

Tentative Agreement for Successor Negotiations
Between
Stockton Unified School District (SUSD)
and
Stockton Teachers Association (STA)

Friday, June 12, 2020

The Stockton Unified School District (SUSD) and Stockton Teachers Association (STA), together the "Parties", reached agreement on Successor Negotiations extending the collective bargaining agreement through August 31, 2022. Therein the Parties agreed to limited reopeners for 2020-2021 and 2021-2022.

Within thirty (30) days of ratification of this Tentative Agreement the Parties agree to meet to renumber articles and sections in the contract as necessary to incorporate this Tentative Agreement and language.

The Parties will sunshine for the 2020-2021 school year and commence reopener negotiations on or before November 20, 2020. As set forth in this Tentative Agreement, the parties agree to reopeners for the 2020-2021 and 2021-2022 for Article 4: Fringe Benefits; Article 18: Wages; and up to two articles of each party's selection. Reopeners for 2020-2021 shall additionally include Article 2. Class Size and Article 26. Peer Assistance and Review (PAR).

The Parties hereby agree to the following terms subject to the ratification by STA & the SUSD trustees.

I. Article 4: Fringe Benefits

- 4.2.5 [medical rebate]: For bargaining unit members hired before July 1, 2015, the District shall provide a medical rebate of forty (40%) percent of the current Health Benefit Allowance amount pursuant to 4.1 for eligible, current employees. This change in benefit will take effect one month following ratification by both the Stockton Unified School District Board of Trustees and the Stockton Teachers Association.

II. Article 18: Wages

- 18.2.11 The District and the Association agree to form a committee of six individuals, three appointed by each party, to jointly study the revision of all salary schedules and stipends, and make a presentation and recommendation to the bargaining teams regarding the salary schedules. The committee may meet during the workday with District paid release time. The committee shall continue its work into the 2020-2021 negotiations for its full recommendations.
- a. For 2020-2021 negotiations, this committee's studies and presentation/recommendation to the bargaining teams shall, at minimum, address the following three topics:
- Revision of all stipend-base salary increments (athletic and otherwise)
 - Agriculture extended year
 - CTE equivalency updates

- 18.2.13 The District and the Association agree that upon ratification (and retroactive to July 1, 2019), a one-time two (2%) percent off-schedule (based on 18.2.12 levels) payment shall be paid to all members, to include 45–day consultants, the teacher hourly salary schedule; extra pay for department chairperson, Master’s stipend, Ph.D stipend, preschool teachers, long term substitutes, daily substitutes, the PAR stipend, and those percentage stipends paid off the stipend base salary.
- 18.2.14 As part of settling 2019-2020 negotiations, the District and the Association agree that effective (and retroactive to) July 1, 2020, all salary schedules shall be increased by two (2%) percent above the current level (above levels of 18.2.12) if LCFF revenue is restored to 2019-2020 levels on a per-pupil basis.

Such LCFF level resumption shall be, at minimum, checked/verified by second interim. If such levels do not materialize for 2020-2021 by unaudited actuals reporting period, this section becomes null and void.

Such increase, if occurring, shall include 45–day consultants, the teacher hourly salary schedule, CTE Equivalency salary schedule, extra pay for department chairperson, Master’s stipend, Ph.D stipend, preschool teachers, long term substitutes, daily substitutes, the PAR stipend, and those percentage stipends paid off the stipend base salary.

- 18.16.2 Stipend Base Salary Anchor: Effective and retroactive to July 1, 2019, the Stipend Base Salary shall refer to Class 1A (“non-credentialed”) of the Salary Schedule. Thus, whenever Class 1A of the Salary Schedule changes, the Stipend Base Salary upon which increment codes are based shall be synonymous and equal to the new Class 1A amount of the Salary Schedule.
- 18.18 CTE Equivalency: Effective July 1, 2020, a CTE salary schedule shall be implemented establishing equivalencies that tie CTE experience and knowledge mastery to column movement. See attached CTE salary schedule. *It is the intent of both parties to ensure implementing this CTE schedule causes no teacher to make less than they are currently making. Any impacted teacher will be made whole by moving to the closest salary placement at least equal to their most recent salary.*
- 18.19 PreK (Preschool) Longevity Stipend: Effective and retroactive to July 1, 2019, PreK teachers shall annually receive longevity stipends commensurate with their in-District longevity as follows:

Teacher Time in District (consecutive)	Longevity Stipend
Five to nine (5-9) full years	\$500
Ten to nineteen (10-19) full years	\$1,000
Twenty (20) full years or more	\$1,500

- 18.20 Elementary Prep Stipend: Effective July 1, 2020, the elementary prep stipend shall be equivalent to 2.3% of the stipend base salary (Class 1A, step 1 on the salary schedule), rounded to the nearest dollar.

