

**MEMORANDUM OF UNDERSTANDING  
BETWEEN THE STOCKTON UNIFIED SCHOOL DISTRICT  
AND THE STOCKTON TEACHERS ASSOCIATION  
FOR TEACHER INCENTIVES TO OBTAIN BILINGUAL  
AND ENGLISH LEARNER AUTHORIZATIONS**

**1. Purpose Overview, Administration, and Incentive**

The purpose of this Memorandum of Understanding (MOU) is to formalize a collaboration between the Stockton Unified School District (District) and the Stockton Teachers Association (STA) in addressing the critical need for qualified teachers to support the District's English Learner (EL) population.

In mindful consideration of the high percentage of EL students served in the District, along with the District's commitment to educational equity and compliance with California Department of Education (CDE) requirements, this initiative provides financial incentives to encourage in-service teachers to voluntarily apply for and obtain EL and bilingual authorizations. By investing in teacher development, the District aims to enhance educational outcomes, promote inclusive instruction, and ensure compliance with regulatory mandates.

**2. Program Overview, Administration, and Incentive**

The District will oversee the administration of the program, including communication, coordination with partner institutions, and ensuring compliance with participation requirements. The District will also provide financial support for in-service teachers to voluntarily apply for and obtain EL and/or bilingual authorizations through the two fully funded pathways below (pre-approved participants only) by covering the "cost per participant" as indicated:

- A. UC San Diego Pathway:** Provides English Learner (EL) authorization through a 6- course, 18-quarter unit program. Delivered online with a duration of 3-6 months. Cost per participant: \$2,270.
- B. CSU Stanislaus Pathway:** Provides Bilingual Authorization through a 3-course, 7-semester unit program. Delivered in-person, online synchronous/asynchronous, and hybrid formats over approximately 6 months. Cost per participant: \$2,700.

The District retains discretion to set the total number of such incentives being offered (whether by fluctuating the number annually or per academic season of pertinent programs) in light of funding sources and shifting intensity of current need.

### 3. Eligibility and Prioritization

- A. EL/UC San Diego:** Participation will be granted among voluntary applicants based on the following order of prioritization to ensure maximum impact on student learning: (1) teachers who do not hold an EL authorization; (2) teachers currently teaching departmentalized ELD as part of their regular course load; (3) high school teachers, (4) middle school teachers, (5) elementary school teachers, then (6) all other requests will be processed based on the order of submission.
- B. BL/CSU Stanislaus:** Participation will be granted among voluntary applicants based on the following order of prioritization to ensure maximum impact on student learning: (1) teachers currently assigned to bilingual schools (Hong Kingston, McKinley, Pittman) with an interest in bilingual positions, then (2) all other requests will be processed based on the order of submission.

### 4. Teacher Commitment Requirements

Participating teachers will be required to sign either the EL Authorization Agreement (Attachment A) or the Bilingual Authorization Agreement (Attachment B), outlining additional terms and conditions. Teachers participating in either the EL or bilingual authorization program must agree to:

- Enroll in and successfully complete all coursework within the designated program period.
- Remain employed with the District for a minimum of three (3) full school years following program completion, through the last contractual workday.


Failure to fulfill these employment commitments will result in a reimbursement of the incentive funds (of Section 2), cumulatively deducted from the teacher's remaining payroll check(s) of the work year as follows:

- If the teacher enrolls in the coursework and the District pays out the incentive, but the teacher does not successfully complete the program, the incentive funding shall be deducted in full.
- If the teacher successfully completes the program but ends employment with the District before fulfilling their position's contract year of workdays for the required three full years (forecasting the same labor position's number of annual workdays), their incentive funding will be reduced by prorating the remaining number of unfulfilled workdays as a percentage of the total such workdays the three years would have cumulatively included.




