

**Memorandum of Understanding**  
Regarding  
**Bonus for New Hires 2024-2025**  
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 a bonus for newly hired teachers in the District for the 2024-2025 school year.

The parties agree to the following:

1. **Criteria.** A one-time signing bonus of \$5,000 shall be paid to STA bargaining unit employees (whether credentialed or not-yet-credentialed) who meet both of the following criteria:
  - a. The employee had not already been on-contract in the STA bargaining unit (nor a promotionally parallel role, e.g., credentialed administration) for the 2023-2024 school year; **and**
  - b. The employee was hired any time before December 1, 2024 into an annual contract for the 2024-2025 school year (or its remainder if their start date was after the school year began).

**NOTE:** The District reserves the option at its discretion to extend this December 1 cutoff date to any remaining workday of the 2024-2025 work year, provided the new postponed date is applied equitably across unit hires for 2024-2025 (i.e., include those hired between December 1 and the new cutoff date) and the new cutoff date is expressly communicated to the Association.

**Qualifying examples:**

- A paraprofessional or counselor in SUSD becoming a teacher in SUSD during the fall of 2024
- A first-year STA unit employee working under STSP
- A teacher who left SUSD at the end of 22-23, was gone for 23-24, and then rejoined SUSD for 24-25

**Non-qualifying examples:**

- A 23-24 administrator going back into the classroom for 24-25
- A teacher whose first year in SUSD was 23-24 and who remained into 24-25
- An SUSD-employed teacher on leave for all of 23-24 who returns to work when (or after) 24-25 began
- A retired teacher substituting into extended-term status (19/+ days)

2. **Time of Payment.** Any such signing bonus shall be paid as soon as practicable for the District after the employee’s hiring, but no later than end-of-month June, 2025.
3. **Contract Fulfillment.** The bonus is to remain paid in full only if the teacher remains employed through the last contracted 2024-2025 workday of the teacher’s position. If, however, the teacher ends employment with the District before fulfilling their position’s contract year of workdays, their signing bonus payout will be reduced by prorating the remaining number of unfulfilled workdays as a percentage of the total days the employee had been contracted to work. Any such occurring reduction total amount shall be deducted from the employee’s final paycheck(s).

This MOU is effective upon ratification, sets no precedents, and applies only to the 2024-2025 work year. By signing this MOU, the parties agree to all provisions of this agreement upon ratification for the timeframes specified herein.

**For the Association:**

*Christopher S. Anderson Ed.D.* 01 / 21 / 2025

Dr. Christopher Anderson, STA President

*Justin McGehee* 01 / 21 / 2025  
Justin McGehee, STA Bargaining Chair

**For the District:**

*Glendaly Gascot-Rios* 01 / 22 / 2025

Glendaly Gascot-Rios, Asst. Supt. H.R.

*Jake Hurley* 01 / 22 / 2025  
Jake Hurley, Labor Relations Director

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