

**Memorandum of Understanding regarding
2024-2025 Substitute Rates
between Stockton Unified School District
and Stockton Teachers Association**

August 5, 2024

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 substitute teachers in SUSD for the 2024-2025 fiscal year, understood by the parties as July 1, 2024 through June 30, 2025 (“2024-25 school year”). The District and STA especially recognize the value and contribution of SUSD retired teachers who return to serve as substitute teachers within the District. Both parties are committed to ensuring competitive compensation to comprehensively attract and retain qualified substitute teachers.

The parties accordingly agree to the following for the 2024-25 school year:

1. Increase in Daily Rates for Retiree Substitutes

- a. The daily rate for retired teachers who substitute shall be increased to a flat \$350 for all short-term (days 1-5) and long-term (days 6-18) substituting. This flat rate shall not be tied to the salary schedule.
- b. After completing 18 consecutive days of substitute teaching in the same job assignment, the retiree’s daily rate will increase via Extended-Term substitute placement on the salary schedule (see article 22.9.3) as a credentialed teacher using their current step/column placement qualifications (or qualifications at time of retirement, whichever is higher). Such teachers who qualify (or are anticipated to qualify based on foreknown assignment length) must be accordingly informed by the District of the teacher’s need to provide verification of placement qualifications supporting the pay increase. The normal article 18 deadlines (e.g., transcripts being due November 1) for providing such verification shall not apply to this placement provision; however, the parties recognize that delays in verification inherently necessitate delays in delivery of the increase to pay.

Intent: Retired teachers substituting extended-term can expect salary comparable to their salary at retirement. This is implemented using STA/SUSD salary schedule and placement provisions (rather than the schedule or placement provisions of the district from which they retired, if not SUSD). Non-retiree extended-term substitutes would typically still be placed on Column 1A (see article 22.9.3). Retirees are responsible to mindfully verify their earnings and limits with CalSTRS in light of their income’s impact on retirement implications.

2. Preschool Substitute Rate

The hourly rate for preschool substituting shall be \$42.50. This flat rate shall not be tied to the salary schedule.

3. Long-Term Substitute Rate (6-18 days only; see article 22.9.2)

The long-term daily substitute rate shall be increased from 3/4 (three-quarters), as outlined in 18.2.16.d, to instead be 5/6 (five-sixths) of the Column 1A per-diem rate. Subject to concurrent mutual approval, the parties retain the option to jointly extend the time frame of this rate change (e.g. until a Successor Contract ratification) without a separate MOU. This rate does not impact short-term (days 1-5) or extended-term (days 19/+) substituting rates.

This MOU sets no precedents and is effective for the time frames stipulated therein upon ratification by both the Association and Stockton Unified School District Board of Trustees.

For the Association:

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STA President

Justin McGehee
STA Negotiations Chair

For the District:

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