

**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. SEVEN-PERIOD DAY

1. The District will implement a 7-period day at all comprehensive high schools currently running a six-period day. The District believes that a hybrid schedule is most beneficial, but requires some contractual changes. While the schedule is not part of the contract, we attach it for informational purposes. Sites continue to retain flexibility to tailor the schedule for their unique needs (e.g. two lunches or a flex period).
2. Highlights of the hybrid schedule include:
 - Teachers teach 5 periods.
 - Teacher preparation time increases from 270 to 480 minutes per week.
 - Length of the total teacher workday remains status quo.
3. The District makes the proposal regarding Article IX, Work Days (Attachment A).

B. 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:
 - 1) Subsequent to the date of signing this Agreement; and
 - 2) For a year or year (s) covered by this Agreement; and
 - 3) Which is uniformly applied to the group; and
 - 4) 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.

C. 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.

For clarity, no unit member pays out of pocket for dental and vision. As explained when this proposal was originally presented, the intent is to provide relief to those unit members who are experiencing an increase in District-offered medical insurance premiums.

- 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

D. CONTRACT LANGUAGE

- 1. **ARTICLE VIII – WORK YEAR**

The District makes the proposal regarding Work Year attached as Attachment B.

- 2. **ARTICLE IX – WORK DAYS**

See Seven-Period Day above. The District needs additional information about LEA’s concerns surrounding non-instructional responsibilities.

- 3. **ARTICLE X – TRANSFERS AND ASSIGNMENTS**

The Parties continue to work on this language collaboratively.

D. CLOSURE

This shall fully and finally resolve all reopener bargaining for the 2024/2025 school year.

FOR THE LODI EDUCATION
ASSOCIATION

By: _____

Date: _____

FOR THE LODI UNIFIED SCHOOL
DISTRICT

By: _____

Date: _____

**Attachment A to
District Proposal of March 3, 2025**

Hybrid Block w/ Weekly CPT

Proposed 7 Period Day Min. (M, T, F)			Instructional Time			Block Minimum Wednesday (Even)			Instructional Time			Block Thursday (Odd)			Instructional Time		
Period	Time	Minutes		375		Period	Time	Minutes		310		Period	Time	Minutes		375	
Period 1	8:30-9:20	50	Teacher Contact Time			Period 2	8:30-10:00	90	Teacher Contact Time			Period 1	8:30-10:00	90	Teacher Contact Time		
Passing Period	9:20-9:25	5		250		Passing Period	10:00-10:05	5		185		Passing Period	10:00-10:05	5		275	
Period 2	9:25-10:15	50	Teacher Day			Period 4	10:05-11:40	95	Teacher Day			Period 3	10:05-11:40	95	Teacher Day		
Passing Period	10:15-10:20	5		435		Passing Period	11:40-11:45	5		405		Passing Period	11:40-11:45	5		435	
Period 3	10:20-11:10	50				Period 6	11:45-1:15	90				Period 5	11:45-1:15	90			
Passing Period	11:10-11:15	5				Lunch	1:15-1:50	35				Lunch	1:15-1:50	35			
Period 4	11:15-12:05	50				Flex	1:50-2:15	25				Period 7	1:50-3:20	90			
Passing Period	12:05-12:10	5				Collabration	2:20-3:20	60				Before / Afterschool Time		25			
Period 5	12:10-1:00	50															
Lunch	1:00-1:35	35															
Period 6	1:35-2:25	50															
Passing Period	2:25-2:30	5															
Period 7	2:30-3:20	50															
Before / Afterschool Time		25															

Days	Minutes
Regular Days	106 39750
Wednesday	37 11470
Thursday	37 13875
Total Minutes	65095
Required Minutes	64800
Minutes Beyond Minimum	295

This is a basic schedule—further adjustments may be possible district-wide or at individual school sites

- Possible Schedule Adjustments:
- *Increasing passing periods
 - *Adding a second lunch
 - *Possible changes to lunch placement
 - *Adjust the total school day by 5 minutes
 - *Adjustments to flex period

Last Updated 2/28/25

Hybrid Block w/ Weekly CPT (Parent / Student Version)

Mon,Tues, Fri	
Period	Time
Period 1	8:30-9:20
Period 2	9:25-10:15
Period 3	10:20-11:10
Period 4	11:15-12:05
Period 5	12:10-1:00
Period 6	1:35-2:25
Period 7	2:30-3:20

Wed	
Period	Time
Period 2	8:30-10:00
Period 4	10:05-11:40
Period 6	11:45-1:15
Lunch	1:15-1:50
Flex	1:50-2:15

Thurs	
Period	Time
Period 1	8:30-10:00
Period 3	10:05-11:40
Period 5	11:45-1:15
Lunch	1:15-1:50
Period 7	1:50-3:20

This is a basic schedule—further adjustments may be

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Last Updated 2/28/25

VIII. WORK-YEAR *(Revised May 2015)*

	Instructional Days	Teacher Work Days
Modified Traditional	180	185
Migrant Education	180	185
Middle College High	180	185

- A. At the District's discretion teachers new to the District during their first year of service may be required to provide up to three (3) additional work days beyond those required for returning teachers at no additional compensation.