III. **Article 26: PAR.** Both parties agree to postpone/suspend all PAR activity for 2020-2021.

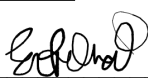
IV. **Language changes to CBA Articles** as agreed (reference attachments)

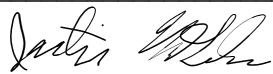
- Article 2. Class Size
- Article 4. Fringe Benefits
- Article 6. Teaching Hours
- Article 7. Leaves
- Article 9. Miscellaneous
- Article 10. Part-Time Employment/Early Retirement
- Article 11. Organizational Security (Removal of Article)
- Article 12. Preschool Programs
- Article 18. Wages
- Article 22. Substitute Teachers
- Article 26. PAR
- Article 29. Duration of Agreement
- New CTE Equivalency salary schedule

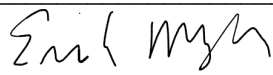
This agreement constitutes the full understanding between the parties and shall be effective as of July 1, 2019, continuing in effect until midnight August 31, 2022 upon ratification of both STA and the SUSD Board of Trustees.

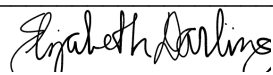
For Stockton Teachers Association:


Date: 6/12/2020

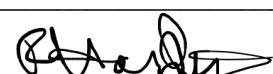


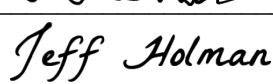












For Stockton Unified School District:

Date: 6/12/2020

















2. CLASS SIZE

2.1 Application

2.1.1 The District average is calculated by dividing the number of students enrolled District-wide in any given life level/subject area by the number of actual General Fund Classroom Teachers at that life level/ subject area. This definition excludes such support personnel as preparation period teachers, specialists, librarians, music teachers, and substitute teachers. The District average shall be applied at each site.

2.1.2 Classes shall be maintained at or below the maximums stated below.

2.2 In the areas of Science, Industrial Arts, Drafting, Vocational Shops and Homemaking, the number of work stations available shall be the maximum if that number is less than the District class maximums as listed.

2.3 Averages and Maximums

The Local Control Funding Formula ("LCFF") establishes Class Size Grade Span Adjustment ("GSA"). Pursuant to the LC FF, the parties agree to establish a collectively bargained alternative class size ratio. Accordingly, for the 2013-2014, and 2014-2015 school years only, class sizes in kindergarten (including Transitional Kindergarten) and grades one (1) through three (3) will be adjusted as follows:

For the 2013-2014 school year only, the maximum student-teacher ratio in Kindergarten shall remain at 20:1 and the student to teacher ratio in grades one (1) through three (3), shall remain at 32:1.

For the 2014-2015 school year only, the maximum student-teacher ratio in Kindergarten shall remain at 24:1 and the student to teacher ratio in grades one (1) through three (3), shall remain at 32:1.

For the 2015-2016 school year only, school sites shall maintain the negotiated maximum to a student-teacher ratio in Kindergarten of 24:1 and shall decrease the student-teacher ratio in grades one (1) through three (3) by one (1) student to 31 :1.

For the 2016-2017 school year only, school sites shall maintain the negotiated maximum to a student-teacher ratio in Kindergarten of 24:1 and shall decrease the student-teacher ratio in grades one (1) through three (3) by two (2) students to 29:1.

	2013-2014	2014-2015	2015-2016	2016-2017
Kindergarten	20	24	24	24
1 st	32	32	31	29
2 nd	32	32	31	29
3 rd	32	32	31	29

The intent of the parties is that this agreement addresses any and all obligations of the parties to have a collectively bargained alternative ratio. The parties' agreement on these issues is required to preserve the additional Class Size Reduction adjustment grant, as

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currently in the LCFF provisions, including Education Code section 42238.02. SUSD and STA agree to continue to work together for the purpose of reducing class size with the goal of making progress towards the GSA established by LCFF. To assist with obtaining this goal, the District and STA agree to establish a GSA committee with equal numbers of members from STA and the District. The committee will be comprised of two individuals selected by STA and two individuals selected by the District. The committee will look at District programs and departments to make recommendations to the District and STA bargaining teams regarding where re-purposing could assist the District to achieve the target class sizes established by LCFF.

<u>Maximums</u>	<u>Maximum</u>	
	<u>Class Size</u>	
<u>Elementary</u>		
Kindergarten	32	(See chart above through 2016-2017)
Primary Grades 1, 2, 3	32	(See chart above through 2016-2017)
Intermediate Grades 4, 5, 6	33	
<u>Secondary</u>		
Middle School Grades 7, 8 General*	35	
Middle School Grades 7, 8 P.E.	47	
JROTC	47	
English	32	
Social Studies	32	
Math	32	
Science	32	
Foreign Language	32	
Reading	28	
Business	32	
Drafting	32	
Voc. Shop	35	
Music (except performance)	32	
Art	32	
P.E.	47	
Hygiene	32	

*Middle School General shall apply if no specific titled class, area or department exists.

- 2.3.1 The maximum class size at secondary (grades 7-12) alternative schools shall be 25 students.

2.4 Payment for Exceeding Limits (Overages)

If the enrollment exceeds the maximum, the teacher shall be compensated for each additional student at a three and one-half percent (3-1/2%) factor of that teacher's salary as specified below:

- 2.4.1 At the beginning of the school year, the District will have thirteen (13) instructional days to make adjustments without paying any overage payments. Beginning with the fourteenth (14th) day, overages will be paid to the instructor retroactive to the first day of the overage.

