

**Proposal for a
TENTATIVE AGREEMENT
between the
LODI UNIFIED SCHOOL DISTRICT
and the
LODI EDUCATION ASSOCIATION
(2024/2025 Reopeners)**

The Lodi Unified School District (“District”) and the Lodi Education Association (“LEA” or “Association”) are parties to a collective bargaining agreement (“CBA”) which expires on June 30, 2026. The Parties are bargaining for the 2024/2025 school year and agree as follows:

A. COMPENSATION

1. Effective upon ratification, the salary schedule shall be improved by 1.07% ongoing.
2. Me Too
 - a. During the Term of this Agreement, if the District enters into an agreement with another PERB-recognized bargaining unit that provides a greater percentage increase:
 - i. Subsequent to the date of signing this Agreement; and
 - ii. For a year or year (s) covered by this Agreement; and
 - iii. Which is uniformly applied to the group; and
 - iv. Which is neither: a) a reallocation of money already set forth in that Group or Unit’s Contract; nor b) based upon a unique service provided by the Unit or Group in exchange for the money; nor c) an increase to a specified classification/job title for the purposes of recruitment and/or retention.
 - b. The District and LEA shall meet to negotiate how the additional funded COLA increase shall be granted to LEA.
 - c. If the “Me Too” is triggered based upon a multi-year deal, the Parties understand that the negotiated outcome with LEA must span the same number of years.

B. BENEFITS

1. Health and welfare premiums have increased for the 2024/2025 school year. To mitigate these increases, the District shall provide a one-time supplemental allocation to LEA for distribution to unit members. The allocation shall be \$3,777,048.00.
2. The parties acknowledge that a supplemental allocation for benefits was allotted to groups as set forth below. These amounts do not trigger the “Me Too” provision:

- CSEA \$3,807,576.00.
- LPPA \$ 389,424.00
- LUSG \$ 100,800.00
- Conf/Manag \$ 368,160.00
- Mental Health \$ 66,240.00

C. This shall fully and finally resolve all bargaining except for non-monetary language changes for the 2024/2025 school year.

FOR THE LODI EDUCATION
ASSOCIATION

By: _____

Date: _____

FOR THE LODI UNIFIED SCHOOL
DISTRICT

By: _____

Date: _____