

PROPOSAL
from the
LODI UNIFIED SCHOOL DISTRICT
to the
LODI EDUCATION ASSOCIATION

The Lodi Unified School District (“District”) and the Lodi Education Association (“LEA” or “Association”) are parties to a collective bargaining agreement (“CBA”) which expired on June 30, 2023. The District makes the following proposal to the Association:

A. SALARY AND OTHER COMPENSATION

1. Salary Schedule

- a. Effective July 1, 2023, the salary schedule shall be modified as set forth in Attachment A. All citations in the current CBA to a step, class or cell on the salary schedule shall be modified to ensure that they are cost neutral (e.g. a reference to Cell D10 would become Cell B10).
- b. This salary schedule shall be increased by five percent (5%) on-going.

2. One-Time Payment

An additional \$9,445,346 in one-time funds is available for LEA. The District would like to discuss the manner in which LEA would like to utilize these funds.

3. Advanced Degrees

1. An additional stipend equal to 0.025 of Cell D10 shall be added for those teachers holding the M.A., M.F.A., M.S.W., M.S., M.B.A. and the M. Ed.
2. An additional stipend equal to 0.045 of Cell D10 shall be added for those employees holding the Ph.D., Ed.D., ~~or the~~ Dr. of Science Degree or Juris Doctorate.

4. Section F - Vocational Education Teacher Placement and Advancement on the Salary Schedule

3. Previous Experience Allowed on Salary Schedule
 - a. A vocational teacher will be allowed ~~year for year one (1) year of~~ credit for each ~~three (3) years~~ of verified full-time vocational experience beyond those used to qualify for his/her credential, which is directly related to the vocational subject he/she is to teach.
 - b. A vocational teacher will be allowed teaching experience credit on the schedule year for year.

5. Section H - Adult School

Adult School teachers shall be paid ~~the adjunct rate~~ 0.007*Cell B10 per hour.

6. Section L – PreK-12 Summer School

Section L shall be eliminated and replaced with the following:

The hourly rate of pay for the teaching Pre K-12 Summer school will be paid hourly at the rate of 0.0006681 of Cell D10 of the salary schedule.

7. Section T - School Site Internal Replacement for Absent Classroom Teacher

4. In the event an elementary school classroom teacher loses his/her preparation time due to the absence of the preparation teacher, ~~the preparation time must be rescheduled within one (1) week or the classroom teacher~~ the classroom teacher will be compensated at the hourly rate based on Step 3, Class ~~C~~A of the teachers' salary schedule.

8. Add a new Section X

Teachers holding a special education instructional position, including interns, will receive a stipend equal to 5% of cell D10.

B. BENEFITS

1. There shall be no change to the Health Benefits Cap.
2. Effective January 1, 2025, LEA may choose to provide a “rebate” to unit members who do not take benefits. Any rebate provided (including any statutory benefits such as CalSTRS) will be deducted from the “pool” of money set forth in Article IV. Section H.

C. CONTRACT LANGUAGE

The CBA shall be updated to reflect current titles within the District. The Parties will continue to bargain non-monetary language in open Articles.

D. TERM

A new three (3) year agreement (July 1, 2023, through June 30, 2026). See Attachment B.

E. RESOLUTION OF BARGAINING

This shall fully and finally resolve all monetary bargaining through June 30, 2025.

FOR THE LODI EDUCATION
ASSOCIATION

FOR THE LODI UNIFIED SCHOOL
DISTRICT

By: _____

By: _____

Date: _____

Date: _____

LODI UNIFIED SCHOOL DISTRICT

**CERTIFICATED TEACHERS SALARY SCHEDULE
2023-2024**

Step	Class A BA	Class B BA+45	Class C BA+60	Class D BA+75	Step
1	61,656	63,485	65,370	67,313	1
2	61,656	63,485	65,370	67,313	2
3	61,656	63,485	65,370	67,313	3
4	63,485	65,370	67,313	69,313	4
5	65,370	67,313	69,313	71,372	5
6	67,313	69,313	71,372	73,490	6
7	69,313	71,372	73,490	75,675	7
8	71,372	73,490	75,675	78,480	8
9	73,490	75,675	78,480	80,817	9
10	75,675	78,480	80,817	83,212	10
11	78,480	80,817	83,212	85,683	11
12	80,817	83,212	85,683	88,232	12
13	83,212	85,683	88,232	90,850	13
14	85,683	88,232	90,850	93,549	14
15	88,232	90,850	93,549	96,326	15
16	90,850	93,549	96,326	99,186	16
17	93,549	96,326	99,186	102,134	17
18	96,326	99,186	102,134	105,167	18
19	99,186	102,134	105,167	108,292	19
20	102,134	105,167	108,292	111,540	20
25	105,167	108,322	111,540	113,140	25

XXVII. TERM AND REOPENER PROVISION *(Revised May 2021)*

Subject matter covered by this Agreement shall prevail over the same subject matter covered by District policies and procedures.

A. Term

The terms of the existing collective bargaining agreement will continue, with the changes set forth in this Tentative Agreement through June 30, ~~2023~~2026.

B. Reopeners

1. This shall fully and finally resolve all bargaining through the end of the ~~2023/2024~~ ~~2020/2021~~ school year.

2. For the school years 2024/2025 and 2025/2026 each party may open on Article III (Salary and other compensation) and two (2) additional articles.

C. This Agreement does not waive any association rights granted under the EERA to consult on matters of curriculum.