- 2.4.2 At the beginning of any other semester, at the high school level, the District has ten (10) instructional days to make adjustments without paying any overage payments. Beginning

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on the eleventh (11th) day, overages will be paid to the instructor retroactive to the first day of the overage.

2.4.3 At any other times of the year, overage payments will be begin on the eighth (8th) instructional day of the overage, retroactive to the first day of the overage.

2.4.4 High School teachers, including but not limited to those working a block schedule, will be paid the correct proportional rate of 3.5% of the teacher's per diem rate, per student, per day for overages.

2.5 Special Education - Individuals with Exceptional Needs

2.5.1 For every two (2) pupils identified as an IWEN (Individuals with Exceptional Needs), who are either enrolled at the secondary level or assigned at the elementary level to a regular classroom for at least 20% of the day, the limits in Section 2.3 shall be reduced by one (1). This provision does apply to assignment of all special day students to the regular classroom teacher, and to students designated as "watch and consult." This provision does not apply to "DIS" (designated instruction and services) students.

2.5.2 The number of IWENs in any regular teacher's class shall not exceed twenty five percent (25%) of the "Maximum Class Size" listed in Section 2.3 herein. If the 25% limit is exceeded, the payment provisions of 2.4 shall apply to any overage.

2.5.3 Special Day Classes shall average no more than twelve (12) pupils, and shall have a maximum of fourteen (14) pupils. Resource Specialist Programs shall have a maximum of twenty-eight (28).

2.6 The District and the Association agree to form a committee of six individuals, three appointed by each party, to jointly explore solutions regarding 2.4.4, 2.4.5, and 2.5, and make a presentation and recommendation to the bargaining teams for 2020-2021 negotiations. The committee may meet during the work day with District paid release time. Article 2 shall be reopened for 2020-2021 negotiations accordingly without counting toward either party's reopener allotment.

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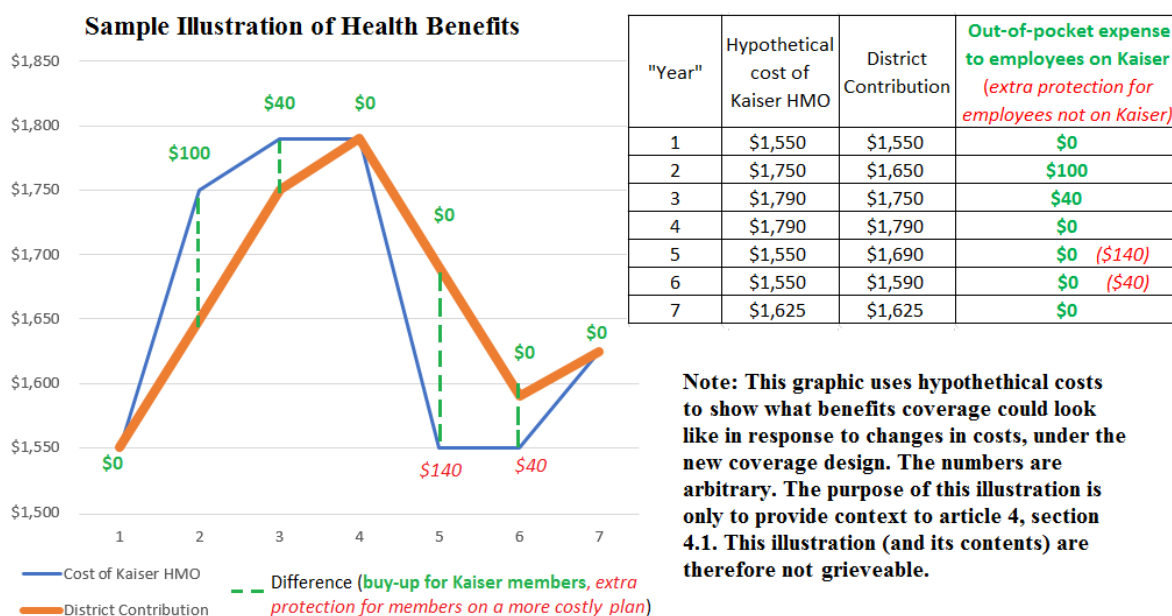
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4. FRINGE BENEFITS

4.1 Health Benefit Allowance

- 4.1.1 Effective January 1, 2019, the District shall provide the health benefit contribution of \$1,665 per month (\$19,980 annually). This fully covers the CalPERS Kaiser HMO plan (including medical, dental, vision, and chiropractic) at 2019's rates.
- 4.1.2 Commencing with the 2020 health plan year, the District's health benefit contribution shall be annually adjusted toward the cost of the CalPERS Kaiser HMO plan (including medical,



dental, vision, and chiropractic) as a coverage target, whether by increasing or decreasing, by no more than \$100 a month (\$1,200 annually) as compared to the previous year's health benefit contribution amount.

- 4.1.3 Any difference between an employee's plan cost and the District's health benefit contribution shall be deducted by payroll.

