

# **APPENDIX I**

## **SIDE LETTERS**

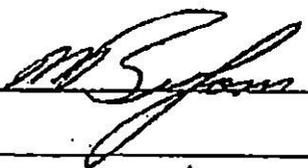
**LETTER OF UNDERSTANDING**  
Between  
**STOCKTON UNIFIED SCHOOL DISTRICT**  
And  
**STOCKTON TEACHERS ASSOCIATION**

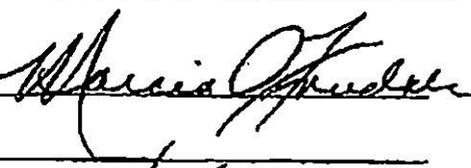
Stockton Unified School District ("District") and Stockton Teachers Association ("Association") hereby agree as follows:

1. The Music Program in the District (elementary and secondary) shall be recognized as a special, educational program under Article 18.2.1.
2. Teachers in the Music Program shall be placed through the interview process and covered by the provisions of Articles 18.3.1 and 18.8.2.2, except that the interview panel and selection procedure shall be in accordance with District Personnel Office hiring practices and coordinated through the Music Office.
3. Elementary music teachers shall be entitled to planning and preparation as outlined in Article 6.3, with the exceptions listed in 4 and 5 below.
4. The last two sentences of Article 6.3.1 ("The regular time for this planning and preparation shall be determined at each site by the site liaison committee and the site administrator. Teachers are not required to sign in for preparation time.") do not apply to elementary music teachers.
5. Each elementary music teacher will schedule a time in the Music Office for planning and preparation on a regularly scheduled basis. This time is to be determined by the teacher and the program administrator and must be within the hours that the Music Office is normally open. Teachers are not required to sign in, but attendance will be monitored for payment purposes.

**STOCKTON UNIFIED SCHOOL DISTRICT**

**STOCKTON TEACHERS ASSOCIATION**

By: 

By: 

By: \_\_\_\_\_

By: \_\_\_\_\_

Date: 5/2/96

Date: 5/2/96

LETTER OF UNDERSTANDING  
Between  
STOCKTON UNIFIED SCHOOL DISTRICT  
And  
STOCKTON TEACHERS ASSOCIATION

Stockton Unified School District ("District") and Stockton Teachers Association ("Association") hereby agree to the following:

The District and the Association will undertake promptly a comprehensive review of health benefits. The goal of the review will be to investigate existing and alternative health benefit plans with comparable or increased benefits, consistent with sound fiscal constraints. Consideration will be given to increasing chiropractic benefits and instituting a wellness program, consistent with sound fiscal constraints.

STOCKTON UNIFIED SCHOOL DISTRICT

By: [Signature]

By: \_\_\_\_\_

Date: 10/14/97

STOCKTON TEACHERS ASSOCIATION

By: [Signature]

By: \_\_\_\_\_

Date: 10/14/97

**Memorandum of Understanding**

**Stockton Unified School District and Stockton Teachers Association**

Teachers employed on a year round calendar and hired prior to July 1, 2000 will be paid as follows:

- July - June pay warrants - full contract pay received between these dates
- In the fiscal year the days required for the STRS credit will be prepaid
- Total fiscal year work days and prepaid days will equal a full year's STRS credit
- Make up days will not be required unless the teacher changes tracks after the start of the school year, and the change affects the work year

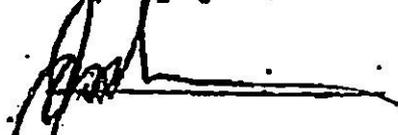
Teachers employed on a year round calendar and hired after July 1, 2000 will be paid as follows:

- Sept-June pay warrants - full contract pay received between these dates
- All July and August work days for the previous academic year will be prepaid
- Deferred pay will be deducted monthly to provide the July and August pay warrants
- Make up days will not be required unless the teacher changes tracks after the start of the school year, and the change affects the work year

For the 2001-2002 year any make-up days worked as of February 23, 2002 will be paid at the teacher's regular daily rate.

