

Tentative Agreement for **Healthcare Cost Impact Mitigation**

Between Stockton Unified School District
and Stockton Teachers Association/CTA/NEA

The Stockton Unified School District (“District”) and Stockton Teachers Association/CTA/NEA (“Association”), together with “The Parties,” agree to enter this Tentative Agreement (TA).

1. Acknowledgments

- a. The Parties acknowledge that healthcare cost increases and contract negotiation cycles do not necessarily follow parallel timelines. Because of this, there can be times when it is mutually seen as best practice to make immediate adjustments to employee benefits outside the regular contract negotiation cycle. This does not indicate an obligation by either party to engage in or refrain from such negotiation practices or set a precedent to do so in the future.
- b. The Parties also acknowledge that the District's net fiscal impact of increased healthcare contributions carries an inherent effect on its flexibility to address wages and benefits overall in its operations and negotiations. Accordingly, permanent fiscal changes in one matter can cause lower fiscal flexibility on other issues.
- c. Months ago, the Association contract’s benefits formula (which currently determines District healthcare contributions to the Association’s bargaining unit members) established District healthcare contribution as \$2013.45 (monthly) towards any total benefits plan for STA employees throughout the 2024 calendar year.

2. Healthcare Contribution Increases

Upon ratification of this Tentative Agreement, the District shall increase its healthcare contributions as follows:

The District shall pay the premium of the CalPERS Blue Shield Access PLUS plan, less one hundred dollars (\$100.00), or the total cost of Kaiser HMO, whichever is higher. The District’s monthly contribution toward any plan shall be adjusted accordingly.

Example: Out of the 1,531 employees who receive Health Care benefits currently, the new cost for insurance will be as follows for the 2024 year:

- Kaiser Family Plan - free of cost
- Blue Shield (11 months) - \$109.09 a month
- Blue Shield (12 months) - \$100 a month

All co-pays shall be the employee's responsibility and are limited only to the co-pay amounts presented annually by the district. Each eligible bargaining unit member who selects a medical plan must pay the difference above the health benefit allowance.

3. Medical Rebate (Cash instead of Healthcare Benefits)

Upon approval of the Association, the District shall reduce/increase the Insurance Rebate to \$350, as shown below:

- employees receiving the lower tier Healthcare Rebate of \$283 (12-month rate: \$308.73 when calculated as 11-month rate) shall be increased to \$350 a month.
- employees receiving the higher tier Healthcare Rebate of \$805.38 (12-month rate: \$878.60 when calculated as 11-month rate) shall be decreased to \$350 monthly using the multi-year decrease in the chart below.

The “Medical Rebate” section shall be retitled “Cash in lieu of Healthcare Benefits” upon ratification. The increase of the lower-tier rebate will take effect at the end of the month December payroll 2024, with the decrease of the higher-tier rebate modifying each December payroll as follows:

calendar year	higher-tier reduction (\$176 drop per year)
2024	\$878
2025	\$702
2026	\$526
2027 and onward	\$350 (cash-in-lieu all one single-tier)

4. Teacher Retention Bonus/Incentive

- a. The District, upon ratification of The Parties, shall pay a Salary Schedule Bonus of 4% for 2022-23 to include all forms of 2022-2023 compensation calculated based on the 2022-2023 salary schedule. This 4% Salary Schedule bonus will be delivered within four monthly payroll periods of ratification of this agreement, paid to employees as follows:
 - STA bargaining unit members excluded:
 - Any who did not work in SUSD during the 2022-2023 school year;

- Any who worked in Stockton USD during the 2022-2023 school year, but before ratification of this agreement ended employment with the District through resignation, dismissal, or any other means besides retirement.
 - STA bargaining unit members included:
 - Any who worked in SUSD during the 2022-2023 school year and remain in paid status upon ratification of this agreement;
 - Any who worked in SUSD during the 2022-2023 school year but have retired from SUSD by or before ratification of this agreement.
- b. The District shall pay a One-Time Retention Bonus of \$5,000 to Association Bargaining Unit members in two installments for 2023-24.
- The first installment (\$2500) shall be paid to employees in paid status upon ratification by both parties. The bonus will be delivered upon or within 60 days of ratification of this agreement.
 - The second installment (\$2500) shall be paid to employees in paid status as of September 1, 2024. The bonus will be delivered by the end of the month payroll in September 2024.

Neither installment of this subsection’s One-Time Retention Bonus shall apply to any bargaining unit member who is eligible for signing bonuses pursuant to the “New Teacher Recruitment and Substitute Rates MOU” dated March 29, 2023.

This Tentative Agreement is mutually understood to be separate from Successor Negotiations. As such, it establishes nothing to resolve (in part or in whole) salary or benefits negotiations for any contract year negotiation cycle. This Tentative Agreement sets no precedents and becomes effective upon ratification by both parties. By signing this Tentative Agreement, the parties agree to all provisions, which shall prevail until explicitly superseded by other agreement(s).

For the Association:

Christopher S. Anderson Ed.D. 12 / 22 / 2023

Dr. Christopher S. Anderson, STA President

Justin McGehee 12 / 22 / 2023

Justin McGehee, STA Negotiations Chair

For the District:

Richard E. Boyd 12 / 22 / 2023



Richard Boyd, Director of Labor Relations

Glendaly Gascot Rios 12 / 22 / 2023

Glendaly Gascot-Rios, Asst Superintendent HR






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