4.2 Health Insurance

- 4.2.1 Unless otherwise agreed, the District will offer each eligible teacher HMO and PPO plans throughout the term of the Agreement as offered through CalPERS.
- 4.2.2 Teachers who are absent on account of illness and who have exhausted their accumulated paid leaves have the option to purchase full insurance coverage for that period of illness not to exceed thirty-six (36) months following exhaustion of said leave.
- 4.2.3 Teachers on District-approved unpaid leaves of absence shall have the option to purchase health insurance coverage for the period of the leaves, not to exceed thirty-six (36) months.

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- 4.2.4 The District shall provide retiring teachers the option to purchase health insurance coverage if retiring after reaching the fifty-fifth (55th) birthday, provided said teacher has served ten (10) years in the District prior to retirement. For Early Retiree Fringe Benefits, see [4.2.4.1 below \(relocated from 10.5 without being modified\)](#): ~~Article 10.5~~.

4.2.4.1 Fringe Benefits for Early Retirees and Dependents Other Than Spouses

a. Teachers Hired Prior to July 1, 2003

Any qualifying teacher participating in the Early Retirement Plan shall receive from the District the full cost of the least expensive medical plan. Any qualified teacher will have the same right as current employees to select a more costly HMO or POS medical plan and will be obligated to pay the full difference above the least expensive medical plan. This benefit will last for ten (10) years or until the qualifying teacher is eligible for MediCal/Medicare or until age 65, whichever comes first.

b. Teachers Hired After July 1, 2003

Any qualifying teacher participating in the Early Retirement Plan shall receive from the District the same medical plan options as current teachers. Any qualifying teacher participating in the Early Retirement Plan shall be required to make a proportional payment for the medical plan. STA and the District reserve the right to mutually amend or modify this benefit in the future for current or future teachers. This benefit will last for ten (10) years or until the qualifying teacher is eligible for MediCal/Medicare or until age 65, whichever comes first.

- 4.2.5 For bargaining unit members hired before July 1, 2015, the District shall provide a medical rebate of ~~(50%) of the lowest medical plan rate~~ (40%) of the current Health Benefit Allowance amount pursuant to 4.1 for eligible, current employees. This change in benefit will take effect one (1) month following ratification by both the Stockton Unified School District Board of Trustees and the Stockton Teachers Association.

For bargaining unit members hired on or after July 1, 2015, the District shall provide a medical rebate of \$283 per month for eligible employees.

4.3 Dental Insurance

The District will offer each eligible teacher a dental plan substantially equivalent with no reductions to current dental plan, with orthodontic. The plan will be subject to the health benefit allowance. Each covered individual will receive coverage up to \$1,500.00.

4.4 Mental Health/Chemical Dependency Program

The District will offer each eligible teacher a managed mental health/chemical dependency program as a part of the current health care plans provided. The plan will be subject to the health benefit allowance.

4.5 Vision Care

The District will offer each eligible member a vision plan. The plan will be subject to the health benefit allowance.

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4.6 Plan Contracts

The Association shall be provided with a copy of the master contract for each insurance plan above if requested.

4.7 Tax Sheltered Annuities

District-approved tax sheltered annuities in which employees participate shall be eligible for payroll deductions. Effective immediately, only those tax sheltered annuities with twenty (20) or more unit member participants shall be eligible for payroll deduction. The TSA's currently in effect will not be subject to this provision.

4.8 Temporary Teachers

The fringe benefits for teachers with non-tenured/non-probationary contracts shall be provided in the same manner as fringe benefits for tenured/probationary unit members.

4.9 Bereavement Period

The District shall provide a ninety (90)-day bereavement period to allow the spouse and/or dependent(s) of a deceased teacher to be covered by the District-paid fringe benefits.

4.10 Medicare

Beginning December 1, 1993, Medicare shall become an option for teachers who meet the statutory qualifications.

4.11 Internal Revenue Code Section 125 Plan

The District agrees to implement an IRC Section 125 Plan effective no later than January 1, 2001, for each employee who, in writing, enrolls in the Section 125 Plan.

Stockton Teachers Association:

Stockton Unified School District:

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Attachment for Article 18
for 2019-2020 Tentative Agreement
Friday, June 12, 2020

18. WAGES

18.1 Salary Schedules

- 18.1.1 Teachers shall be paid on the salary schedules set forth as reflected in the appendices.
- 18.1.2 Addition of longevity increase for 27 years, column E and F effective July 1, 2000. This longevity increase will apply to Adult Education and Vocational Education Teachers.
- 18.1.3 Class 1A is for teachers with emergency credentials, waivers only, or intern credential. This column does not apply to teachers with Vocational Education credentials (please refer to side letter dated 12/11/00).
- 18.1.4 Effective July 1, 2003, newly hired teachers who participate in the new teacher in-service shall be paid the daily substitute rate for up to five (5) additional orientation days at the beginning of the year (refer to section 6.18.3).

