

**Memorandum of Understanding for  
Special Position Exchange Coordination  
Between Stockton Unified School District  
and Stockton Teachers Association**

In this closing stretch of the 2022-2023 school year, the Stockton Unified School District (“District”) and Stockton Teachers Association (“Association”), together “the parties,” agree to enter into this Memorandum of Understanding (“MOU”) to address the time-sensitive goal of coordinating an opt-in exchange among teachers in special positions while honoring timely notice of assignment. The parties mutually recognize and agree to the following:

1. Due to classroom teacher vacancies and the current shortage of teacher applicants in the state, the District has put a functional freeze on hiring for non-classroom positions that would either take a teacher out of a classroom in the District or place new teacher hires somewhere other than in a classroom.
2. Article 17.13 already allows interested teachers to exchange respective positions, whether as a pair or as a group in mass simultaneous movement. The parties recognize that exchange transfers among teachers already in special positions is not prevented by this freeze. As provided below, any teacher already in a special position may request for an Exchange Transfer into the same special position type (example: an instructional coach swapping positions with another instructional coach).
3. To facilitate a well-informed and expedited process, the District retains discretion on when to centrally fulfill the role of “immediate supervisor” if needed for more complex exchanges and shall execute the follow steps:
  - a. **By Thursday, May 25:** Solicit nonbinding interest in Exchange Transfer from all instructional coaches and program specialists, while providing a current list of all such positions and corresponding teachers;
  - b. **By Friday, May 26:** Alert all potentially interested individuals with the list of all who indicated interest in Exchange Transfer (i.e. interested persons and their current positions) so that interested members can begin contacting each other and pertinent supervisors per article 17.13;
  - c. **By Wednesday, May 31:** After having collected/verified all declared Exchange Transfer

interests and pertinent supervisor approvals, alert all such identical-position-type exchanging bargaining unit members of their Notice of Assignment for the 2023-2024 school year.

**Note:** Article 17.13 itself allows a quite broad variety of supervisor-approved exchanges as long as members are each qualified for one another's positions. So, members at any time can explore non-identical exchanges (an instructional coach swapping with a program specialist, or either one potentially swapping with a "frozen empty position" if ultimately determined to be allowable per all pertinent regulations and funding rules). However, the unique timeline above in this MOU is only guaranteed for members interested in pursuing identical exchanges (IC & IC, PS & PS). Other forms of exchange may still be explored, but those may take much longer to verify, may or may not turn out to be doable, and likewise remain subject to all supervisor approval.

This MOU sets no precedents and is effective upon ratification. By signing this MOU, the parties agree to all provisions of this agreement for the timeframes specified herein.

**For the Association:**

Christopher S. Anderson, Ed.D. 05 / 30 / 2023  
Dr. Christopher S. Anderson, STA President

Erica Richard 05 / 30 / 2023  
Erica Richard, STA Negotiations Chair

**For the District:**

Claudia Moreno 05 / 30 / 2023  
Claudia Moreno, Interim Director Human Resources

Susana Ramirez 05 / 30 / 2023  
Dr. Susana Ramirez, Asst Supt Ed Services

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## Document History



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Sent for signature to Claudia Moreno (cmoreno@stocktonusd.net), Susana Ramirez (susanaramirez@stocktonusd.net), Christopher S. Anderson (stapresident@stocktonteachers.org) and Erica Richard (brilliantrose123@gmail.com) from maguilar@stocktonusd.net  
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**05 / 30 / 2023**

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The document has been completed.