

SSEA Sunshine Proposal

2026



Shasta Secondary Education Association

Negotiations Team

Certificated

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Observers
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ESP

Lead: April Williams (SHS)
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Observer
Rhonda Minch (President ESP)

Opening Statement

The Shasta Secondary Education Association has worked diligently collecting data from its members to direct and form the focus of the 2026 - 2027 negotiations.

We look forward to engaging with the school board and the district administrators they have appointed for the betterment of the District.

We will actively communicate with the Board and our members moving forward. We welcome your input at any time in the process.

Mutual Contract Openers: ESP and Certificated

ESP

- Article 18.4: Term
 - Calendar(s)

Rationale:

Working with the District to create calendars early benefits all parties in planning and preparation for the future.

Certificated

- Article 21.2: Term
 - Calendar(s)

Mutual Contract Openers: Certificated

Appendix A: Salary Regulations

- Article 1.2: Coursework for Salary Advancement
- Article 1.3: Certificated CTE and nursing staff initial placement on the salary schedule

Rationale: To open a second window to turn in units for salary advancement.

Rationale: Use Industry experience to place new CTE teachers and nurses. Clean up prior language.

ESP Two Openers

Article 8: Vacations

Add language to clarify accrual of vacation time for ten month employees

Rationale

Adds clear accrual information to our members who do not see the accrual of vacation time on their balance on the bottom of their paychecks.

Article 9: Leaves

Make language more consistent with Certificated contract language when it pertains to bereavement and child care leave

Rationale

To be consistent with teachers in reasons and qualification of leaves for bereavement and new child/adoption leaves.

Certificated Two Openers

Article 8: Class Size

8.1

During the life of this Agreement, the District will employ staff as funds permit to maintain or reduce the existing staffing ratio.

Rationale: As we continue to enhance student learning opportunities, we must also consider the educational environment; class size has a dramatic impact on both the quality of instruction and the well-being of our students and faculty. The District needs to provide an environment for growth with much needed support.

Article 11: Leaves

Rationale:

While an employee's primary responsibility is the completion of their duties during the work day, employees have additional responsibilities to their health and their families.

Compensation: ESP & Certificated

Certificated: [Article 10](#)
ESP: [Article 14](#)

Compensation increase for the 26-27 school year including health benefits

Closing

Article 18: Completion of Meet and Negotiate

At our first meeting during the week of March 16th, the Certificated team will present language and rationale to the district administration.

The ESP team will schedule a meeting to discuss their two articles and the district proposal.

We are current in the contractual timeline and we are hopeful of finishing the negotiation process by the end of the school year.

Rationale

We look forward to working with the District on a successful negotiations process for all involved.

Maintain working conditions, salary and benefits that will attract and retain the best employees in the Northern California.