

TENTATIVE AGREEMENT

Between Stockton Unified School District (District)
and Stockton Teachers Association (STA)
Friday, May 17, 2019

This agreement concludes negotiations and memorializes the agreement between Stockton Unified School District and the Stockton Teachers Association. The parties hereby agree to the following terms subject to the ratification of STA and the Stockton Unified School District Board of Trustees. All remaining provisions in the current collective bargaining agreement shall remain unchanged and said negotiations will be deemed concluded for the 2019-2020 school year.

This agreement shall be effective as of July 1, 2019 and shall continue in effect until midnight August 31, 2020 upon ratification by both STA and the Stockton Unified School District Board of Trustees.

1. Article 29 – Duration of Agreement

The District and the Stockton Teachers Association agree to extend the collective bargaining agreement through August 31, 2020 with all provisions unchanged except those changes specified herein.

The parties agree to enter into next successor negotiations for 2020-2021, 2021-2022 and 2022-2023 as soon as possible after mutual ratification of this Agreement but no later than October 1, 2019.

2. Article 18: Wages

a. Salary: For the 2019-2020 school year, all salary schedules will be increased by three percent (3%) above the current level and inclusive of all teacher stipends/salary schedules, 45-day consultants, the teacher hourly salary schedule, extra pay for department chairpersons, Master's stipend, Ph.D. stipend, preschool teachers, long term substitutes, daily substitutes, the PAR stipend, and those percentage stipends paid off the stipend base salary. Salary increases shall be effective July 1, 2019.

b. To those preschool teachers actively employed in the District on November 1, 2019, an additional one percent (1 %) of the 2019-2020 preschool salary schedule shall be paid as a one-time off-schedule payment included in the November 2019 end-of-month paycheck.

3. Article 4.7: Tax-Sheltered Annuities

Commencing with the 2019 July end-of-month payroll, the District shall contribute a matching \$25 a month toward a District-sponsored tax-sheltered annuity provided a unit member voluntarily contributes a minimum of \$25 per month to the plan. An enrollment and election form will be made available for members to begin implementation.

4. Article 6: Teaching Hours

Effective during the next three years (2019-2020, 2020-2021 and 2021-2022):

- §6.5 collaborations are reduced to once a month (no longer than 60 minutes)
- §6.4 faculty meetings are reduced to once a month (no longer than 60 minutes)
- Beyond the four (4) existing contractual PD days, teachers will attend nine (9) new PD trainings no more frequently than once a month. This new PD will occur in segments three (3) hours long with teachers choosing monthly between a weekday after-school option or a Saturday option.

For any school banking meeting time, the total time of the three items above (PD and modified §6.4/§6.5) shall satisfy all non-instructional banked time obligations. Any site with a waiver already modifying their site meeting times (essentially altering §6.4 and/or §6.5) shall adjust its

total meeting times for the year to be equivalent to the total time as non-waiver sites have annually §6.4 and §6.5.

An ad-hoc PD Implementation Team will provide steering guidance for the new PD sessions, responding to input and evaluative feedback from teachers to maximize meaningfulness and relevance of District PD.

The above new PD trainings shall be focused as follows:

- ELA/math curriculum rollouts for K-12
- Training dedicated to ELD curriculum and instruction
- Curriculum rollout for preschool
- General student literacy trainings for all teachers
- Customized trainings for non-ELA/math teachers (CTE, PE, World Languages, and other departmentalized subjects)

Teachers shall neither be required to do additional work to prepare for District PD, nor be assigned follow-up work as a result of attending District PD. This shall not be construed to negate PD impact on planning and instruction.

- No other PD (besides the above) shall be conducted except for specialty PD historically unique to specialty schools and for those PDs mandated by law, the Department of Justice, the Office of Civil Rights, or other entities able to compel the District to conduct such PD.
- Regarding §6.13: either Tuesday or Thursday shall be acceptable for faculty meetings, collaboration meetings, departmental meetings, or new PD sessions.
- Existing contract waiver minutes may be adjusted to facilitate teacher access to District afternoon PD offerings.

5. Article 3: Evaluation

Effective the next three (3) years (2019-2020, 2020-2021, and 2021-2022):

a. Effective July 1, 2019, whenever a teacher is evaluated pursuant to existing contract language, STA and the District agree to use an alternative evaluation specified in (b) below. This alternative evaluation shall be used instead of the contract's traditional evaluation, except for those teachers who must be evaluated per education code (non-permanent teachers and teachers most recently evaluated as unsatisfactory). The alternative evaluation shall also function in lieu of §3.9 (except its last paragraph) for those teachers.

Any teacher who is to be evaluated by the alternative evaluation may elect to forgo (a) above, and instead be evaluated under the traditional contractual evaluation tool.

b. The alternative evaluation shall be driven by two factors:

CSTP 6.1: "Reflecting on teaching practice in support of student learning" (with student growth incorporated pursuant to §3.4.2 and §3.4.2.1).

CSTP 6.2: "Establishing professional goals and engaging in continuous and purposeful professional growth and development."

