

SUMMARY OF COLLECTIVE BARGAINING W/ THE LODI EDUCATION ASSOCIATION (LEA)

On February 29, 2024, Lodi USD and LEA engaged in collective bargaining. The Lodi Unified Board of Education continued to put forward a comprehensive compensation package totaling 11.23%, comprised of the following:

- An annual 5% increase in salary to be applied to the LEA salary schedule.

[LEA 2023-2024 PROPOSED SALARY SCHEDULE W. 5%.pdf](#)

- A one-time sum of 6.23%, amounting to \$9,445,346.73, to be allocated by LEA.
 - If evenly distributed among the 1,418.42 filled FTE, each teacher would receive a one-time total of \$6,659.06.

Furthermore, in a bid to attract new talent and retain existing teachers, the Lodi Unified Board of Education proposed a new salary schedule commencing at \$64,739. This schedule outlines the following provisions:

- Teachers or LEA members with a Bachelor's degree up to 44 units will commence at a minimum salary of \$64,739.
- Teachers or LEA members with intern credentials or holding an authorization less than a full teaching credential will no longer receive a separate intern rate of \$50,868; instead, they will be compensated at the increased rate of \$64,739, marking a salary increase of \$13,871.
- Teachers or LEA members possessing a special education credential and serving in classroom instructional roles will receive an additional 5% stipend, amounting to \$4,120.

Additionally, the bargaining session saw the proposal of the following MOUs:

Common Planning/Professional Development:

- Set to be implemented in the 2025/2026 SY.
- Includes a planning team comprised of LEA members, Site, and Central Office Administrators.
- Aims to provide time for teachers and administrators to collaborate more effectively, fostering professional growth and student achievement.

Emergency School Closure:

- Designed to serve as a guide for delivering instruction in the event of emergency school closures.

Non-monetary topics, including class size, evaluation, workdays, and transfers, were also discussed.

These proposed terms seek to address both monetary compensation and non-monetary language of ongoing efforts to demonstrate support for and value of Lodi Educators, thereby enhancing their opportunities and effectiveness in the classroom.

The next bargaining session is scheduled for **March 12th.**