

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

LETRS PROFESSIONAL DEVELOPMENT STIPEND

This Memorandum of Understanding (“MOU”) is entered into by and between the Stockton Unified School District (“District”) and the Stockton Teachers Association (“STA” or “Association”), collectively referred to as “the Parties.” The purpose of this MOU is to formalize the Parties’ agreement regarding compensation and expectations for participants in the LETRS (Language Essentials for Teachers of Reading and Spelling) professional development program.

RECITALS

WHEREAS, the Parties recognize the importance of high-quality professional development aligned with the science of reading.

WHEREAS, during the 2023–24 and 2024–25 school years, teachers who participated in the LETRS program were compensated at an hourly rate. This compensation method created significant administrative challenges and in some cases overlapped with contractually required workdays.

WHEREAS, for the 2025–26 and 2026–27 school years, the District has proposed, and STA has agreed, to transition compensation for LETRS participation to a stipend model to ensure clarity, consistency, and administrative efficiency.

NOW, THEREFORE, the Parties agree as follows:

AGREEMENT

1. Program Participation

Up to forty (40) STA-represented teachers (K–5, including Special Education) and Site Instructional Support Staff (Intervention Teachers, Coaches, and Program Specialists) may volunteer to participate in a two-year LETRS cohort. The District will prioritize participation by K–8 Site Intervention Teachers.

2. Stipend Compensation

Participants will receive a stipend of four thousand dollars (\$4,000.00) per program year, paid in two equal installments of two thousand dollars (\$2,000.00) each contingent upon completion of required program components for the respective installment period. A teacher who fully participates in both program years (2025–26 and 2026–27) and completes all required components shall receive a total stipend of eight thousand dollars (\$8,000.00).

While payment timing could vary (e.g., based on participant completion timing, program rollout, and various operational factors), each year's first installment will be paid approximately mid-year (but no later than the end of March), with the second installment paid approximately end-of-year (but no later than the July mid-month pay window).

3. Program Requirements

To receive each stipend installment, participants must complete all required program components, including:

- All units/modules of study.
- Required in-person sessions (anticipated to be held on Saturdays for approximately six hours per session).
- "Bridge to Practice" activities.

4. Workload Expectations

Each installment period corresponds to approximately thirty (30) to forty (40) hours of professional development. Participation in voluntary informational sessions at the outset of the program shall not obligate a teacher to the full program. Before a participant's cohort commitment becomes considered final, applicants will be provided with anticipated program dates, other time commitments, and potential makeup-session cost deductions. It is recognized that some dates, times, and/or amounts may only be estimations even if others are established and precise.

5. Completion of Program Requirements

- **Cohort Alignment:** Participants are expected to complete the program with their assigned cohort to the greatest extent practicable.
- **Incomplete Participation:** Stipend installments will be prorated based on verified hours completed during each period. No stipend will be paid if less than 25% of the expected hours are completed.
- **Make-Up Session:** If the District offers a make-up session that incurs added cost, that cost may be deducted from the participant's prorated stipend. Written notice of such deductions will be provided.
- **Deduction Limits:** Stipend reductions shall not result in a negative payment or require repayment. Deductions are limited to reducing the amount otherwise payable. Nothing in this MOU, however, limits the District's ability to address overpayments.

- **Dispute Resolution:** If a participant wishes to dispute a stipend reduction, they must email the Director of Curriculum & Professional Development and copy both the Assistant Superintendent of Educational Services and the Labor Relations team at hrlaborrelationsdl@stocktonusd.net to request an informal meeting. If the participant desires union representation, they may also copy the STA President and CTA Staff. This meeting shall constitute the informal step under the Grievance Procedure outlined in the Collective Bargaining Agreement (CBA). The scope of such a grievance shall be limited to whether the stipend reduction was consistent with the terms of this MOU.

6. Overlap with Contractual Days

Where program sessions overlap with District Professional Development Days or other contractual workdays, participating teachers will receive their normal contractual compensation for that day, in addition to continued eligibility toward the stipend.

7. Term of Agreement

This MOU applies only to the 2025–26 and 2026–27 school years and shall sunset automatically at the conclusion of the program, unless extended in writing by mutual agreement of the Parties.

8. Preservation of Agreement/No Precedent

Except as expressly provided in this MOU, all provisions of the collective bargaining agreement between the Parties shall remain in full force and effect. This MOU is limited to the subject matter described herein, shall not constitute a precedent or practice, and shall not be cited in any forum by either Party except to enforce its terms.

9. Ratification

The parties recognize that this MOU must subsequently be ratified by both the Association and the SUSD Board of Education, but agree to conduct themselves in a manner consistent with this MOU pending either ratification by the Parties, or rejection by either or both parties.

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