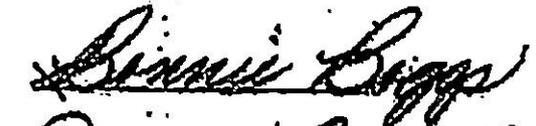
This Memorandum of Understanding supersedes any previous language regarding "make-up days."

This Memorandum of Understanding will be incorporated into the 2002-2003 Collective Bargaining Agreement.

  
Marilyn Deming

Date 3-14-02

Stockton Unified School District


Date 3/8/02

Stockton Teachers Association

**SIDE LETTER AGREEMENT**

**STA Health Insurance Joint Labor/Management Committee**

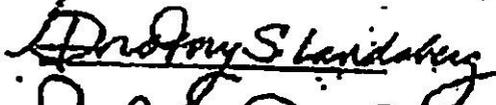
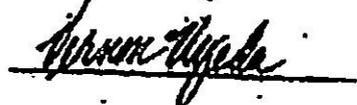
**JUNE 27, 2003**

The Health Insurance Joint Labor/Management Committee shall be composed of six (6) members: Three (3) members from the STA membership selected through STA protocol and three (3) members from SUSD, selected by SUSD. The members of the committee shall develop and implement the protocol under which to operate. This shall include selection of Co-Chairpersons and the number of necessary meetings. The recommendations shall be presented to each side no later than March 15<sup>th</sup> of each year. Any and all information regarding health insurance shall be forwarded to the Health Insurance Joint Labor/Management Committee.

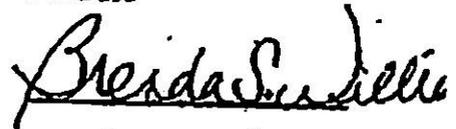
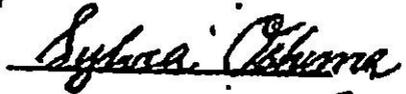
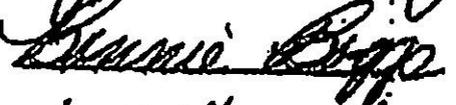
STA members serving on the Health Insurance Joint Labor/Management Committee shall be granted District paid leave on an as needed basis to receive training and fulfill their duties on this committee.

This Health Insurance Joint Labor/Management Committee shall be established and meet no later than September 30, 2003.

For the District


For STA


**TOTAL COMPENSATION PROPOSAL**  
STA June 22, 3:30 a.m.

2005-06

District salary schedules will be increased by 3% to include 45 day consultants, the teacher hourly salary schedule (except 2005 summer school); extra pay for department chairpersons, long term substitutes and those percentage stipends paid off the stipend base salary. There shall be no increase to the Masters stipend and Ph.D. stipend. Salary increases shall be effective July 1, 2005.

The health benefit allowance of \$662 per month shall remain in place for 2005-2006.

2006-2007

Effective July 1, 2006, the District shall pay the premium of the HealthNet Plan B, less one hundred dollars (\$100), which shall be paid by the employee through payroll deduction; i.e. the district monthly contribution (health benefit allowance) shall be \$855.67 and the employee contribution shall be \$100 for this specific plan. "Buy-up" provisions for the other health plans shall remain in effect.

District salary schedules will be increased by 3% to include 45 day consultants, the teacher hourly salary schedule (except 2006 summer school); extra pay for department chairpersons, long term substitutes and those percentage stipends paid off the stipend base salary. There shall be no increase to the Masters stipend and Ph.D. stipend. Salary increases shall be effective July 1, 2006.

In order to implement the option for employees' enrolling in a new benefit, the district shall provide an open enrollment period as determined by the benefit carrier with Plan B to be effective September 1, 2006.

Effective July 1, 2006, the district may terminate the income protection plan at such time as the district deems appropriate; provided, however, that the district shall give STA a thirty-day (30 day) notice of the effective date after it has been determined.

2007-2008

The parties are committed to the concept of "total compensation" and recognize that an employee's compensation increase is the total of the salary and any funded increase in benefits.

The "proportionate funded revenue limit" for Stockton Unified, as defined below, shall be used first to increase the district's \$855.67 contribution to HealthNet Plan B to fully fund cost increases to Plan B for 2007-08.

