	
School Starts: August 16	
School Ends: June 7	
District Work Days	○ Aug 15 June 8
Staff Development Days	△ Aug 14 Jan 8
Snow Day Makeup: April 6	

*Minimum days are subject to change based on RTI

SHASTA UNION HIGH SCHOOL DISTRICT
7/1/2026

Schedule of Hourly Pay

Column 1	\$54.82
Column 2	\$57.34
Column 3	\$58.60
Column 4	\$59.85
Column 5	\$62.89

1) Extra duty assignments will be paid based on the employee's salary schedule column placement.
**This schedule includes short term Independent Study, Summer School, Home & Hospital, Adult Education and Remedial Academic Program Teachers, Driver Training, Mentor Teaching Training Program*

2) Teaching during prep periods will be paid at Column 2. (Per contract 11.14)

- ~ 2.08% EFFECTIVE 7/1/22
- ~ 6.17% EFFECTIVE 7/1/23
- ~ 0.80% EFFECTIVE 7/1/24
- ~ 2.75% EFFECTIVE 7/1/25
- ~ Hourly rates changed to match step 1 of Col. 1-5 of Schedule A 184 days

PENDING BOARD APPROVAL

Article 8 Class Size

8.3.4.1 RSP case carriers will be paid .5 of column 1 step 1 per student per semester over 28.

Article 11 Leaves

11.4 Parental and Adoption Leave

11.4.1 Up to five days of **consecutive** parental and/or adoption leave shall be granted to the prospective parent **beginning** on "the day of birth." ~~and "the take-home day."~~ Such leave shall be with pay and shall **not** be deducted from accumulated sick leave.

11.14.1 If a teacher is requested or volunteers to substitute during the teacher's preparation period, the teacher will be paid the ~~Class~~ **Column 2** rate from the Schedule of Hourly Pay.

Appendix A

A.1.2 The employee is responsible to provide the Superintendent's office with official transcripts of record, letters verifying prior work experience, and other information as may be required and requested for salary schedule placement purposes. New employees must file all requested information with the Superintendent's office prior to the employee reporting to work the first day. In subsequent years, official transcripts or official correspondence from the university verifying approved new course work taken for salary schedule advancement shall be filed with the Superintendent's office between September 1 and September 30, following the completion of the course work and salary credit shall be retroactive to July 1. All course work taken for salary schedule advancement must be from an institution accredited by WASC or its other regional affiliates. For District Nurse, continuing education hours required to maintain the RN Certification will be accepted. All course work, tests and lessons must be completed prior to the day the employee reports for work in the fall. **Unit members may turn in additional coursework for salary advancement between January 1 and February 1 for salary advancement which will be retroactive back to January 1 of that current year.**

A.1.3 For all teachers hired on or after May 1, 1997, prior teaching experience will count year for year up to a maximum of six (6) years teaching credit, excluding Super Maximum longevity steps.

Effective July 1, 2016 and moving forward, all teachers hired after August 1, 2011, prior teaching experience will count year for year up to a maximum of eleven (11) years teaching credit, excluding Super Maximum longevity steps. (Board approved 6/20/2016)

~~For trade and vocational~~ **CTE teachers with a designated subjects credential and nurses shall receive year for year teaching credit with a maximum of eleven (11) years for prior industry experience.**, ~~any supervisory experience and for District Nurse, any RN experience, approved by the Superintendent obtained above credential requirements and subsequent to the 21st birthday will count one year for two years, up to a total of five years.~~ Prior teaching experience must be in an accredited public or private school while holding a valid teaching credential. One half of satisfactory full-time teaching will be evaluated as the equivalent of one year, provided such experience does not allow the teacher more than a total of one full year of experience for partial teaching experience. No

credit is given for military service. ~~The District shall also provide a longevity program. Such Program shall include Super Maximum longevity steps, Class V, Steps 14, 16, 18, 20, 22, 24, 26, 28, 30, 32, and 34 are dependent upon the following:~~

~~A.1.3.1 After September, 2016 movement to each step after Step 12 requires an additional two years of employment service. The final step will be 34 years.~~