

**MEMORANDUM OF UNDERSTANDING  
BETWEEN THE STOCKTON UNIFIED SCHOOL DISTRICT  
AND THE STOCKTON TEACHERS ASSOCIATION**

This Memorandum of Understanding (MOU) is entered into by and between the Stockton Unified School District (District) and the Stockton Teachers Association (Association or STA), collectively referred to as “the Parties.”

**1. PURPOSE**

While the Parties are actively engaged in successor negotiations, they mutually recognize the practical and administrative benefits of addressing certain matters in advance of the school year’s commencement. Accordingly, this MOU reflects interim terms which are resolved on a temporary, non-precedential basis and shall remain in effect only until the ratification of a Successor CBA, or as otherwise expressly provided herein.

**2. SUBSTITUTE RATES**

The August 5, 2024, MOU between the Parties regarding 2024–2025 substitute rates is hereby extended in full force and effect through June 30, 2026, or until ratification of the Successor CBA, whichever occurs first.

**3. DISTRICT-WIDE ECE MEETINGS FOR TRANSITIONAL KINDERGARTEN (TK) TEACHERS**

In addition to the meeting requirements set forth in the CBA, each TK teacher shall attend one (1) District ECE meeting per month. To offset this requirement, each TK teacher shall be excused from one (1) site-based staff meeting per month, as determined by the site administrator with input from the teacher. If a District ECE meeting conflicts with a scheduled staff meeting, that meeting shall automatically be designated as the excused meeting for that month.

**4. TK TEACHERS AND PROFESSIONAL LEARNING COMMUNITIES (PLC)**

The CBA language governing PLCs shall be supplemented as follows: TK teachers shall participate in PLCs with other TK teachers during the first two trimesters and may elect to engage in vertical PLC collaboration with Kindergarten and other primary-grade teachers during the third trimester. TK PLCs shall be held in person, with the District retaining discretion to offer online participation options. Dates and times may vary to accommodate site-specific schedules.

**5. ADULT EDUCATION – SUMMER AND EVENING SESSIONS**

Article 20.7.5 of the CBA shall be superseded in its entirety by the following:

*Summer Session teachers in Adult Education shall receive an additional five (5) hours of pay at their regular base rate upon*

completion of their Summer Session assignment. Timesheets reflecting this additional pay shall be submitted at the end of the session. Sick leave shall not accrue from teaching Summer Session.

Article 20.8 of the CBA shall be superseded to the extent it governs sick leave accrual for evening session teachers, and replaced as follows:

*Evening session teachers shall receive an additional one (1) hour of pay at their regular base rate for every eighteen (18) hours of instruction completed. This payment shall be submitted on the next regularly scheduled timesheet. Sick leave shall not accrue from teaching Evening Session.*

The above provisions therefore replace the prior sick leave accrual (and current related compensation options) associated with instruction of Adult Education summer and evening sessions. All accrued, documented hourly sick leave related to Adult Education summer and evening sessions through June 30, 2025, shall be paid out at each teacher's 2024–2025 hourly rate. Teachers may elect to receive the payout entirely in 2025, defer it to 2026, or divide the payout between the two calendar years.

## 6. RELATIONSHIP WITH COLLECTIVE BARGAINING AGREEMENT

The terms of the CBA shall remain in full force and effect, except as expressly modified by this MOU. No provision of this MOU shall be construed to amend, waive, or supersede any term of the CBA unless explicitly stated herein.

## 7. ENTIRE AGREEMENT

This MOU constitutes the entire agreement between the Parties with respect to the matters addressed herein. It supersedes all prior or contemporaneous agreements, understandings, negotiations, or representations, whether oral or written, concerning such matters. No other promises, representations, or agreements shall be binding unless made in writing and signed by authorized representatives of both Parties.

### FOR ASSOCIATION

	07 / 17 / 2025
Justin McGehee	Date
STA Bargaining Chair	
<i>Christopher S. Anderson Ed.D.</i>	07 / 18 / 2025
Dr. Chris Anderson	Date
STA President	

### FOR DISTRICT

	07 / 19 / 2025
Jake M. Hurley	Date
Director, Labor Relations	
	07 / 17 / 2025
Glendaly Gascot-Rios	Date
Asst. Superintendent, HR	