Any remaining amount of the "proportionate funded revenue limit" not already allocated above shall be applied to the salary schedule.

If the "proportionate funded revenue limit" is less than the increase for Plan B, then the district's contribution will only be increased by the amount of the "proportionate funded revenue limit." Any additional increase in Plan B shall be paid by the employee.

Increases to the salary schedule, shall be effective July 1 of each fiscal year. Increases to health benefit costs will be effective for the beginning of the plan year.

Definition of proportionate funded revenue limit: For purposes of this article, the proportionate funded revenue limit is defined as that percentage of the district budget that was expended for STA bargaining unit salaries and benefits as a percentage of the entire district budget (percentage of total outgo) shown on the district's prior year "Unaudited Actuals." As an example, if the total prior year expenditures for STA bargaining unit salaries and benefits were 50% of total outgo, the proportionate funded revenue limit shall be 50% of the increase in the district revenue limit for the current year.

*Example using 2004-05 data*

Total outgo = Expenditures + transfers out + uses  
Total outgo = \$296,663,125

Teacher Salaries = object code 1100 + 1900  
Teacher Salaries = \$125,598,781

Teacher Benefits = proportionate percent of teacher salaries to all salaries X object code 3000-3999  
Teacher Benefits = \$40,560,739

Teacher Salaries + Benefits = \$166,159,520

Teacher percent of the budget = 56%

Definition of revenue limit increase: The increase in the district revenue limit shall be defined as the ongoing, funded increase in the district's revenue limit for cost-of-living as defined by education code section 42238.1 and equalization aid, if any.

It is the intent of the parties to continue use of this total compensation formula as the basis for negotiations in subsequent years in order to maintain labor peace and focus on student achievement.

June 22, 2006, 3:30a.m.

This tentative agreement reached in fact-finding completes the negotiations between the Stockton Teachers Association and the Stockton Unified School District for the period 2005-2008. All tentative agreements reached prior to and during this mediated fact-finding are attached.

Upon ratification of this agreement, the union agrees to withdraw the unfair labor practices before PERB.

The parties agree to produce a joint press release regarding the tentative agreement after the union executive board has considered the tentative agreement. Both bargaining teams agree to support ratification of the tentative agreement to their respective Boards and membership.

The fact-finding panel will retain jurisdiction until notified of ratification by both parties.

The parties acknowledge that the teachers will have significant out-of-pocket premium cost increases as of July 1, 2006, for health benefits prior to the ratification vote. The district agrees to reimburse unit members for these costs as provided in the agreement within 45 days of ratification.

For the District

*[Handwritten signatures for the District]*  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

For the Union

*[Handwritten signatures for the Union]*  
*Donnie Lodge STA Pres.*  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

## 2. CLASS SIZE

### 2.1 Application

2.1.1 The District average is calculated by dividing the number of students enrolled District-wide in any given life level/subject area by the number of actual General Fund Classroom Teachers at that life level/ subject area. This definition excludes such support personnel as preparation period teachers, specialists, librarians, music teachers, and substitute teachers. The District average shall be applied at each site.

2.1.2 Classes shall be maintained at or below the maximums stated below.

2.2 In the areas of Science, Industrial Arts, Drafting, Vocational Shops and Homemaking, the number of work stations available shall be the maximum if that number is less than the District class maximums as listed.

### 2.3 Averages and Maximums

	<u>District Averages</u>	<u>Maximum Class Size</u>
<u>Elementary</u>		
Kindergarten	30	32
Primary Grades 1, 2, 3	30	32
Intermediate Grades 4, 5, 6	30	33
<u>Secondary</u>		
Middle School General*	30	35
Middle School P.E.	45	47
Middle School Typing	40	43
Cadet Corps <i>T ROTC</i>	<del>60</del> 45	<del>68</del> 47
English	30	32
Social Studies	30	32
General Education	30	32
Math	30	32
Science	30	32
Foreign Language	25	30
Reading	25	28
Business	30	32
Typing	43	45
Drafting	30	32
Voc. Shop	30	35
Music (except performance)	30	32
Art	30	32
P.E.	45	47
Hygiene	30	32

*Can TOL*  
*OKay u/e*  
*Bonnie Sapp*  
*Aum Humbela*  
 6/22/1  
 1:42

\*Middle School General shall apply if no specific titled class, area or department exists.

