

**Stockton Teachers Association  
Representative Council Meeting Minutes  
August 14, 2024**

**Executive Board Present in BOLD:** Chris Anderson, Angela Pascual, Erica Richard, Silvia Cantu, Adriana Cruces, Tina Torres, Anthony Gragg, Alecia Ashby-Johnson, Nanci Massone, Suzette Steers, and La Nita Dominique (CTA)

**School Site Attendance in BOLD:** Adams, August, Bush, Chavez, Cleveland, Commodore, Edison, El Dorado, Elmwood, Fillmore, Franklin, Frederick, Fremont, Grunsky, Hamilton, Harrison, Hazelton, Health Careers, Henry, Hong Kingston, Hoover, Huerta, Kennedy, King, Kohl, Madison, Marshall, Mata, McKinley, Merlo, Monroe, Montezuma, Nightingale, PAAC, PDC/LDO, Peyton, PLA, Pittman, Pre-School, Pulliam, PYA, Rio Calaveras, Roosevelt, San Joaquin, School for Adults, SECA, Spanos, SPED, Stagg, Stockton High School, Taft, Taylor, Van Buren, Victory, Walton, Washington, Weber, Wilson, and YAP.

**1. Meeting called to order at 4:15pm**

**Motion to approve the Agenda with Flexibility (Silvia Cantu/Maddie Yee)**  
**Motion Carried**

**2. Approve Minutes from 5/5/24**

**Motion to approve the minutes from (Nick Golden/Adams Schilff)**  
**Motion Carried**

**3. Committee Reports**

- **Community Schools-**
- **By-Laws/Standing Rules-**
- **Event Planning-** August 22, 2024, 4pm-5pm at the STA Office. Meeting is every fourth Thursday of the month
- **Election Committee-** Fall Election 2024: The positions are (2) High Schools and (1) Primary for Executive Board. Watch your emails for timelines and nomination forms.
- **Member Engagement-**
- **Social Justice-**September 3, 2024, 4pm-5pm at the STA Office. Meeting is every first Tuesday of the month
- **Organizing-**
- **Bargaining-** Justin McGehee Bargaining Chair. Stated there are 4 3x3 committees meeting with the district this year.
  1. ECE evaluations
  2. Non Classroom members evaluations
  3. Special Education
  4. PAR

He also shared the updated information regarding the substitute pay.

1. *Sub rate pay, \$218 a day (in contract) for days 1-5*
2. *long term subs 6-18 \$246 a day (in contract) but \$273 a day via MOU*

3. *Extended term: \$327 a day (Column 1A/187) in contract*
4. *\$350 a day for retired teachers: if in the same assignment 19 days you get your full salary).*
5. *(\$42.50 hr. for Preschool only)*
6. *Teachers who split a class when no sub is available will split the \$218 rate accordingly.*

- **PAC-Candidates Update-** The PAC Committee makes the following recommendations:
  - a. Area 1: Isabel Perez
    1. Voting will open 8/20/24-8/27/24. Please remind teachers in Area 1 that voting goes out to the personal emails.
  - B. Areas 3 & 4 are pending
- **Sped & Disability-**The SPED/Disability committee will be having its monthly meeting tomorrow, August 15, at 4:30 on Zoom.  
\*\*\*It was stated that resource teachers are not receiving the emails with the Zoom for the SPED Committee meeting.
- [President Report \(time unlimited\)](#)
- [CTA Uniserv Staff \(time unlimited\)](#)
- [Vice President Report \(3 minutes\)](#)
- Treasurer Report (3 minutes)
  - a. [May, June, July 2024](#)

**Motion to approve the May, June, and July 2024 Reports (Madeline Yee/Nick Golden)**

**Motion Carried**

President is looking to set up a dues structure that is tied to the first step pay column. Therefore, when a raise is negotiated the dues will go up.

**4. Mini training**

- Evaluations  
President did a slide presentation and stated it will be in the Reps folder to be utilized at their sites at 10 minute STA meetings. President explained that if you do not like your evaluation scores, it is not grievable. Only procedures (example: missed timelines) can be grieved.

\*\*\*It was asked to have a side added for the Grievance form, linked with a QR code so members can access it.

**5. New Business/Action Items**

- a. [Meeting Norms](#)
- b. Site Reps and Liaison Voting
- c. [Stockton-San Joaquin Adult literacy](#)
  - [Overview](#)

d. Budget Shortage

a. Membership 2000

Budget Shortage- Due to decline in membership and other factors, STA had to cut the budget. President is running a campaign with a goal of getting 2000 members.

e. [Clusters](#)

f. We are looking for a new team member for [Bargaining](#) (K-8 has no representation currently)

g. 10-Minute Meetings PowerPoints/Flyer

h. Delta Service Center Delegates

i. [State Affiliate UniServ Managers & Urban Local Executive Directors](#)

j. Overages

b. Remind everyone they get overage based on what fraction of their "total time with students."

- i. E.g., 20% of daily overage in a 5-class schedule, or 33.33% of the daily overage in a 4x4

**k. Other:** \*\*\*\*\*2025 Health Benefits Rates information was shared. Kaiser is still free. President stated if a member is having issues with Delta Dental to email him. Open enrollment is 9/23/24-10/11/24.

**6. Unfinished Business**

- a. None

**7. Upcoming Events-**

a. **Meetings/Trainings** Meetings/Trainings/Conferences

a. [Region II Leadership](#)

b. [CTA upcoming Conferences 24-25](#)

c. Membership Development: [Site Rep/Liaison Training](#)

Reminder to send Reps and Liaison information to Jennifer.

d. [STA EB-RC Calendar 2024-2025](#)

**7. Concerns and Questions –**

- Questions regarding tax rates, the president requested this be put in an email to both him and the Bargaining Team to follow up on this.
- Payroll Help Tickets, President will check with HR to determine how many Payroll Help Tickets are currently on file to show the district that there could be an issue in Payroll.
- There is fencing and cameras being installed per the facilities report on how the district is currently addressing safety issues. Concerns that there will be cameras installed with intercoms that would give live footage with audio of inside classrooms.
- Questions if substitutes can get paid on timesheets for Keenan Trainings and if so who do they turn their timesheets into.
- It was stated that in order for schools to get an Intervention Teacher until all classroom teacher positions at the site are filled.

**8. Adjournment-**

**Motion to adjourn at 6:15pm (Nanciele Massone/Amber Hernandez)  
Motion Carried**

**\*\*\*Items newly added to the Agenda**