

Memorandum of Understanding for
Ag Extended Year
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, time expectations, and compensation for Agriculture teachers in the District beginning with the 2024-2025 school year.

The parties agree to the following:

18.22 Agriculture (Ag) Extended Year

Effective beginning with the 2024-2025 contractual year:

18.22.1 Compensation

Agriculture teachers are compensated based on the Other Assignments Salary Schedule using Tier 4 on a “per season” basis of 4 seasons (as the position collectively handles year-round responsibilities), but calculated and paid out for simplicity as a single annual stipend over the year as follows:

Year 1 = 5% x 4 = 20% = \$12,246

Year 2 = 6% x 4 = 24% = \$14,696

Year 3 = 7% x 4 = 28% = \$17,145

Year 4 = 8% x 4 = 32% = \$19,594

18.22.2 Duties

Each Ag teacher is expected to perform additional duties which may include any combination of:

- a. Management of Career Technical Education (CTE) assigned budget and expenditures
- b. Future Farmers of America (FFA) advisory duties
- c. Coordination and attendance of conferences and FFA events
- d. Supervision of students outside school hours (e.g., field trips, agriculture projects)
- e. Support, logistics, and growth-development work for the agriculture program

18.22.3 Time Accountability

- a. Additional-time accountability verification shall consist of reporting total actual days that involve extra duties inherent to the salaried position, whether by forecasting or post-documentation after adapting the year based on need. A total of fifty (50) such days are to be required as the minimum expectation for documentation purposes on a per-teacher basis, with any weekend day counting as two (2).
- b. Ag teachers shall reasonably verify equitable distribution of necessary program duties and hours across the Ag teachers in the program. Duties may accordingly need to be rotated based on shifting employee availability over the course of the year, but is to be fulfilled over the course of the year.
- c. For any Ag teacher with permanent status in the District, high time investment is not disallowed, but remains the express discretion of the teacher. However, any time invested in the Ag program in excess of the additional time required shall not be eligible for time sheeting purposes.

This MOU's provisions above shall be added to the contract. The parties mutually agree to reconvene to negotiate compensation, accountability, and/or duties as it relates to the Agricultural program, as necessary. By signing this MOU, the parties agree to all provisions of this agreement for the timeframes specified herein.

Date Signed: October 1, 2024

For the Association:

Christopher S. Anderson Ed.D.

Dr. Christopher S. Anderson, STA President

Justin McGehee

Justin McGehee, STA Negotiations Chair

For the District:

Glendaly Gascot-Rios

Glendaly Gascot-Rios, Asst Supt HR

Nathan Haley

Nathan Haley, Director of CTE and STEM

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