18.2 Salary Increases

- 18.2.1 The parties are committed to the concept of "total compensation" and recognize that an employee's compensation increase is the total of the salary and any funded increase in benefits.
- 18.2.2 Effective July 1, 2013, District salary schedules were increased by one percent (1%). The schedules shall be adjusted as set forth in section 18.14. There shall be no increase to the Master's stipend and Ed.D. and Ph.D. stipend. Salary increase was effective July 1, 2013.
- 18.2.2. Effective July 1, 2013, District salary schedules shall be increased by three (3%) percent above the current level (above levels of 18.2.2) to include 45-day consultants, the teacher hourly salary schedule; extra pay for department chairperson, Master's stipend, Ph.D. stipend, preschool teachers, long term substitutes, daily substitutes, and those percentage stipends paid off the stipend base salary. Salary increases shall be retroactive effective to July 1, 2013.
- 18.2.4 Effective July 1, 2014, District salary schedules shall be increased by three (3%) percent above the current level (above levels of 18.2.3) to include 45-day consultants, the teacher hourly salary schedule; extra pay for department chairpersons, Master's stipend, Ph.D. stipend, preschool teachers, long term substitutes, daily substitutes, and those percentage stipends paid off the stipend base salary. Salary increases shall be retroactive effective to July 1, 2014.
- 18.2.5 Effective June 30, 2015, after the close of the business day, the salary schedule shall reflect a 5.5% salary increase (above levels of 18.2.4) for additional services for students as reflected in Article 6 – Teaching Hours, for teacher collaboration (6.5.1); professional development (6.18.1) and parent engagement (6.20.1).

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- 18.2.6 Upon ratification, a one percent (1%), off-schedule payment, shall be paid to bargaining unit members based upon the 2013-2014 salary schedule. Section 18.2.3 shall be applied prior to the implementation of this off-schedule payment
- 18.2.7 The District and the Association agree that effective upon ratification by both Parties, all salary schedules shall be increased by four (4%) percent above levels of 18.2.6) for the 2015-2016 school year retroactive to July 1, 2016.
- 18.2.8 The District will pay a one-time payment of \$1,500 for all unit members employed during 2016-2017 and all unit members who retired in 2015-2016.
- 18.2.9 The District and the Association agree that effective upon ratification by both parties, all STA salary schedules shall be increased by three (3%) percent (above levels of 18.2.7) for 2016-2017 school year effective July 1, 2016.
- 18.2.10 The District and the Association agree that effective upon ratification by both parties, all salary schedules shall be increased by two and a half (2.5%) percent (above levels of 18.2.9) for 2017-2018 school year effective July 1, 2017. The three (3) additional work days (Article 6.18.1) will be included on the salary schedule at the per diem rate.
- 18.2.11 The District and the Association agree to form a committee of six individuals, three appointed by each party, to jointly study the revision of all salary schedules and stipends, and make a presentation and recommendation to the bargaining teams regarding the salary schedules. The committee may meet during the work day with District paid release time. The committee shall continue its work into the ~~2019-2022 successor agreement~~ 2020-2021 negotiations for its full recommendations.

a. For 2020-2021 negotiations, this committee's studies and presentation/recommendation to the bargaining teams shall, at minimum, address the following three topics:

- Revision of all stipend-base salary increments (athletic and otherwise)
- Agriculture extended year
- CTE equivalency updates

- 18.2.12 For the 2018-19 school year, all salary schedules will be increased by two (2%) percent above the current level (above levels of 18.2.10) to include 45-day consultants, the teacher hourly salary schedule; extra pay for department chairperson, Master's stipend, Ph.D stipend, preschool teachers, long term substitutes, daily substitutes, the PAR stipend, and those percentage stipends paid off the stipend base salary. Salary increases shall be retroactive effective to July 1, 2018.

- 18.2.13 The District and the Association agree that upon ratification (and retroactive to July 1, 2019), a one-time two (2%) percent off-schedule (based on 18.2.12 levels) payment shall be paid to all bargaining unit members, to include 45-day consultants, the teacher hourly salary schedule, extra pay for department chairperson, Master's stipend, Ph.D stipend, preschool teachers, long term substitutes, daily substitutes, the PAR stipend, and those percentage stipends paid off the stipend base salary.

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18.2.14 As part of settling 2019-2020 negotiations, the District and the Association agree that effective (and retroactive to) July 1, 2020, all salary schedules shall be increased by two (2%) percent above the current level (above levels of 18.2.12) if LCFF revenue is restored to 2019-2020 levels on a per-pupil basis.

Such LCFF level resumption shall be, at minimum, checked/verified by second interim. If such levels do not materialize for 2020-2021 by unaudited actuals reporting period, this section becomes null and void.

Such increase, if occurring, shall include 45-day consultants, the teacher hourly salary schedule, CTE Equivalency salary schedule, extra pay for department chairperson, Master's stipend, Ph.D stipend, preschool teachers, long term substitutes, daily substitutes, the PAR stipend, and those percentage stipends paid off the stipend base salary.

18.3 Extra Days Worked

Teachers who work more than their normally scheduled number of days shall be paid at a daily rate to be computed by dividing the annual salary (which includes the base salary and the Master's and Ph.D. stipend) effective July 1, 2002 by the number of working days.

