

TENATIVE AGREEMENT
Between
Stockton Unified School District (District)
And
United Stockton Administrators (USA)

January 18, 2022

This agreement concludes Re-Opener negotiations between Stockton Unified School District and the United Stockton Administrators (USA). The parties hereby agree to the following terms subject to the ratification of USA and the Board of Education for Stockton Unified School District. All remaining provision in the current collective bargaining agreement shall remain unchanged and said negotiations will be deemed concluded for the 2021-2022 school year.

1. Article 3: Work Year Calendar

New Language:

- 3.1.1 Included in the above total work days for Principals (217 or 215) are the two (2) weeks before and two (2) weeks after the start and end of teacher contract days, Assistant Principals shall meet their 205-day requirement by working the teacher contract days and scheduling their additional days (i.e., nine (9) days before and nine (9) days after) with their Principal.
- 3.1.2 Large Comprehensive High School Principals shall determine their twelve (12) additional workdays (217 combined total workdays). K through 8, Specialty Schools, Small High Schools and Adult Education Principals shall determine their ten (10) additional work days (215 combined total work days). The additional days shall be filed with the administrator's supervisor. Unresolved conflicts regarding the additional days shall be resolved by the superintendent.
- 3.1.3 For the 2021-22 school year, SUSD and USA will collaboratively identify PD needs and how they will be structured for the three PD days. Principals and assistant principals will participate in the identified PD.

2. Article 6: Wages

For 2021-22, All bargaining unit members shall receive a onetime four percent 4% off salary schedule increase.

This agreement shall be effective upon ratification by both USA and the Stockton Unified School District Board of Trustees and shall continue in effect through June 30, 2022.


Date: 01 / 18 / 2022

Date: 01 / 18 / 2022

For USA:

For the District:

Gina R. Hall 01 / 18 / 2022
Gina Hall, President

 01 / 18 / 2022
John Ramirez Jr., Superintendent

Timothy K Talbot 01 / 18 / 2022
Tim Talbot

Nancy Lane 01 / 18 / 2022
Nancy Lane, Asst. Supt. Human Resources

ARTICLE 3 WORK YEAR CALENDAR

3.1 Members of the USA bargaining unit will work the following number of days:

- (a) Principal
 - (1) Large Comprehensive High Schools ~~219~~ 217 days
 - (2) K through 8 inclusive ~~217~~ 215 days
 - (3) Specialty Schools ~~217~~ 215 days
 - (4) Small High Schools 215 days
 - (5) Adult Education 217 days
 - (6) Walton School 217 days

- (b) Assistant Principal
 - (1) Large Comprehensive High Schools ~~204~~ 205 days
 - (2) K through 8 inclusive ~~204~~ 205 days
 - (3) Small High Schools ~~204~~ 205 days
 - (4) Adult Education ~~204~~ 205 days
 - (5) Walton Assistant Principal III 217 days ~~or variable~~

- (c) Administrator on Special Assignment
Designated by SUSD ~~204~~ 205 days

3.1.1 Included in the above total work days for Principals (217 or 215) are the two (2) weeks before and two (2) weeks after the start and end of teacher contract days. Assistant Principals shall meet their 205-day requirement by working the teacher contract days and scheduling their additional days (i.e., nine (9) days before and nine (9) days after) with their Principal.

3.1.2 Large Comprehensive High School Principals shall determine their twelve (12) additional workdays (217 combined total workdays). K through 8, Specialty Schools, Small High Schools and Adult Education Principals shall determine their ten (10) additional work days (215 combined total work days). The additional days shall be filed with the administrator’s supervisor. Unresolved conflicts regarding the additional days shall be resolved by the superintendent.

3.1.3 ~~Principals and Assistant Principals are not required to attend and/or participate in preparation for and/or presentation of content during any of the three (3) in year teacher professional development days.~~ For the 2021-22 school year, SUSD and USA will collaboratively identify PD needs and how they will be structured for the three PD days. Principals and assistant principals will participate in the identified PD.

3.1.1. ~~Two (2) additional workdays for Professional Development are added to the above work year totals for 2019-2020 and 2021.~~

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~~Effective July 1, 2019, all bargaining unit members (Principals and Assistant Principals) will be required to attend and participate in two (2) workdays for Summer Institute (professional development). The work year for USA members will reflect these two (2) additional professional development days as part of their work year. These additional days are equivalent to a one percent (1%) included in the 2019-2020 salary increase. The parties agree to meet and confer over the scheduling of these professional development days.~~

~~All bargaining unit members shall work teacher attendance days, participate in three (3) teacher professional development days, and attend two (2) Summer Institute professional development days (187). All bargaining unit members (excluding those working 204 days) shall also work two (2) weeks before and two (2) weeks after. For Assistant Principals, the scheduling of the days worked during these (2) weeks before and two (2) weeks after shall be at the direction of the Principal. Large Comprehensive High School Principals shall determine their twelve (12) additional work days (219 combined total work days). K through 8, Specialty Schools, Small High Schools and Adult Education Principals shall determine their ten (10) additional work days (217 combined total work days). The additional days shall be filled with the administrator's supervisor. Unresolved conflicts regarding the additional days shall be resolved by the superintendent.~~