The pay for coaching is to be based on the percentage of the Stipend Base Salary of the Teacher's Salary Schedule. There will be no additional pay for preschool or vocational coaching.

Girls Varsity Water Polo	5.5%	6.5%	7.5%	8.5%
Girls Varsity Golf	4.5%	5.5%	6.5%	7.5%
Frosh Football	3.5%	4.5%	5.5%	6.5%
Boys Frosh Soccer	3.5%	4.5%	5.5%	6.5%
Girls Frosh Soccer	3.5%	4.5%	5.5%	6.5%
Girls Frosh Volleyball	3.5%	4.5%	5.5%	6.5%
Boys Frosh Basketball	3.5%	4.5%	5.5%	6.5%
Girls Frosh Basketball	3.5%	4.5%	5.5%	6.5%
Girls Frosh Softball	3.5%	4.5%	5.5%	6.5%
Boys Frosh Baseball	3.5%	4.5%	5.5%	6.5%
Girls Frosh/Soph Track	3.5%	4.5%	5.5%	6.5%
Cheerleading	4.5%	5.5%	6.5%	7.5%
Cheerleading Sophomore	4.9%	5.0%	6.0%	7.0%
Cheerleading Frosh	3.5%	4.5%	5.5%	6.5%

#### 18.16.3 Other

Assignment	1st Yr.	2nd Yr.	3rd Yr.	4th Yr.
1. Competitive Speech & Debate, Drama, Band, + JROTC	4.5%	5.5%	6.5%	7.5%
2. Newspaper	3.5%	4.0%	4.5%	5.0%
3. Annual and Choir	3.0%	3.5%	4.0%	4.5%
4. High School Activities Director	10.5%	11.5%	12.5%	13.5%

#### 18.16.4 Amount Paid in Addition to the Salary Schedule

18.16.4.1 Master's Degree in Class C, D, E and F only = 2000-2001: \$1456.

18.16.4.2 Earned Ed.D. and Ph.D. Degree = 2000-2001: \$2912.

18.16.4.3 The Chairperson of each senior high school department and the Extended Campus Teachers shall receive annually:  
2002/03 \$1,209 plus an additional \$10.30 for each teaching period in that department above 25 teaching periods.

18.16.4.4 Starting with the 1989-1990 school year, middle school department chairpersons will receive 75% of the senior high school department chairperson stipend listed in Section 18.16 including 75% of the amount for teaching periods in the departments above 25. \$907.00 plus \$7.73 for each teaching period above 25 teaching periods. A department shall consist of three (3) or more teachers assigned to the same or related subjects for 60% or more of the instructional day.

**STOCKTON TEACHERS ASSOCIATION  
INCREMENT CODES  
Effective July 1, 2003**

**Stipend Base Salary \$33,010**

SPEECH & DEBATE	Year	% of Base	Stipend
DRAMA	1	4.50	\$ 1,485
BAND	2	5.50	\$ 1,816
<i>WJOTC</i>	3	6.50	\$ 2,148
<i>WJOTC</i>	4+	7.50	\$ 2,476

Other Stipends		
MA Degree	STA	\$ 1,456 MA-1
Ph.D. Degree	STA	\$ 2,912 PH-1

*2/21/00  
2/22/00  
Susan Brubaker  
6/22/00  
1,485*

NEWSPAPER JOURNALISM	Year	% of Base	Stipend
	1	3.50	\$ 1,155
	2	4.00	\$ 1,320
	3	4.50	\$ 1,485
	4+	5.00	\$ 1,651

Other Stipends		
Special Ed	STA	\$ 1,155 SP-1
Bilingual	STA	\$ 825

ANNUAL CHOIR	Year	% of Base	Stipend
	1	3.00	\$ 990
	2	3.50	\$ 1,155
	3	4.00	\$ 1,320
	4+	4.50	\$ 1,485

**MIDDLE SCHOOL DEPARTMENT CHAIRPERSON**  
\$907 plus \$7.73 for each teaching period in that department above 25 teaching periods.