18.4 Original Placement on Schedule

- 18.4.1 Placement in the appropriate class shall be determined by the number of units earned beyond the bachelor's degree.
- 18.4.2 All degrees and units, including those earned in the armed forces, shall be issued by an accredited institution, as recognized by the U.S. Department of Education.
- 18.4.3 Foreign transcripts shall be evaluated by a recognized transcript evaluation service.
- 18.4.4 Degrees shall be acceptable if they are issued by an accredited institution, as recognized by the U.S. Department of Education.
- 18.4.5 Effective January 1, 2001 teachers employed with outside experience shall be given year for year credit up to sixteen (16) years.
- 18.4.6 A maximum of four (4) year's salary experience credit shall be granted for full-time teaching in the military service, service with the Peace Corps or VISTA.
- 18.4.7 Experience for salary placement purposes shall include all experience in positions which meet California certification requirements.

18.5 Step Requirements-Salary Schedule Advancement

The advancement on the salary schedule shall be at the beginning of the school year. It shall be at the rate of one (1) step for each year of teaching experience. If a teacher is employed for seventy percent (75%) of the school year, credit shall be given for that year's experience.

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All course work for salary schedule advancement must be completed prior to the first day of the employee's work year, in order to move over on the salary schedule for the current school year.

- 18.6 Upper division and graduate courses may be taken for salary advancement without prior approval. A teacher may receive credit for more than fifteen (15) such units taken in one (1) year only with the prior approval of the District.
- 18.7 Vertical advancement on the salary schedule for a part-time teacher occurs only after accumulation of experience equal to a full year of teaching. For purposes of this section, the percentage of part-time service to be credited shall be based upon a five-period teaching day at the secondary school level, or the normal daily assignment by grade at the elementary level. Part-time teachers shall get credit for advancement on the salary schedule equal to that percentage of the teaching load they carry. They shall, nonetheless, receive their percentage credit if they work at least 75 percent of the schedule.
- 18.8 Unit Conversion
- Quarter units are converted to semester units by multiplying the quarter units by 2/3. If this multiplication results in a fraction that, when added to the other semester units, is within 1/2 unit from the required units for qualifying for the next column, then the fraction shall be rounded up to the next whole number; and the teacher shall be placed on the next column.
- 18.9 The District shall provide each teacher a statement once per year of the number of units that the District has on file for him/her. The teacher must make a written request for such statement.
- 18.10 Lower division course units may be applied for advancement on the salary schedule only after prior approval by the Assistant Superintendent or designee and certification by the Principal to whom the teacher reports, and
- a. Courses proposed to be taken shall be timely and applicable to the subjects which the teacher is currently teaching, and
 - b. Are limited to four (4) units for each fifteen (15) applied for advancement purposes plus nine (9) lower division ethnic study units. No teacher may use more than nine lower division ethnic study units for advancement on the salary schedule.

18.11 Notification to Change Class on Salary Schedule

- 18.11.1 "Application for Transfer to Higher Classification on Salary Schedule" must be filed with the Human Resources Office.
- 18.11.2 Official transcripts must be on file in the Human Resources Office on or before November 1 to be considered for salary purposes for the current school year. Course work must have been completed prior to the first day of the employee's work year. The November 1 deadline is only for providing transcripts for verification of completion of units, prior to the first day of the employee's work year. It is the responsibility of the teacher to obtain transcripts for the Human Resources Office before this deadline. Transcripts received after this deadline shall not be considered for change in salary until the succeeding year.

18.12 Practice Teaching Supervisors

Token payments or units received from colleges and universities by the District for providing opportunities for practice teaching to student teachers shall be paid to those teachers who supervise such practice teaching.

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18.13 Compensation Plan

18.13.1 Teachers shall be paid monthly in eleven (11) equal portions unless the teacher is a twelve (12) month employee.

18.13.2 The teachers' checks shall be issued on the last work day of each pay period.

18.13.3 Payments for services in addition to the teacher's regular assignment shall normally be issued no later than the 15th of each month following the payroll period in which the service was performed.

18.13.4 Intern Support Teachers

Intern Support teachers shall be paid a stipend of \$500 per semester. Support teachers who receive units from the sending institution shall not receive a stipend from SUSD. The Human Resources Department shall send a notice to schools announcing the opportunity for teachers to be considered as a support teacher for an intern at their site. This announcement shall be placed in the teachers' mailboxes and/or on the school bulletin board. Teachers interested in being considered as a support teacher for an intern at their site shall notify the site administrator, in writing, of his/her interest.

18.14 Salary Schedule Adjustments

When the teachers' salary schedule is adjusted, the same percentage shall be applied to all of the following:

- a. The Teachers' Hourly Salary Schedule (Regular Teachers, Summer School, Home Instruction, Curriculum Development, Adult Education see Appendix G)
- b. Extra pay for Department Chairpersons (see Article 18.16.4.3 & 18.16.4.4)
- c. Substitute teachers (see Appendix G)
- d. Forty-five (45) day consultants (see Article 10.2.2)
- e. Stipend base salary (see Appendix G)

18.15 Regular Teachers' Salary Schedules

See Appendix G for regular teachers' salary schedules.