~~The parties agree to meet and confer over the scheduling of the teacher professional development training days with the understanding that the District will lead the professional development training during the implementation of the curriculum adoption. At the conclusion of the current curriculum adoption, the parties agree to negotiate over the continued participation of USA members in the teacher professional development training.~~

~~Effective July 1, 2019, all bargaining unit members (Principals and Assistant Principals) will be required to participate in two (2) extra mandatory professional development training days during the 2019-2020 and 2020-2021 work years, which are required for curriculum adoption training. Professional development training for bargaining unit members will be held during non-student contact days. The parties agree to meet and confer over the scheduling of these extra mandatory professional development training days with the understanding that the District will lead the professional development training during the implementation of the curriculum adoption. The requirement that the bargaining unit members participate in two (2) extra mandatory professional development training days will sunset and end on June 30, 2021 (see 3.1.1). The parties can mutually agree to negotiate a new provision if needed. These additional days are compensated as one percent (1%) and reflected in the 2019-2020 salary increase and will remain on the salary schedule after June 30, 2021.~~

- 3.2 During each school year, Assistant Principals shall have the option of requesting up to five (5) flex (exchange) days off from their regular work schedules. These days off shall be

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approved by the Immediate Supervisor with the understanding that any flexible days off will be worked prior to the end of the fiscal year and at a time mutually agreed upon by the Assistant Principal and the Principal. A schedule of time to be worked shall be completed prior to taking flextime off. Flex days may not be carried over and must be used during each school year.

3.3 During each school year, Principals shall have the option of requesting up to three (3) flex days off from their regular work schedules. These days off shall be approved by the Assistant Superintendent of Educational Services or his/her designee with the understanding that any flexible days off will be worked prior to the end of the fiscal year and at a time mutually agreed upon by the Assistant Superintendent (or designee) and the Principal. A schedule of time to be worked shall be completed prior to taking flextime off.

3.4 General Provision:

- (a) As an integral part of a typical supervisory classification, some functions necessitate evenings, weekend and/or holiday service. Illustrated examples of such functions shall include, but in no way are limited to, athletic events, student social and co-curricular activities, parents/PTA programs and meetings, back to school night, school board meetings, etc. Such service to the extent it is normally associated with supervisory responsibilities shall be rendered by the supervisory employee in addition to the requirements of Article 3.1.
- (b) Employees who are required by the Superintendent, or designee, to work specific days in addition to those designated in Article 3.1, shall receive their per diem rate of pay for each such additional day served.
- (c) The instructional calendar shall be adopted by the Governing Board and will reflect instructional days and holidays in accordance with the Education Code.

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ARTICLE 6: WAGES

January 18, 2022

6.1 The salary schedules appearing as Appendix B to this Agreement shall be increased across the board as specified below and will continue to apply to bargaining unit members subject to modification through subsequent negotiations in accordance with the reopener provision of this Agreement.

2018-2019	2% Retroactive to July 1, 2018
2019-2020	4% effective July 1, 2019
2020-2021	2% effective July 1, 2020
2021-2022	Reopen contract
2021-2022	One time off salary schedule increase of 4%

6.2 New bargaining unit members shall be placed on the salary schedule in accordance with current District practice.

6.3 Advancement on the salary schedule shall be at the beginning of the school year. It shall be at the rate of one (1) step for each year of certificated supervisory experience, until the member reaches the top step of the schedule. If the member is employed for seventy-five percent (75%) of a school year (July 1 – June 30), credit shall be given for that year's experience.

6.4 Longevity Increments and Principal Retention Recognition Incentive:

6.4.1 Longevity stipends will be adjusted by the same wage increases applied to the salary schedule.

\$1,866	per year @ completion of 15 years
\$3,732	per year @ completion of 20 years
\$5,598	per year @ completion of 24 years
\$7,465	per year @ completion of 30 years

6.4.2 Principal Retention Recognition Incentive

Effective July 1, 2019, Principals will receive Retention Recognition Incentives for cumulative service as a Principal in good standing in Stockton Unified School District:

- 1.5% @ completion of five (5) years of service as Principal
- 3.0% @ completion of ten (10) years of service as Principal
- 4.5% @ completion of fifteen (15) years of service as Principal

The percentage increase associated with the Principal Retention Recognition Incentive will be applied to the applicable step and range for the qualifying principal.

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Principals can receive an applicable District longevity increment or applicable Principal Recognition Incentive, whichever is higher, but will not receive both concurrently.

6.5 Summer school and hourly rates in Appendix L increased by the above percentages.

6.6 Advanced Degree Increments:

Master's Degree - \$3,000 per year

Doctorate Degree - \$6,000 per year

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