

**Memorandum of Understanding
Tentative Agreement Regarding
New Teacher Recruitment and Substitute Rates
Between Stockton Unified School District
and Stockton Teachers Association**

The Stockton Unified School District (“District”) and Stockton Teachers Association (“Association”), together “the parties,” agree to enter into this Memorandum of Understanding (“MOU”) to boost attraction and retention of teachers in SUSD commencing with the 2023-2024 school year.

1. New Teacher Recruitment

This incentive program is for new teachers hired between March 1, 2023 and June 30, 2024 for the 2023-2024 school year.

Years of Service – Per STA article 18.4.5, new employees with previous experience will be given year for year experience credit up to twenty-four (24) years with a valid teaching credential. New employees can transfer up to 24 years for salary placement only, not seniority

Signing Bonuses

All New Teacher Hires (other than Special Education, Math and Science) will be paid a total of \$7,000 paid in three installments over the first two years of employment.

Year one of service:

- \$1,500 will be paid out in EOM payroll checks effective 12/31/23 (provided the individual has been hired prior to the payout period).
- \$1,500 will be paid out in EOM payroll checks effective 5/31/24 (provided the individual has been hired prior to the payout period).

Year two of service:

- \$4000 will be paid out in EOM payroll checks effective 8/31/24. (The teacher must remain employed through the last instructional calendar work day of the teacher’s position at the end of the school year 2024-2025, otherwise this Year Two incentive money will be deducted from the teacher’s final payroll checks of the school year.)

All New Teacher Hires for Special Education, Math and Science whose position requires them to hold a Special Education, Math or Science single subject credential or be in a program to become credentialed will be paid a total of \$10,000, to be paid in three installments over the first two years of employment.

Year one of service:

- \$2,500 will be paid out in EOM payroll checks effective 12/31/23 (provided the individual has been hired prior to the payout period).
- \$2,500 will be paid out in EOM payroll checks effective 5/31/24 (provided the individual has been hired prior to the payout period).

Year two of service:

- \$5000 will be paid out in EOM payroll checks effective 8/31/24. (The teacher must remain employed through the last instructional calendar work day of the teacher's position at the end of the school year 2024-2025, otherwise this Year Two incentive money will be deducted from the teacher's final payroll checks of the school year.)

For any instance in which one of the above payments is missed, the District shall ensure payment to the teacher(s) occurs on the next EOM.

2. Comprehensive Substituting Pool

In order to create a strong pool of substitutes and maximize comprehensive coverage of student education, supervision and safety, the existing elevated rate of substitute pay will be extended as shown below. This extension will be effective upon ratification of this MOU and continue through the end of the 2023-24 School Year.

Employee:	Rate:
Short-term (days 1-5) substitute	\$200 (daily rate)
Long-term (days 6-18)	\$250 (daily rate)
18/+ consecutive days in the same assignment	Appropriate salary schedule placement (daily rate)
Current non-substitute unit employees who substitute in addition to their normal duties	\$300 (daily rate)
Retired substitute teachers	\$350 (daily rate)
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Preschool hourly sub rate	\$42.50 (hourly rate)

- 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.
- 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.
- 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.
- At no time shall this modified Preschool rate reduce a member's compensation rate.

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

Date of tentative agreement: 03 / 28 / 2023

For the Association:



03 / 30 / 2023

Felice Bryson-Perez, STA President



03 / 30 / 2023

Erica Richard, STA negotiations chair

For the District:



03 / 30 / 2023

Claudia Moreno, Interim Dir. Labor Relations



03 / 30 / 2023

Wendy DeSimone, Interim Asst. Supt. HR