

TENTATIVE AGREEMENT
between Stockton Unified School District (District)
and Stockton Teachers Association (STA)

May 7, 2024

This agreement concludes negotiations on Successor Contract covering 2022-2023, 2023-2024, and 2024-2025 between Stockton Unified School District and the Stockton Teachers Association (STA). The parties hereby agree to the following terms subject to the ratification of STA and the Stockton Unified School District Board of Trustees. All remaining provisions in the current collective bargaining agreement shall remain unchanged and said negotiations will be deemed concluded for the 2022-2023, 2023-2024, and 2024-2025 school years.

1. Article 2: Class Size

A. Class Size – Averages and Maximums – Grade Span Adjustment

1. Parties agree to adhere to the established class size GSA by the state. Chart showing historic incremental phase-in of GSA levels no longer needed.
2. Lab Sciences class size reduction (safety) and annual verification of workstations.
3. Overages to now be applied fractionally for non-traditional class schedules based on number of periods with students (e.g., 1/3 in a 4x4 compared to 1/5 in a traditional)

2. Article 4: Fringe Benefits

A. Healthcare Mitigation agreement incorporated

3. Article 18: Wages

A. Salary increases

1. For 2022-23: \$4,000 added to every annual salary cell as an on-salary increase.
 1. Retroactive payment for 2022-23 on-schedule increase will be for base salary only (i.e. the resulting annual salary number in the schedule cell) for salaried employees. This amounts to a \$4000 on-salary retro.
2. For 2023-24, a 3% on-schedule increase, effective (and retroactive to) July 1, 2023 and a one-time lump sum payment of \$7,500.
3. For 2024-25, a 1% on-schedule increase, effective and beginning July 1, 2024.

The above increases for 2023-2024 and 2024-2025 include: retired consultants; the teacher hourly salary schedule; preschool teachers; long term and daily substitutes; the PAR stipend; all stipends paid off the stipend base salary (extra duty, degrees, SPED, bilingual, athletics, etc.); and extra pay for department chairpersons.

Exclusions:

- Employees who ended employment with the District (by any means besides retirement) with an effective date on or prior to their last contractual workday for 2022-2023 (usually May 30, 2023, but may differ for some positions) are not eligible for the 2022-2023 retroactive pay.
- Employees who ended employment with the District (by any means besides retirement) with an effective date on or prior to their last contractual workday for 2023-2024 (usually May 31, 2024, but may differ for some positions) are not eligible for the 2023-2024 retroactive pay.
- Accordingly, retirees shall not be excluded, and employees who ended employment in SUSD yet finished their contract-year with SUSD are not excluded from retro pay for the year(s) they completed.

Retroactive payments caused by any portion of this particular successor agreement shall be paid no later than the November 2024 pay cycle (or within four months of Agreement ratification, whichever is later), by or before end-of-month, as a separate paycheck.

B. Longevity

1. Implementation will begin July 1, 2025, making 2025-2026 the first year of payments. Beginning at 10 years of in-district consecutive employed time initiating a 2% stipend, then another 1% stipend per 5-year increments, max at 8% for 40 years completed.

C. Stipends

1. Athletics: Substantial reformatting to entire spread of athletics stipends, including a new 5-tier system, various new stipends added, various discretionary stipends added, and multiple-season stipend roles acknowledged.
2. Extra duty: New 5-year system increasing current extra-duty stipends and adding new stipends (Mariachi, SkillsUSA, HOSA, MESA, Mock Trial, Academic Decathlon)
3. Department Chair permanently anchored to stipend base to align with formulas for other stipends
4. National Board Certification now to receive a 1% stipend

D. Other

1. All factors increased (special assignment salary multipliers)
2. CTE placement formula modified (degree requirement replaced by additional VE) with new initial placement applied retroactively for up to 2 years
3. Substitute and Retired Consultant rates increased

4. Article 19

- A. Article purpose and scope expanded from Walton Special Center to address Special Education matters in general.
- B. CMR procedural clarifications, including employee payout when unable to secure coverage.

5. Article 26: Peer Assistance and Review Program (PAR)

- A. PAR activity/language is suspended through June 30, 2025. Joint committee timeframe shifted to accommodate subsequent Successor negotiations.

6. Language changes to CBA Articles as agreed include (with articles to be attached for reference upon completion of appropriate document formatting):

- Article 2. Class Size
- Article 3. Evaluation
- Article 4. Fringe Benefits
- Article 6. Teaching Hours
- Article 7. Leaves
- Article 13. Summer School
- Article 14. Teacher/Association Rights
- Article 17. Transfer and Assignment
- Article 18. Wages
- Article 19. Walton Special Center
- Article 20. Adult Education Teachers
- Article 21. Definitions
- Article 22. Substitute Teachers
- Article 26. PAR
- Article 27. Waivers (and related updated appendix forms)
- Article 29. Duration of Agreement

This agreement shall be effective upon ratification by the Stockton Teachers Association and Stockton Unified School District Board of Trustees.

For STA:

Christopher S. Anderson Ed.D.

Dr. Christopher Anderson, STA President

Justin McGehee

Justin McGehee, STA Bargaining Chair

For the District

Glendaly Gascot-Rios

Glendaly Gascot-Rios, Assistant Supt of HR

Richard Edward Boyd

Richard Boyd, Director of Labor Relations