

# SUHSD 2011-12 Initial Proposals for Negotiation

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January 10, 2012

## Shasta Secondary Education Association

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### **Article 10: Compensation**

No ongoing salary increase for 2011-12. Pay SSEA members a "one time" salary increase of 1% of each employee's base salary based on current salary schedule placement.

- Fair and Equitable Compensation for All Employees
- Fiscal Responsibility

**Rationale:** Current State and District budget constraints do not allow for any ongoing compensation increases.

## Shasta Secondary Education Association

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### **Article 10: Compensation**

Current extra duty stipends are based on Column A of SSEA salary Schedule A.

Administration proposes changing to Column 1, Step 1 of salary Schedule A.

- Curricular and Instructional Continuity
- Fiscal Responsibility

**Rationale:** Extra duty stipends have remained the same since 2007. The District recognizes and values the importance of the hours dedicated to these key positions.

## Shasta Secondary Education Association

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### **Article 10: Compensation**

Increase Master's degree stipend to \$1083 and Doctoral and National Board Certification stipends to \$1500.

- Curricular and Instructional Continuity
- Fiscal Responsibility

**Rationale:** These stipends have not increased since 2007 and the increase will make them more equivalent to comparable school districts. The District values the dedication and commitment necessary to attain advanced degrees and certifications.

## Shasta Secondary Education Association

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### **Article 10.5: Distinguished Educator Program**

Current language on qualification criteria is vague and the District seeks more objective language and criteria.

- Curricular and Instructional Continuity
- Public Relations
- Fiscal Responsibility

**Rationale:** As we begin full implementation of this program, many questions have been raised and more clear language will resolve the issues.

## Shasta Secondary Education Association

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### **Article 11: Leaves**

Personal Necessity Leave language (Article 11.8) needs to be reviewed and clarified.

- Fiscal Responsibility

**Rationale:** The District seeks to discuss allowances under Personal Necessity Leave to make implementation of this article clear to all.

## Shasta Secondary Education Association

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### School Calendar

Shift from releasing students early (minimum days) to starting school late two to three times per month for staff development and collaboration time.

Update the rolling 3 year calendar to include 2013-14 and 2014-15.

- Curricular and Instructional Continuity
- Public Relations
- Fiscal Responsibility

**Rationale:** Experience shows staff development activities can be delivered better in smaller groups on a more frequent basis.

## Educational Support Personnel

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### Article 10: Compensation

No ongoing salary increase for 2011-12. Pay ESP members a "one time" salary increase of 1% of each employee's base salary based on current salary schedule placement.

- Fair and Equitable Compensation for All Employees
- Fiscal Responsibility

**Rationale:** Current State and District budget constraints do not allow for any ongoing compensation increases.

## Educational Support Personnel

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### **Article 14: Distinguished**

#### **Educator Program**

Current language on qualification criteria is vague and the District seeks more objective language and criteria.

- Curricular and Instructional Continuity
- Public Relations
- Fiscal Responsibility

**Rationale:** As we begin full implementation of this program, many questions have been raised and more clear language will resolve the issues.

## Educational Support Personnel

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### **Article 14.7.3: Retirement**

Add language to indicate the employee is responsible to notify PERS of additional work.

- Fiscal Responsibility

**Rationale:** This change will clarify the responsible party and aid in District operations.

## Educational Support Personnel

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### **Article 9: Leaves**

The District seeks modifications to Industrial Leave, Personal Necessity Leave, and Personal Leave to either clarify or make consistent with SSEA.

- Fair and Equitable Compensation for All Employees
- Fiscal Responsibility

**Rationale:** Clarifications and/or modifications will ease implementation of these contractual rights for ESP members.

## Educational Support Personnel

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### **Article 10.4.2: Hiring, Promotions and Transfers**

The District proposes eliminating language which requires involuntary transfer based on seniority.

- Fair and Equitable Compensation for All Employees
- Fiscal Responsibility

**Rationale:** Involuntary transfers based on meeting the needs of the District will assist in District operations and be consistent with SSEA transfer language.

## Educational Support Personnel

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### **School Calendar**

Update the rolling 3 year calendar to include 2013-14 and 2014-15.

**Rationale:** As per the contract, the calendar will be set for the next school year plus two.

- Curricular and Instructional Continuity
- Public Relations
- Fiscal Responsibility

## California School Employees Association

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### **Article 14: Compensation**

No ongoing salary increase for 2011-12. Pay CSEA members a "one time" salary increase of 1% of each employee's base salary based on current salary schedule placement.

**Rationale:** Current State and District budget constraints do not allow for any ongoing compensation increases.

- Fair and Equitable Compensation for All Employees
- Fiscal Responsibility

## California School Employees Association

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### **Article 10: Leaves**

The District seeks automatic integration of sick time and disability pay to ensure that 100% of regular pay for disabled staff is not exceeded. Also, need to include hourly rate conversion in catastrophic leave language similar to ESP.

- Fair and Equitable Compensation for All Employees
- Public Relations
- Fiscal Responsibility

**Rationale:** Suggested changes will aid in District operations and eliminate confusion among CSEA members.

## California School Employees Association

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### **Other**

The CSEA contract expires as of June 30, 2012 and the District seeks a review of the entire contract for clarifications and corrections.

- Curricular and Instructional Continuity
- Public Relations
- Fiscal Responsibility

**Rationale:** This process generally occurs every three years in the last year of any given contract.

## California School Employees Association

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### **School Calendar**

Update the rolling 3 year calendar to include 2013-14 and 2014-15.

**Rationale:** As per the contract, the calendar will be set for the next school year plus two.

- Curricular and Instructional Continuity
- Public Relations
- Fiscal Responsibility