

**SIDE LETTER  
BETWEEN  
STOCKTON UNIFIED SCHOOL DISTRICT  
AND  
STOCKTON PUPIL PERSONNEL ASSOCIATION INC.**

**August 5, 2024**

The Stockton Unified School District (“District”) and Stockton Pupil Personnel Association (“SPPA”), together with “the parties,” agree to enter into this Side Letter to address staffing challenges in specialized or hard-to-fill positions.

The District’s goal is to enhance recruitment and retention for positions identified as difficult to staff, therefore, the Parties have agreed to realign the salary schedule as follows.

1. Column I
  - a. Column I has been revised for employees who are not fully credentialed, such as interns.
2. Elimination of the first 4 rows (A-D old rates).
  - a. Row “E” will become the new row “A”.
  - b. Current employees will maintain their current step/row placement for 2024-25 fiscal year with the updated rates.
  - c. The new salary schedule does not qualify for any retroactive compensation.
3. Six (6) new rows/steps added to the new salary schedule. (Steps G thru L added to new salary schedule)
4. SLP and Chairperson will transition to the newly agreed salary schedule, which includes an increase of 16 additional workdays.
  - a. SLP Chairperson will receive a yearly stipend of \$4,000 for the additional 5 workdays (total 205 workdays). Stipend may be prorated based on the date of hire and the start date in the position.
5. The new salary schedule, upon ratification, shall be effective July 1st, 2024.

By signing this Side Letter, the parties agree to all provisions of this agreement for the timeframes specified herein and the contents shall be rolled into the Collective Bargaining Agreement.

**For SPPA:**

**For the District:**

\_\_\_\_\_  
Nicolette Gonzaba,  
President

\_\_\_\_\_  
Glendaly Gascot-Rios,  
Asst. Superintendent Human Resources

\_\_\_\_\_  
Mary Aguilar,  
Labor Relations Coordinator

	24-25	24-25	24-25	24-25
	BA up to 44 (Non Credential / Intern Column)	BA + 45 Incl MA or MA	BA + 60 Incl MA or MA + 30	BA + 75 Incl MA or MA + 45
STEPS	I	II	III	IV
A	\$376.97	\$407.49	\$447.46	\$497.67
B	\$393.43	\$426.14	\$468.90	\$522.47
C	\$409.94	\$444.82	\$490.35	\$547.43
D	\$426.39	\$463.50	\$511.83	\$572.32
E	\$442.90	\$482.13	\$533.30	\$597.19
F		\$510.09	\$565.05	\$645.32
G		\$520.29	\$576.35	\$658.22
H		\$530.70	\$587.88	\$671.39
I		\$541.31	\$599.64	\$684.82
J		\$552.14	\$611.63	\$698.51
(K) NEW		\$563.18	\$623.86	\$712.48
(L) NEW		\$574.44	\$636.34	\$726.73