

Hourly-Rate Schedule Memorandum of Understanding 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 replace the STA Hourly Salary Schedule with a per-diem hourly pay structure anchored to the annual salary schedules.

Upon ratification but fully subject to section 1 below, this MOU becomes effective beginning with the 2024-2025 school year, affecting neither Summer 2024 program pay rates of any kind, nor retroactively affecting any pay for the 2023-2024 school year or any time period earlier.

The parties agree to the following:

1. Conditional Implementation

All other provisions of this MOU are mutually confirmed by the parties as fully null and void unless (or until) the 2024 Summer Learning MOU of April 23, 2024 is also ratified. Accordingly, upon ratification of this MOU by the parties, all other contents of this MOU shall remain ineffectual and moot unless (or until) the 2024 Summer Learning MOU (April 23, 2024) has additionally been ratified by the parties, in which case all other provisions of this MOU shall be effective immediately. (Intent: Even if this MOU is ratified, for all intents and purposes it does not essentially become effective unless the other MOU is ratified.)

2. New Hourly Rates (2024-2025 Onward)

- a. Effective beginning with the 2024-2025 school year onward, the “STA Salary Schedule Hourly (Regular Teachers, Summer School, Home Instruction, Curriculum Development, Adult Education)” of Appendix G is hereby abolished in the Agreement.

The parties recognize the necessity of maintaining records of the abolished hourly schedule for retrospective verification as needed, but any display of the abolished hourly schedule shall be understood as historic-informative rather than being in effect for current labor compensation.

- b. Simultaneously effective beginning with the 2024-2025 school year onward, all hourly-schedule and hourly-rate based pay for unit members (referenced both in past practice and in the Agreement as being paid according to “the teacher hourly salary schedule” or at “the teacher’s hourly rate”) shall be newly established as referring to the employee’s

per diem hourly rate.

The parties recognize that the per-diem hourly rate refers to a bargaining unit member's annual salary divided by the annual number of work days, further divided by 6.5 (six and one half).

Disclaimer: This subsection is mutually understood by the parties as not applying to the retired consultant rate, nor applying to the substitute daily or substitute long-term pay rates, nor to the preschool schedules, as these are each recognized as already having true hourly rates inherently built into their respective pay structures.

This MOU sets no precedents and shall prevail until explicitly superseded by other agreement(s). By signing this MOU, the parties agree to all provisions, fully subject to section 1 regarding this MOU's provisions becoming effective upon ratification by both parties.

For the Association

Christopher S. Anderson Ed.D.

04 / 23 / 2024

Dr. Christopher S. Anderson, STA President

Justin McGehee

04 / 23 / 2024

Justin McGehee, STA Negotiations Chair

For the District

Glendaly Gascot Rios

04 / 23 / 2024

Glendaly Gascot Rios, Asst Supt HR

Richard Boyd

04 / 24 / 2024

Richard Boyd, Director of Labor Relations