- The evaluator shall provide a copy of the "Teacher Goal Setting" form prior to the initial conference. Professional growth goals shall be established by the teacher in writing and discussed at an initial conference with the evaluator. This initial conference, including identification of student growth measures, shall occur within the same time frame as the current contractual pre-observation conference (see §3.3.2, §3.4.2.2).

- During the remainder of the school year, the evaluator may conduct up to two (2) follow-up conferences with the teacher. During any such follow-up conferences, the teacher shall reflect on (and update as the teacher sees fit) the progress of their growth goals for the year, including reflection on how to respond to student growth measures. Reflections shall be added to the initial goals form. The evaluator is encouraged to provide supportive suggestions as to what pathways may assist the teacher in reaching their growth goals.

These conferences may include evaluator feedback (from walkthroughs or observations announced by the evaluator) as it relates to the teacher's previously indicated goals.

- The alternative final evaluation's timelines shall mirror the traditional final evaluation timelines. The evaluator shall rate the teacher as (A) Making adequate progress or (B) Needs intensive support with unsatisfactory progress. Any teacher receiving (B) will revert to being evaluated under the traditional evaluation tool the following year. This (B) rating will not be considered a contractual Unsatisfactory under the traditional evaluation system or carry contractual consequences related to receiving an Unsatisfactory rating (e.g. ability to transfer, PAR placement, etc.).

Forms for teacher goal-setting and the final alternative evaluation are attached and included with this Agreement.

- c. The District and STA agree to form a committee of six (6) individuals, three (3) appointed by each party, to jointly study the language and process of Article 3 (Evaluation), and make a presentation and recommendation to the bargaining teams regarding Article 3 as part of the Successor negotiations. The committee may meet during the workday with District paid release time.

6. Seventh (7th) and eighth (8th) Single subject conversion

- a. Any unit member who obtains a Single-Subject credential in math or ELA while employed in the District shall be eligible for the provision below:

Commencing with the 2019-2020 school year, the District shall annually compensate the teacher \$1,000 for each year, for a maximum of three (3) years, that the unit member teaches grade 7 or 8 in the District using the credential obtained per above.

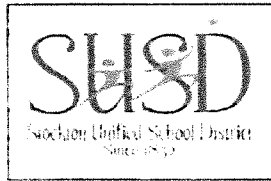
7. Article 27: Contract Waiver

Effective July 1, 2019 any 4x4 High School Waiver approval will now last two (2) years. Each year (with the exception of the 2019-2020 year), such 4x4 waivers may be renewed for 2 years by a simple majority vote (50%+1) by site Association members via secret ballot in the same manner as an Article 27 waiver.

Whenever the District and Association are so informed by the above majority vote's outcome (via a Final Exception Form), an affirmative vote will result in the previously approved waiver's expiration date being updated to permit the next two upcoming full upcoming school years under the waiver.

If such a majority vote fails, the existing waiver shall only continue until its existing expiration date.

This section sunsets on July 1, 2024 unless negotiated otherwise in the future.



**FINAL
ALTERNATIVE
EVALUATION**

Employee ID _____

Teacher's Name _____ Date _____
Last First M.

_____ School Assignment Grade(s) Subject(s)

Special Conditions (including type of class) _____

Evaluator's Name & ID: _____ / _____

Final Evaluation rating: _____ (A) Making adequate progress
_____ (B) Needs intensive support with unsatisfactory progress
Note: teacher does not receive an "unsatisfactory" for this rating, but instead will be evaluated next year using the contract's traditional evaluation tool.

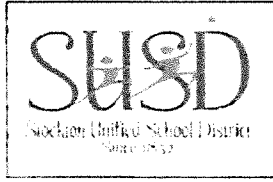
Evaluator's Reflection Feedback

Teacher's Growth Goals / Reflections	Evaluator's recommendations for continued growth in those goals:

Please attach the teacher's written growth goals and the teacher's written reflections on those goals.

(Signed): _____
Evaluator Title Date

I have received a copy of the above report: (Signed) _____
Teacher Date



**TEACHER
GOAL
SETTING**

Employee ID _____

Teacher's Name _____ Date _____
 Last First M.

_____ School _____ Assignment _____ Grade(s) Subject(s) _____

Evaluator's Name & ID: _____ / _____

Teacher's Growth Goals / Reflections	Evaluator's suggestions as to how the teacher can best receive support for growth in the teacher's goals:
<p><i>CSTP 6.1: Reflecting on teaching practice in support of student learning. (Including formative planning in light of student growth §3.4.2.1):</i></p> <p>As a professional educator, my growth goal in this area for the year is:</p>	
<p><i>CSTP 6.2: Establishing professional goals and engaging in continuous and purposeful professional growth and development.</i></p> <p>As a professional educator, my second growth goal for the year is:</p>	

Date: May 21, 2019

Date: May 21, 2019

For STA:

G. L. Myer
Elizabeth Darling
Ross Holbert
Erica Richard
[Signature]
Bob [Signature]
Justin [Signature]

For the District:

Craig R. Wells
Claudia [Signature]
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