18.16 Additional Salary Schedules

This section contains salary schedules for summer school teachers, home instruction teachers, extra pay for middle and high school department chairpersons, [athletics](#) coaches ([including cheer](#)), Special Education teachers, [academic team coaches \(including but not limited to\) mock trial, Academic Decathlon, MESA](#), competitive speech, debate, drama, JROTC, band, [mariachi](#), newspaper, annual ([yearbook](#)), choir, and curriculum development.

18.16.1 Hourly Salary Schedules for Regular Teachers, Summer School, Home Instruction, Curriculum Development, and Adult Education (see Appendix G)
(Credit for teaching experience is allowed for service only in SUSD.)
(*Selection for "curriculum development" teachers shall be at District discretion provided such selection is not arbitrary and capricious.)

18.16.2 Stipend Base Salary Anchor ~~Extra Duty Pay for Athletic Coaches~~

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Effective and retroactive to July 1, 2019, the Stipend Base Salary shall refer to Class 1A ("non-credentialed") of the Salary Schedule. Thus, whenever Class 1A of the Salary Schedule changes, the Stipend Base Salary upon which increment codes are based shall be synonymous and equal to the new Class 1A amount of the Salary Schedule.

~~The pay for coaching is to be based on the percentage of the Stipend Base Salary of the Teacher's Salary Schedule. There shall be no additional pay for preschool or vocational coaching. Athletic coaches shall receive extra duty pay according to the schedule listed on the Athletic Increment Codes of the salary schedule.~~

18.16.3 Extra Duty Pay for Athletic Coaches and Other Assignments

The pay for coaching is to be based on the percentage of the Stipend Base Salary (identical to Class 1A of the Teacher's Salary Schedule). There shall be no additional pay for preschool or vocational coaching. Athletic coaches shall receive extra duty pay according to the schedule listed on the Athletic Increment Codes of the salary schedule.

Assignment	1 st Yr.	2 nd Yr.	3 rd Yr.	4 th Yr.
1. Competitive Speech & Debate, Drama, Band, & JROTC	4.5%	5.5%	6.5%	7.5%
2. Newspaper	3.5%	4%	4.5%	5%
3. Annual and Choir	3%	3.5%	4%	4.5%
4. High School Activities Director	10.5%	11.5%	12.5%	13.5%

18.16.4 Amount Paid in Addition to the Salary Schedule

18.16.4.1 Master's Degree in Class C, D, E and F only: \$1456. Official transcripts verifying degree conferral must be submitted to Human Resources by November 1 to receive the stipend for the current school year. Degree must have been conferred prior to the first day of the employee's work year. It is the responsibility of the teacher to obtain transcripts on or before this deadline. Transcripts received after this deadline shall not be considered for stipend issuance until the succeeding school year.

18.16.4.2 Earned Ed.D. and Ph.D. Degree: \$2912. Official transcripts verifying degree conferral must be submitted to Human Resources by November 1 to receive the stipend for the current school year. Degree must have been conferred prior to the first day of the employee's work year. It is the responsibility of the teacher to obtain transcripts on or before this deadline. Transcripts received after this deadline shall not be considered for stipend issuance until the succeeding school year.

18.16.4.3 The Chairperson of each high school department shall receive annually the incremental amount as listed on the salary schedule.

18.16.4.4 Starting with the 1989-1990 school year, middle school department chairpersons shall receive 75% of the high school department chairperson stipend listed in Section 18.16 including 75% of the amount for teaching periods in the departments above 25. A department shall consist of three (3) or more teachers assigned to the

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same or related subjects for 60% or more of the instructional day. Departments shall be confirmed by the site administrator and the Assistant Superintendent of Educational Services or his/her designee.

18.16.4.5 Special Education Teachers shall receive a 3.5% of the Stipend Base Salary effective 7/1/01.

18.16.4.6 Teachers assigned to bilingual classes and who possess a current California Bilingual Cross-Cultural Credential, a Bilingual Certificate of Competence or a Language Development Specialist Certificate: 2.5% of the Stipend Base Salary.

18.17 Work Year for Support Personnel

Position	Days in Addition to Teacher Year	1st Year Base Salary Index in Position	2nd Year in Position
Librarian	+10	1.055	1.055
Instructional Specialist	+ 2	1.04	1.06
Multicultural Specialist	+ 2	1.04	1.04
Program Specialist	+ 2	1.04	1.06
Other Specialist	+ 2	1.04	1.06
Team Leader	0	1.04	1.04
Walton Team Leader	0	1.04	1.06

18.18 CTE Equivalency

[See Appendix G for the CTE Equivalency Salary Schedule.](#)

18.19 PreK (Preschool) Longevity Stipend

[Effective and retroactive to July 1, 2019, PreK teachers shall annually receive longevity stipends commensurate with their in-District longevity as follows:](#)

Teacher Time in District (consecutive)	Longevity Stipend
Zero to four (0-4) full years	N/A
Five to nine (5-9) full years	\$500
Ten to nineteen (10-19) full years	\$1,000
Twenty (20) full years or more	\$1,500

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All such PreK longevity stipends shall be paid in equal monthly installments over the year.

18.20 Elementary Prep Stipend

Effective July 1, 2020, the elementary prep stipend shall be equivalent to 2.3% of the stipend base salary (Class 1A, step 1 on the salary schedule), rounded to the nearest dollar.

