

Dear Substitute Teachers,

Stockton Unified School District (SUSD) and Stockton Teachers Association (STA) entered into a Memorandum of Understanding (MOU), which was validated at last Wednesday's virtual board meeting, to help us all conduct our work under the conditions of corona virus pandemic. I know that many of you have reached out with questions regarding your status as a substitute teacher and your compensation. I apologize for delaying my response but wanted to be sure our MOU was ratified before sharing the details of our plan.

With schools now closed until at least the end of the '19-'20 school year, SUSD and STA have agreed to a couple major points regarding our substitutes. First, long-term substitute assignments will continue to receive their full pay while their long-term assignment is active.

Second, substitute teachers who are not currently in a long-term assignment will be paid an average of their pay from the months of December, January, and February. That payment to employees will be executed in coordination with the San Joaquin County Office of Education for the months of April and May, with the first payment coming at the end of April during our typical payroll run.

SUSD also advises substitute teachers to consult with EDD to understand whether it is in your best interest to file for unemployment given the above.

If you have any questions going forward, please reach out to Marcela Lane on our Human Resources team at [mlane@stocktonusd.net](mailto:mlane@stocktonusd.net), also cc'd here.

I know that these are uncertain times, especially economically. We appreciate your service as substitute teachers and want to both honor your dedication to our district and do what we can to contribute to your economic stability by compensating you as laid out above. Above all, we hope that you and your loved ones stay safe and healthy in this challenging time.

With gratitude,

Nik Howard

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