

## STA Bargaining: Year in Review

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### STA Negotiations 24-25

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>>> **download this PDF to see page 2, which has *all the remaining proposals*** <<<

Over 2024-2025, STA and SUSD negotiated along three distinct themes:

- **The first theme** started in the fall of 2024 when STA filed four “Demand to Bargain” letters on time-sensitive matters. This concluded in the spring via agreed-upon applications of existing language (see our February 7 communique), leaving official language for contract negotiations.
- **The second theme** occurred parallel to contract negotiations for topics not directly handled by the contract itself, including upcoming instructional calendars, the summer programs MOU, and some job descriptions (see our March 31 / April 14 communiqués). Any further updates on these topics will be handled in a separate communique, not this annual review.
- **The third theme** (“on-cycle” negotiation for annual contract establishment) has been Successor-Contract negotiations to establish the next three years of our CBA (collective bargaining agreement).

### **Successor Contract: Initial Stages**

After STA surveying of teachers in the fall and launching collaborative work with SUSD via joint ad hoc committees (focused on CBA reorganization, PAR, evaluation forms, and SPED), what next followed was SUSD proposals for [new articles 1-5](#) and [new articles 6-7](#) (shared in our February 25 / March 11 communiqués) and a three-item [proposal cluster from STA](#) (shared in our April 22 communique). When STA expressed intensified concern with how elongated negotiations seemed likely to take, SUSD responded by accelerating into [a combined package-proposal involving a blend of reorganization and substantive changes](#) rounding off April 23-24. The STA bargaining team strove to [make this more formatting-accessible](#) for teachers (and also [to illustrate cross-referencing in our current contract](#)), and the teams committed to making a collaborative final-stretch effort beginning May 13 attempting to conclude negotiations by Spring 2025.

### **The May 13-19 Stretch**

During the May 13-19 stretch of both teams working 10-to-15-hour days, the teams reached tentative agreement on four articles so far (linked below on the next page). Our team unsurprisingly found ourselves dedicating the majority of work energy toward article-themes topics needing significant clarification and/or potentially high friction (especially SPED, TOSAs, and Adult Ed Teachers). That said, some [significant increases of common clarity across both teams](#) (as well as [significant shifts or non-shifts](#) of stances on items) can each be seen in the stages of proposals and counter-proposals for these articles (see links below on the next page). There are also various items of significance (both for these three topics and elsewhere across the contract) that the teams described intended stances on, but due to time constraints did not officially send formally-binding counter-proposals on yet. Negotiations will continue for these articles and any others that the parties have not yet reached tentative agreement on. As always, the membership will be updated (see “Coming Up Next” below on the next page for dates).



### **Official Proposals and Counter-Proposals**

As mentioned earlier, after the District's initial "package proposal," the teams exchanged counter-proposals on **four articles the teams ultimately reached tentative agreement on:**

- [New article 1: General Terms](#). Mostly consolidating current legal boilerplate language. Of note is SUSD's willingness to commit to starting dates for the next successor negotiations, and some shifts in distribution of printed contract copies.
- [New article 2: Duration, Reopeners, Waiver](#). Establishes contract-year time frames and the legal role of contract waivers. Again of note is SUSD's willingness to commit to starting dates for reopener negotiations.
- [New article 4: District and Association Rights](#). Consolidates existing contract language.
- [New article 5: Teacher Rights](#). Consolidates individual-teacher rights from multiple articles in the current contract, pending official signatures.

**Further proposals and counter-proposals have so far occurred as follows:**

- **TOSAs:** [STA countered](#), then [SUSD](#), then [STA again](#), then [SUSD again](#).
- **SPED:** [STA countered](#), then [SUSD](#), then [STA again](#).
- **Adult Education Teachers:** STA counter-proposed on [relocated article 17 \(Adult Ed\)](#). Note: *Adult Ed stipend is intended by STA for proposed relocation to the Wages article.*
- **Community Schools:** STA proposed to add a [Community Schools article](#) (which we have proposed to add in previous rounds of negotiations and SUSD has not previously agreed)
- STA counter-proposed on [language reconstructed as article 6 \(Committees & Governance\)](#).
- STA counter-proposed on [language reconstructed as article 7 \(Teacher Assignments\)](#).
- STA counter-proposed on [relocated/reitled article 15 \(Early Childhood Education\)](#).
- STA counter-proposed on [new article 19](#) intending to expand current Science Camp language to cover all field-trip student supervision outside school hours. Note: *While the proposed article is titled "Overnight Field Trips," our team later clarified in writing that we had meant to title this "Extended Field Trip Supervision."*
- SUSD proposed [updates to Grievance Procedure](#) (relocated as article 29)
- SUSD proposed [legal/reference updates to Leaves, as well as simple no-changes-intended article renumbering of Fringe Benefits and Part-Time/Early Retirement](#).
- Further revisions of article 3 (Definitions) were [proposed by STA](#) and then [also by SUSD](#)

### **Coming Up Next**

<b>Wed, July 30:</b>	<b>CBA</b> Successor contract: STA team review of all articles/statuses
<b>Mon, August 4:</b>	<b>CBA</b> Successor contract negotiations
<b>Tue, August 5:</b>	<b>CBA</b> Successor contract negotiations

"STAy" informed by ensuring STA has your most-current personal email address & phone number. For anything your site rep(s) can't answer, use personal email to write **all four of these at once:**

1. [STApresident@stocktonteachers.org](mailto:STApresident@stocktonteachers.org)
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