

# Substitute Rate Addendum

to the MOU Regarding COVID-19 Health & Safety

of October 29, 2021

between Stockton Unified School District and  
Stockton Teachers Association

January 11, 2022

The Memorandum of Understanding (“MOU”) Regarding COVID-19 Health & Safety between Stockton Unified School District (“District”) and Stockton Teacher Association (“Association”) shall have **subsection 9.c** modified per the language below in this addendum. The resulting modified MOU remains subject to the same limitations and provisions as written in that MOU, with the lone exception that this addendum (and only the language this addendum modifies) shall not expire June 30, 2022, but instead shall expire June 30, 2023.

## 9. Compensation and Support

- c. Retroactive to October 18, 2021 and ending June 30, 2023, all substitute teachers will be compensated at the following rates:

\$200 (daily rate)	short-term (days 1-5)
\$250 (daily rate)	long-term (days 6-18)
appropriate placement on salary schedule (daily rate)	18/+ consecutive days in the same assignment
\$350 (daily rate)	Retired teachers who substitute
\$300 (daily rate)	current bargaining unit member Program Specialists, Instructional Coaches or regular classroom teachers who substitute for classes in addition to their normal duties
\$42.50 (hourly rate)	<p>Preschool hourly sub rate</p> <ul style="list-style-type: none"> <li>▪ This applies to qualified preschool substitutes and/or current preschool Standard Permit teachers who choose to substitute in an AM/PM or Head Start duration setting.</li> <li>▪ Head Start teachers and/or associate teachers located in stacked classrooms who choose to substitute for a class in addition to their normal duties will be compensated at \$42.50 per hour to coincide with the preschool instructional program.</li> <li>▪ Current SUSD ECE Program Specialists who substitute for a class in addition to their normal duties will be compensated at \$42.50 per hour to coincide with the preschool instructional program.</li> </ul> <p>At no time shall this modified Preschool rate reduce a member’s compensation rate.</p>

Whenever SUSD Program Specialists and Instructional Coaches provide coverage for classes without a teacher, they will be compensated for the full daily rate when covering a full regular teaching assignment at the site. Working a partial day shall likewise be compensated fractionally equivalent to a teacher working their preparation period covering another teacher's class.


For this subsection's provision, at the high schools, when current SUSD Program Specialists, Instructional Coaches or regular classroom teachers provide coverage for classes without a teacher, they will be compensated per period based on the above daily rate divided by the number of periods needed to cover a regular teaching assignment at the site. For example: At Chavez HS with a 4 period day a SUSD Program Specialist, Instructional Coach or regular classroom teacher would receive \$300/3 as a per-period rate. A retired teacher would receive \$350/3 as a per-period rate. A school with six periods (e.g. five classes and a preparation period) would use rates of \$300/5 and \$350/5 respectively.

The modified substitute rates of this section are mutually understood by the parties to apply only during the instructional school year, but not to adjunct programs peripheral to the school year such as ESY and Summer School / SLA.


The language of this addendum does not expire June 30, 2022, with the original MOU Regarding COVID-19 Health & Safety. This addendum and its provisions shall instead expire June 30, 2023.

FOR THE ASSOCIATION:

 01 / 21 / 2022  
\_\_\_\_\_  
Erica Richard, Bargaining Chair

 01 / 21 / 2022  
\_\_\_\_\_  
Felice Bryson-Perez, President

FOR THE DISTRICT:

 01 / 21 / 2022  
\_\_\_\_\_  
John Ramirez Jr., Superintendent

 01 / 24 / 2022  
\_\_\_\_\_  
Nancy Lane, Asst. Supt. H.R.

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Sent for signature to John Ramirez Jr. (jramirezjr@stocktonusd.net), Nancy Lane (nlane@stocktonusd.net), Felice Bryson Perez (stapresident@stocktonteachers.org) and Erica Richard (erichard@stocktonusd.net) from maguilar@stocktonusd.net  
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