

Stockton Unified School District & Stockton Teachers Association (STA)

May 23, 2025



Over the past several months, the STA and District bargaining teams have diligently worked not only to address our own independent bargaining priorities, but also to take on another major challenge interdependently: reorganizing and clarifying the entire contract.

Both teams recognized the value of this work. From the outset, the District has emphasized that contract clarity and readability are not just ideals, but fundamental to a fair and functioning collective bargaining relationship. STA has supported the core intentions of the effort, while also raising thoughtful concerns about the time commitment involved given the scope of negotiations. Ultimately, both teams made a shared decision to move forward with these dual goals: advancing core bargaining priorities while also improving the structure and clarity of the contract.

When thinking about timing, STA identified May 19 as the last feasible date to reach a tentative agreement before summer that still allowed members enough thoughtful review time before a ratification vote. With that timeline in mind, both teams pressed forward, knowing the work was complex, but believing it was worth the effort. Over the course of the spring, our work has deepened in collaborative problem-solving, both together and in separate sessions. The process has carried us into long days, late nights, and weekends, all driven by our shared commitment to getting it right.

Along the way, we've made real progress on critical issues and built meaningful shared understandings. While we didn't finalize an agreement by the May 19 target date, our commitment to reaching a comprehensive and thoughtful agreement remains strong. We know it's disappointing that this is taking longer than hoped. We feel it too. But from the beginning, we understood that this work would take time, we believed it was worth doing, and we still do. Together, we focus on the path ahead for the work that's simply not finished yet.

We remain committed to providing updates grounded in transparency, shared respect, and a desire to keep our community informed. While the teams may not always reach full alignment on every detail, we will continue to communicate openly and honestly about the work ahead.

A logistical update outlining proposal statuses, outstanding issues, and future bargaining dates will be shared soon.

April 25, 2025

Over three days, the District and STA convened for negotiations to discuss key issues. The bargaining session was characterized by a collaborative and solution-oriented atmosphere, with both parties demonstrating mutual respect and a commitment to achieving fair and practical improvements to our CBA.

On April 22, 2025, we discussed reformatting and updating the current contract to make it more accessible to readers. We also discussed TK instructional alignment and a clearer support system. Discussions addressed differences with kindergarten teachers, which may necessitate contract revisions for clarity and the removal of outdated language. We discussed the updates in the Class Size Article to make it easier for the reader to follow.

Negotiations continued on April 23, 2025. The parties distinguished between minor and substantive revisions and continued to emphasize the need for clearer proposal organization. Discussions encompassed various contract articles, communication protocols, early education terminology, articulation, in-service days, orientation days, and resource days allocations. A significant portion of the discussion focused on evaluation processes, aiming to enhance clarity and consistency in timelines and procedures to better support teachers and improve educational outcomes.

On April 24, 2025, the District and STA reviewed a comprehensive package of proposals spanning multiple areas, including wages, Special Education, TK, Adult Education, and TOSA roles, with the shared goal of finalizing agreements before July 1, 2025. Key areas of discussion included strategies for addressing declining enrollment, protecting employee benefits, and managing increases in operational expenses. Proposals for Adult Education aimed to modernize workload expectations.

The next bargaining session is scheduled for May 13, 2025

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March 11, 2025

The District and STA met on March 11, 2025, to commence negotiations on a successor agreement. The parties discussed the District's proposals for new Article 6, Teacher Responsibility and Article 7, Teacher Workload and Assignments.

The Parties discussed STA's counter proposal to CTE's - Arts, CTE, and Inclusion Program Specialist job description.

Discussions regarding the District's proposed Instructional Calendars took place, during which STA informed the District of their upcoming RFI for attendance data. This data will be reviewed before STA prepares a counterproposal for the 2025-26 and 2026-27 instructional calendars. The request will include raw attendance data, details on staff absences due to professional development days, and student attendance on the days following an STA PD day during the week.

The next bargaining session is scheduled for March 25.

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February 25, 2025

The parties held their first bargaining session for contract negotiations on February 25, during which they discussed the District's proposals for new Articles: Article 1, General Terms; Article 2, Duration and Reopeners 3; Article 4, governance and Rights; and Article 5, Assignments and Contract Waivers.

The District remains committed to fostering a collaborative and respectful bargaining process that supports our employees while ensuring the best outcomes for our student, our employees, and our community. We appreciate STA's engagement and look forward to continued progress in upcoming sessions.

The next bargaining session is scheduled for March 11.

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