CHEERLEADING VARSITY	Year	% of Base	Stipend
	1	4.50	\$ 1,485
	2	5.50	\$ 1,816
	3	6.50	\$ 2,145
	4+	7.50	\$ 2,476

**HIGH SCHOOL DEPARTMENT CHAIRPERSON**  
\$1,209 plus \$10.30 for each teaching period in that department above 25 teaching periods.

CHEERLEADING SOPHOMORE	Year	% of Base	Stipend
	1	4.00	\$ 1,320
	2	5.00	\$ 1,651
	3	6.00	\$ 1,981
	4+	7.00	\$ 2,311

CHEERLEADING FROSH	Year	% of Base	Stipend
	1	3.50	\$ 1,155
	2	4.50	\$ 1,485
	3	5.50	\$ 1,816
	4+	6.50	\$ 2,146

Stockton Unified School District's  
Conceptual Proposal to STA  
Tuesday, March 8, 2005

**Article 3 Evaluations**

The District has an interest in changing the time period during which the first pre-observation conference and the first observation are held:

- 3.5.5 For the announced observation, a pre-observation conference shall be held with the evaluator and the teacher within the first ~~thirty (30)~~ **forty-five (45)** working days of the school year and at least (2) working days prior to the observation. The evaluator shall provide a copy of the Pre-Observation Conference Form to the teacher prior to the conference. The teacher shall bring the completed form to the pre-observation conference. At the pre-observation conference, the teacher and evaluator shall review and complete the rest of the Pre-Observation Conference Form. The teacher shall select one (1) element from each of the five (5) standards on the evaluation form as evaluation criteria. The evaluator shall select one (1) additional element from each of the five (5) standards on the evaluation form as additional evaluation criteria. Nothing herein shall exclude the right of the evaluator to comment upon and discuss, but not reduce to writing, observations concerning other indicators of performance. The teacher and the evaluator shall review and discuss lesson or unit plans at the pre-observation conference.

*Carol T. Lewis*  
6-24-06  
Bennie Brown 6/24/06  
Ann Duerksen 6/24/06 1:40pm

AGREEMENT BETWEEN  
STOCKTON TEACHERS ASSOCIATION ("STA")  
AND  
STOCKTON UNIFIED SCHOOL DISTRICT ("SUSD")

May 31, 2006

**Article 6: Teaching Hours**

**6.18 Calendar**

The Stockton Teachers Association agrees to the Draft 2006/07 Modified Traditional Instructional Calendar dated March 8, 2006 (see attached) with the following conditions:

**For 2007/08:**

- One (1) week break in Fall to correlate with one (1) week of Lodi Unified School District's break.
- Three (3) week Winter Break commencing at least three (3) days before Christmas and ending no earlier than three (3) days after New Year's day.
- Two (2) week Spring Break centered around Easter (one week before and one week after).

**For 2008/09:**

- Prior to ANY public publication, the District will meet and hold bargaining sessions for the 2008/09 calendar with STA's Bargaining Team.

It is the understanding of both parties that STA and SUSD retain the rights to bring other calendar issues to the table for 2007/08 and onward. It is the understanding of both parties that other bargaining units also have the right and responsibilities to bargain calendar issues.

For Stockton Teachers Association:

For Stockton Unified School District

Date: 6-9-06

Date: 6-9-06

Brenda Williams  
Angela Dumbala  
Sylvia Osborn  
Ann Marie Lopez  
[Signature]

[Signature]  
Steve Alford  
Deirdre Roberts  
Maria Lopez

STOCKTON UNIFIED SCHOOL DISTRICT  
**2007-08 MODIFIED TRADITIONAL  
 STUDENT INSTRUCTIONAL CALENDAR**

Jack McLaughlin - Superintendent

<b>August-07</b>	<b>September-07</b>
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	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
<b>October-07</b>	<b>November-07</b>
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	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
<b>December-07</b>	<b>January-08</b>
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	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
<b>February-08</b>	<b>March-08</b>
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	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
<b>April-08</b>	<b>May-08</b>
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	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
<b>June-08</b>	<b>July-08</b>
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	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

TENTATIVE CALENDAR FOR STUDENT ATTENDANCE AND OPERATIONS NEEDS, SUBJECT TO BARGAINING.