**5. Effective Date, Timeframe, and Mutual Modulation**

- A. It is the shared commitment of the parties to add the provisions of this MOU to the Collective Bargaining Agreement (CBA) as part of Successor Negotiations, subject to any mutually-agreed-upon changes to the provisions that may occur in Successor Negotiations.
- B. The parties retain the option to mutually approve updates to the total reimbursements and/or program details of sections 2 and 3 as changes in cost or program options may arise.
- C. This MOU sets no precedents and becomes effective upon mutual ratification indicated by full signatures of the parties below, remaining in effect until superseded by ratification of the next Successor CBA (since parallel provisions, whether modified or identical, will enter the CBA per 5.A above).

**STA**

	01 / 31 / 2025
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Justin McGehee	Date
STA Negotiations Chair	
<i>Christopher S. Anderson Ed.D.</i>	01 / 31 / 2025
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Dr. Christopher S. Anderson	Date
STA President	

**DISTRICT**

	01 / 31 / 2025
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Jake M. Hurley	Date
Director, Labor Relations, HR	
	01 / 31 / 2025
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Kasey Klappenback	Date
Assistant Superintendent, Ed. Services	
	02 / 03 / 2025
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Glendaly Gascot-Rios	Date
Assistant Superintendent, HR	



**STA - ENGLISH LEARNER AUTHORIZATION  
TUITION AGREEMENT**

This agreement is entered between the Stockton Unified School District (“District”) and [NAME] (“employee”), wherein the District agrees to cover the cost of the coursework offered online through UC San Diego Extension required to complete the full English Learner Authorization. The teacher must commit to enrolling and completing all of the coursework required to complete the program and receive the full EL Authorization (ELA1/CLAD) from the California Commission on Teacher Credentialing (CTC).

Employee must remain employed for three (3) full school years through the last contractual day following the completion of the certification. Otherwise, the incentive money will be pro-rated and deducted from employee’s final payroll check.

\_\_\_\_\_  
Employee Name

\_\_\_\_\_  
Employee ID #

\_\_\_\_\_  
Assignment

\_\_\_\_\_  
School/Location

\_\_\_\_\_  
Employee’s Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Superintendent or Designee Name

\_\_\_\_\_  
Title

\_\_\_\_\_  
Superintendent or Designee Signature

\_\_\_\_\_  
Date



**STA - BILINGUAL AUTHORIZATION  
TUITION AGREEMENT**

This agreement is entered between the Stockton Unified School District (“District”) and [NAME] (“employee”) , wherein the District agrees to cover the cost of the hybrid coursework (in-person/online) offered through CSU Stanislaus, required to complete the Bilingual Authorization. The teacher must commit to enrolling and completing the full coursework required to complete the program and receive the Bilingual Authorization from the California Commission on Teacher Credentialing (CTC).

Employee must remain employed for three (3) full school years, through the last contractual day, following the completion of the certification. Otherwise, the incentive money will be pro-rated and deducted from employee’s final payroll check.

\_\_\_\_\_  
Employee Name

\_\_\_\_\_  
Employee ID #

\_\_\_\_\_  
Assignment

\_\_\_\_\_  
School/Location

\_\_\_\_\_  
Employee’s Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Superintendent or Designee Name

\_\_\_\_\_  
Title

\_\_\_\_\_  
Superintendent or Designee Signature

\_\_\_\_\_  
Date

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## Document History



**01 / 31 / 2025**  
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Sent for signature to Justin McGehee (justinjam@gmail.com), Christopher Anderson (stapresident@stocktonteachers.org), Kasey Klappenback (kklappenback@stocktonusd.com), Jake Hurley (jhurley@stocktonusd.net) and Glendaly Gascot-Rios (ggascotrios@stocktonusd.net) from aacevedo@stocktonusd.net  
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**01 / 31 / 2025**  
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**01 / 31 / 2025**  
23:44:18 UTC

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**01 / 31 / 2025**  
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**01 / 31 / 2025**  
23:58:24 UTC

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**01 / 31 / 2025**  
23:59:42 UTC

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**02 / 01 / 2025**  
00:58:02 UTC

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**02 / 01 / 2025**  
01:02:25 UTC

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**02 / 01 / 2025**  
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**02 / 03 / 2025**  
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