Stockton Teachers Association:

Stockton Unified School District:

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STA Teacher CTE Equivalency Salary Schedule

For CTE teachers, the following are CTE Vocational Equivalencies (VE):

- One (1) year industry work experience in the credentialed CTE field, approved paralleling CTC guidelines = **1 VE**
- Fifteen (15) academic units (inclusive of vocational training education in credentialed CTE field) = **1 VE**
- Official licensing (inclusive of industry certificates) in the credentialed CTE field = **1 VE**
- BA is equivalent to **3 VE**; MA is equivalent to **2 VE** more than a BA

Note: The CTC's vocational experience qualifications for a CTE Preliminary Credential are not double-counted. (Whatever satisfied the preliminary credential requirements is already providing 3 VE itself via the prelim.)

It is the intent of both parties to ensure implementing this schedule causes no teacher to make less than they are currently making. Any impacted teacher will be made whole by moving to the closest salary placement at least equal to their most recent salary.

CTE Equivalents* for Class A-F		Preliminary (equates to 3 VE)	Preliminary +1 VE (4 VE)	CLEAR +2 VE (5 VE)	CLEAR +3 VE (6 VE) including AA or licensing	CLEAR +4 VE (7 VE) incl. BA, or AA + licensing	CLEAR +5 VE (8 VE) incl. MA, or BA + licensing
STEP	CLASS 1A Non Credentialed	CLASS A	CLASS B	CLASS C	CLASS D	CLASS E	CLASS F
1	\$50,704	\$52,152	\$52,152	\$52,152	\$52,152	\$53,467	\$56,312
2	\$50,704	\$52,152	\$52,152	\$52,152	\$52,152	\$56,095	\$59,162
3	\$50,704	\$52,152	\$52,152	\$52,152	\$55,437	\$58,724	\$62,012
4	\$50,704	\$52,152	\$52,152	\$54,783	\$57,848	\$61,356	\$64,859
5	\$50,704	\$52,152	\$53,684	\$56,971	\$60,261	\$63,987	\$67,711
6	\$50,704	\$52,152	\$55,658	\$59,164	\$62,671	\$66,616	\$70,562
7		\$54,344	\$57,630	\$61,356	\$65,079	\$69,246	\$73,410
8		\$56,093	\$59,602	\$63,549	\$67,494	\$71,876	\$76,256
9		\$57,847	\$61,575	\$65,738	\$69,902	\$74,506	\$79,107
10		\$59,600	\$63,547	\$67,931	\$72,312	\$77,138	\$81,958
11		\$61,354	\$65,515	\$70,123	\$74,723	\$79,767	\$84,805
12		\$63,107	\$67,493	\$72,312	\$78,558	\$83,928	\$89,279
13		\$63,107	\$67,493	\$72,312	\$78,558	\$83,928	\$89,279
14		\$63,107	\$67,493	\$72,312	\$78,558	\$83,928	\$89,279
15		\$63,107	\$67,493	\$72,312	\$78,558	\$85,027	\$90,369
16		\$63,107	\$67,493	\$72,312	\$78,558	\$85,027	\$90,369
17		\$63,107	\$67,493	\$72,312	\$80,751	\$86,122	\$91,466
18		\$65,295	\$69,683	\$74,505	\$81,848	\$87,215	\$92,564
19		\$65,295	\$69,683	\$74,505	\$81,848	\$87,215	\$92,564
20		\$65,295	\$69,683	\$74,505	\$81,848	\$87,215	\$92,564
21		\$67,488	\$71,871	\$76,695	\$82,939	\$88,309	\$93,657
22						\$88,309	\$93,657
23						\$88,309	\$93,657
24						\$89,416	\$97,175

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Stockton Teachers Association: 6/12/2020

Stockton Unified School District: 6/12/2020

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Attachment for Article 29
for 2019-2020 Tentative Agreement
Friday, June 12, 2020

29. DURATION OF AGREEMENT

- 29.1 This Agreement is effective from July 1, ~~2016~~ 2019 through midnight, August 31, ~~2019~~ 2022.
- 29.2 The ~~December 16, 2016~~ June 12, 2020 tentative agreement completes ~~reopener~~ successor negotiations for ~~2019-2020 2015-2016 and negotiations for the 2016-2017 and 2017-2018 school years. and This tentative agreement~~ extends the collective bargaining agreement through August 31, ~~2019~~ 2022.

The parties agree to reopeners for ~~2018-2019 2020-2021 and 2021-2022, each to open: for Article 4: Benefits, Article 18: Wages, and two Article of each party's selection.~~

- Article 4: Fringe Benefits
- Article 18: Wages
and
- two articles of each party's selection.

For 2020-2021, Articles 26 (PAR) and 2 (Class Size) shall additionally be reopened.

- 29.3 Bargaining shall commence on the proposals as soon as possible after the adoption of the District's proposals by the Board of Education. Members of the unit negotiating for the Association on release time shall not exceed the number of District negotiators, but shall not be less than four (4) on release time.

Stockton Teachers Association:

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Stockton Unified School District:

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