**HOLIDAY/NON-INSTRUCTIONAL**

**2007-08**

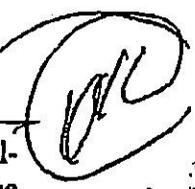
- Non-Student Contact Day for Teachers
- Instructional Day Teachers/Students
- Break
- Holiday
- Summer School

- Labor Day                    Sept. 3rd
- Fall Break                    Oct. 8th - 19th
- Veterans Day                Nov. 12th
- Thanksgiving                Nov. 22nd & 23rd
- Winter Break                Dec. 24th - Jan. 4th
- M. L. King Jr. Day          Jan. 21st
- Lincoln's Birthday          Feb. 11th
- President's Day                Feb. 18th
- Spring Break                March 17th - 28th
- Memorial Day                May 26th

## 8. LIAISON COMMITTEE

- 8.1 As soon as possible after the execution of this Agreement, the teachers of each school shall select a Liaison Committee for each school building or support group from Association members at that school, which shall meet with the principal or that group's immediate supervisor at least once a month during that regular school year to consult regarding the local school programs.
- 8.2 The Liaison Committee together with the principal or that group's immediate supervisor may develop the focus areas for staff development consistent with the school's need to improve as evidenced by student outcomes.
- 8.3 School program consultations may include, but are not limited to:
- a. Curriculum content and philosophy
  - b. Teacher personnel policies
  - c. In-service training and faculty meetings
  - d. Pupil personnel/student supervision policies
  - e. Local budget allocations and priorities
  - f. Selection of materials for media centers/libraries
  - g. Scheduling, including minimum days and parent conference days
  - h. Planning and implementation of categorical programs
  - i. School safety issues
- 8.4 The Liaison Committee shall be composed of one (1) member for every ten (10) teachers in the school building or support group, but will not have less than two (2) nor more than seven (7) members. The number of teachers may exceed this ratio with mutual agreement of the Superintendent and the President of the Association.
- 8.5 The Liaison Committee, at its advance written request, shall be allotted a period of time at faculty meetings which shall not exceed five (5) minutes to present information concerning consultations of the Liaison Committee as specified in this Article.
- 8.6 Nothing in this Article shall supersede the right of the Association to consult as provided for in the Act.

### Appendix B-1

- ~~by school building/tea~~ 
3. The Liaison Committee together with the principal may choose a school-wide focus area or areas for staff development consistent with the school's need to improve as evidenced by student outcomes.

Okay 11:45 pm  
D. S. P. 6/21/06  
Liamie Biggs 6/22/06  
Liamie Amabile 6/22/06 1:40 am

# Substitute Rate Addendum

to the MOU Regarding COVID-19 Health & Safety  
of October 29, 2021  
between Stockton Unified School District and  
Stockton Teachers Association

January 11, 2022

The Memorandum of Understanding (“MOU”) Regarding COVID-19 Health & Safety between Stockton Unified School District (“District”) and Stockton Teacher Association (“Association”) shall have **subsection 9.c** modified per the language below in this addendum. The resulting modified MOU remains subject to the same limitations and provisions as written in that MOU, with the lone exception that this addendum (and only the language this addendum modifies) shall not expire June 30, 2022, but instead shall expire June 30, 2023.

## 9. Compensation and Support

- c. Retroactive to October 18, 2021 and ending June 30, 2023, all substitute teachers will be compensated at the following rates:

