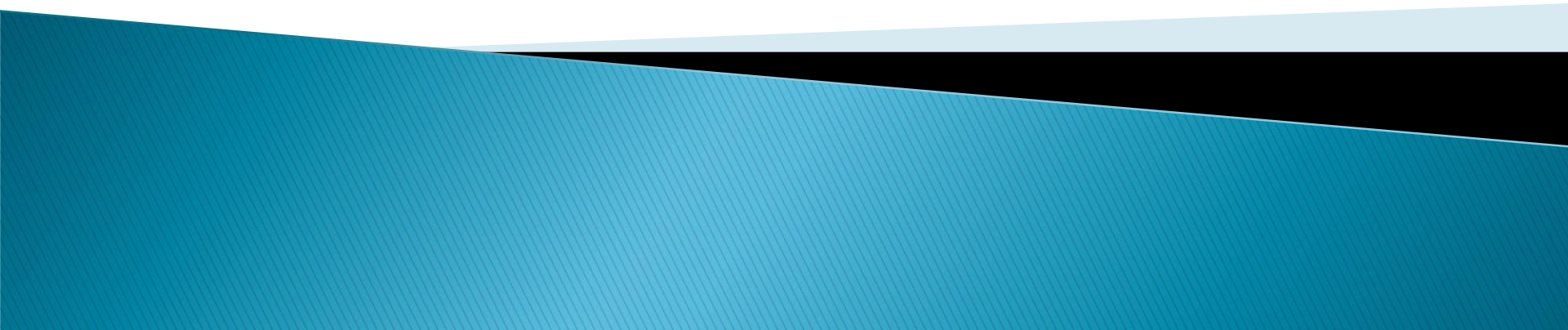


SUHSD 2026-27 Initial Proposals for Negotiation

February 10, 2026



Shasta Secondary Education Association



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 through the 2027/28 school year.

Fulfill the agreed upon contract

Shasta Secondary Education Association

Mutal Openers

- A.1.2 Coursework for Salary Advancement
- A.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.

Use industry experience to place new CTE teachers and nurses and clean up prior language.

Shasta Secondary Education Association

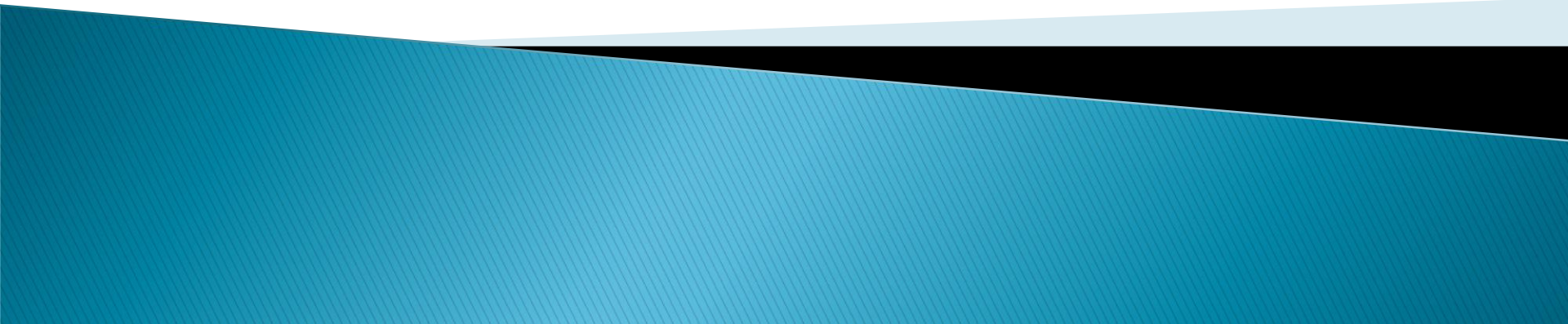
Article 10

Retiree Benefits

Rationale:

As the District continues to search for new certificated staff members, we believe that an adjustment to this article will be beneficial for recruiting and retaining employees.

Educational Support Personnel



Educational Support Personnel

The District has no request to open any articles for discussion during this negotiation opportunity. The current contract language is meeting the District's needs.

SSEA & ESP Compensation

The District seeks a multiyear agreement for compensation increases.

Rationale:

The District, SSEA and ESP have made similar agreements in the past.