



***Neil Young,
Superintendent***

February 6, 2025

Good Morning, President Wilkins and Mr. Heberle,

I wanted to prioritize reaching out to you, as a follow up to Tuesday night's board meeting. During comments, Lisa suggested that we get the key people in the room and give them the time they need to come up with a 7-period day schedule that works. Having now discussed that idea in Cabinet, we are in complete agreement with your recommendation. Knowing the efforts teachers have put in to create schedules, and the significant number of teachers at each site who had an interest in those schedules, we believe it will ensure that a schedule is created at our high schools that meets the needs of our students. Various hybrid schedules were considered at all three high schools. To that end, I would like to offer the following:

- We will pay for the cost of substitutes for the lead teachers at the three high schools, to participate in developing a schedule.
- We will also ensure our high school principals and vice principals are there to assist with developing that schedule.
- Since it would require those teachers to do lesson planning to be released from their teaching duties, we will also timecard those teachers to prepare their substitute lesson plans.
- We will also make sure our negotiation team is present to ensure that any recommended schedules can be bargained, between the district and LEA.

- We will create space, either somewhere in the district, or outside the district for this group to meet and develop a schedule that meets the needs of our high schools.

I also want to make sure this is clear. This letter serves as official notice that the district will not continue to pursue weekly common planning at the elementary sites, because it is evident there is no mutual interest to do so. Additionally, so there is no misunderstanding about our offer, intentions, or the process, we will create a space on our district website where this letter, and planning updates, can be published.

I look forward to seeing the outcome of the work our high school teachers, administrators, LEA bargaining team and district bargaining team develop.

Sincerely,

Neil Young
Superintendent
Lodi Unified School District