\$200 (daily rate)	short-term (days 1-5)
\$250 (daily rate)	long-term (days 6-18)
appropriate placement on salary schedule (daily rate)	18/+ consecutive days in the same assignment
\$350 (daily rate)	Retired teachers who substitute
\$300 (daily rate)	current bargaining unit member Program Specialists, Instructional Coaches or regular classroom teachers who substitute for classes in addition to their normal duties
\$42.50 (hourly rate)	<p>Preschool hourly sub rate</p> <ul style="list-style-type: none"> <li>▪ This applies to qualified preschool substitutes and/or current preschool Standard Permit teachers who choose to substitute in an AM/PM or Head Start duration setting.</li> <li>▪ Head Start teachers and/or associate teachers located in stacked classrooms who choose to substitute for a class in addition to their normal duties will be compensated at \$42.50 per hour to coincide with the preschool instructional program.</li> <li>▪ Current SUSD ECE Program Specialists who substitute for a class in addition to their normal duties will be compensated at \$42.50 per hour to coincide with the preschool instructional program.</li> </ul> <p>At no time shall this modified Preschool rate reduce a member’s compensation rate.</p>

Whenever SUSD Program Specialists and Instructional Coaches provide coverage for classes without a teacher, they will be compensated for the full daily rate when covering a full regular teaching assignment at the site. Working a partial day shall likewise be compensated fractionally equivalent to a teacher working their preparation period covering another teacher's class.

For this subsection's provision, at the high schools, when current SUSD Program Specialists, Instructional Coaches or regular classroom teachers provide coverage for classes without a teacher, they will be compensated per period based on the above daily rate divided by the number of periods needed to cover a regular teaching assignment at the site. For example: At Chavez HS with a 4 period day a SUSD Program Specialist, Instructional Coach or regular classroom teacher would receive \$300/3 as a per-period rate. A retired teacher would receive \$350/3 as a per-period rate. A school with six periods (e.g. five classes and a preparation period) would use rates of \$300/5 and \$350/5 respectively.

The modified substitute rates of this section are mutually understood by the parties to apply only during the instructional school year, but not to adjunct programs peripheral to the school year such as ESY and Summer School / SLA.

The language of this addendum does not expire June 30, 2022, with the original MOU Regarding COVID-19 Health & Safety. This addendum and its provisions shall instead expire June 30, 2023.

FOR THE ASSOCIATION:

 01 / 21 / 2022  
\_\_\_\_\_  
Erica Richard, Bargaining Chair

 01 / 21 / 2022  
\_\_\_\_\_  
Felice Bryson-Perez, President

FOR THE DISTRICT:

 01 / 21 / 2022  
\_\_\_\_\_  
John Ramirez Jr., Superintendent

 01 / 24 / 2022  
\_\_\_\_\_  
Nancy Lane, Asst. Supt. H.R.

**Memorandum of Understanding  
Between  
Stockton Unified School District  
and  
Stockton Teachers Association**

The Stockton Unified School District (“District”) and Stockton Teachers Association (“Association”), together “the parties,” agree to enter into this Memorandum of Understanding (“MOU”) to address the additional duties, responsibilities and compensation for Agriculture teachers in the District for the 2022-2023 school year. This includes at minimum (4) Agriculture teachers at Stagg High School, but shall also include any additional such Agriculture positions in the District.

The parties agree that each of the teachers assigned to the Agriculture classes will:

- 1) Receive a flat rate stipend for the 2022-2023 school year. The annual amount is based on the stipend-based salary (Class 1A, step 1) for teachers divided by 187 workdays and multiplied by **33 additional workdays**, to be paid in equal monthly installments over the year.
- 2) Be allowed to flex the four (4) Teacher District professional development days scheduled in recognition of the annual CATA PD required of Agriculture teachers.
- 3) Be expected to perform additional duties which may include:
  - a. Coordination and attendance of conferences and Future Farmers of America (FFA) events
  - b. FFA advisory duties
  - c. Management of Career Technical Education (CTE) assigned budget and expenditures
  - d. Supervision of students after contracted hours including field trips, etc.

This MOU and the work duties for this position will sunset on June 30, 2023. The parties mutually agree to reconvene to negotiate compensation and/or additional duties as it relates to the Agricultural program, as necessary.

By signing this Memorandum of Understanding, the parties agree to all provisions of this agreement for the timeframes specified herein.

**For the Association:**



05 / 25 / 2022

Felice Bryson-Perez, STA President

**For the District:**



05 / 25 / 2022

Nancy Lane, Asst Supt Human Resources



05 / 25 / 2022

Erica Richard, STA negotiations chair



05 / 25 / 2022

John Ramirez, District Superintendent