B. COMMON PLANNING TIME

The following parameters shall be followed:

1. Common Planning Time shall be held at each school site on Wednesday afternoons according to a schedule developed annually by the Area Director.
2. Teachers at each site shall be given the opportunity to meet collaboratively to determine the topics to be discussed during Common Planning time.
3. Teachers notify Principal about what will be worked on during common planning time one week prior to the date.
4. Within one week after the date, teachers will report to the principal on what was accomplished.
5. Teachers will use the Common Planning Time Report (Addendum 9).
6. Teachers shall remain at a District facility during Common Planning Time
7. Topics should relate to improving student learning and teacher collaboration (e.g. standards-based curriculum preparation and development, assessment analysis, promotion/retention, grade-level discussions and meetings, articulation between grade levels).
8. The first Common Planning Day of each semester shall be exempt from B.1-B.7 above and used for site-determined content (such as professional development, meetings, etc.) Other than these days, Common Planning Time will not be used for faculty meetings or district-wide staff development, nor shall faculty or other meetings be held after Common Planning Time.
9. The total Teacher Day minutes for the week shall not exceed those permitted in the Contract.
10. Common Planning Time shall be ninety minutes. On Common Planning Days, there will be no change to the before-school thirty (or twenty-five) minute requirement. In no case shall the contractual Teacher Day be shortened or exceeded.
11. Preparation periods shall be maintained.

12. Schools will adjust schedules to provide mandated instructional minutes.
13. Sites may take away from non-instructional time (such as recess or lunch) or add to the end of the day.

C. ASSESSMENT COLLABORATION MINIMUM DAYS

1. During the school year there will be four (4) Assessment Collaboration minimum days as listed below for grades TK-6. The purpose of these minimum days is to engage in work around student assessments.
2. Teachers could:
 - a. score student assessments
 - b. transfer student assessment information
 - c. obtain student assessment data
3. If these tasks have been accomplished at grade-level meetings, staff meetings or during Common Planning Days, teachers could:
 - a. review student assessment data as grade level teams
 - b. share lessons/strategies/materials that were successful in assisting students to master the standards
 - c. set goals for the next quarter
4. There will be no faculty, department, or district meetings.
5. Dates to be determined by Area Director.

- D. Two (2.0) workdays (of the five (5.0) non-instructional work days) will be for teachers to prepare their room for the start of the school year. Teachers without a classroom assignment will report to their supervisors for assignment during that one day. No faculty meetings, staff development, or other meetings shall be held on this day. . One of these days shall be scheduled to occur prior to [the first instructional day of the second semester](#). The remainder of these days shall be scheduled to occur prior to the first instructional day of the school calendar and shall not cause a gap in the teacher's work year.

(Revised May 2015)

IX. WORK DAYS

- A. Teachers in grades TK through 8 will be present at the school at least thirty (30) minutes prior to the beginning of the teacher's first assigned period and remain at least thirty (30) minutes following the close of the teacher's last assigned period.

Teachers in grades 9-12 will be present at the school at least a total of twenty-five (25) minutes prior to the beginning of the teacher's first assigned period and/or following the close of the teacher's last assigned period (including preparation periods). The breakdown of minutes shall be determined at each site according to need.

- B. All teachers shall be entitled to one (1) duty-free lunch period of not less than thirty (30) minutes. Only under special circumstances shall a teacher be asked to perform duties during his/her assigned lunch.
- C. The length of teacher work day, including the student contact time, preparation time, lunch, before and after school, recess and passing time shall be as follows:

	Modified 180 Days + 5		
	IT	TCT	TD
TK/K	290	200	380
1 - 3	285	271	420
4 - 6	305	273	430
7 - 8	340	270	435
9 - 12	375	278	435

Note: In a 7 period hybrid schedule, TCT for 9-12 will be well below requirements at only 250.

IT = Instructional Time = Teaching periods + passing + prep
TCT = Teacher/Student Contact Time = Teaching periods
TD = Teacher Day = Teaching periods + passing + prep + lunch
+ before and after school time

*Length of Teacher Contact Time is dependent on whether home room option is jointly selected by site teachers and administration.

- D. Preparation time shall be an assigned period of at least 45 minutes per teaching day in Grades 7-8 and at least 480 minutes per week in Grades 9-12.

Preparation time shall be a total of at least 160 minutes per week duty free in Grades 4-6.

Preparation time shall be a total of at least 70 minutes per week duty free in Grades 1-3.

Preparation time shall be a total of 160 minutes per week duty free in all grades at Dorothy Mahin School.

- E. Preparation time pursuant to paragraph C shall be spent at the work site and within the specified teacher's work day subject to exceptions approved by the site administrator.

- F. Paragraphs A - F do not apply to the following positions, except as indicated:

1. Itinerant Instrumental Music Teachers (B and E apply)
2. High School Librarians (B and C apply)

3. Work Experience (A and B apply)
4. Intersession, Saturday School and Bonus Learning (Enrichment) Program
5. Home and Hospital
6. Part-time Teachers
7. Special Ed Infant and Preschool Programs (B applies)
8. Any special projects/programs where the program determines the length of the day.
Example: ROP, ROC, Children's Center, VEA (special parts), Adult Education

The precise determination of hours for the positions listed above shall be made by the site administrator in accordance with program requirements.

- G. During the hours specified in Paragraph C, all teachers shall have at least the equivalent of a 10 minute break after each two hours of pupil contact. If necessary, by reason of weather or other conditions, the principal may adjust breaks.
- H. During regularly scheduled parent-teacher conference days, grades 1 - 6 shall be on a minimum day.

Categorically funded schools shall have minimum days and/or released time in accordance with project requirements, as recommended by the principal and approved by the Superintendent.

- I. All employees are required to participate in activities beyond the teacher workday.

Information that can reasonably be communicated in a memo shall be sent out in that form rather than included in meetings.

Teachers shall be on site for the workday as listed in Paragraph C unless school business requires they be off site or if they have prior approval of a site administrator.

1. Mandatory General Faculty Meetings

It is intended that faculty meetings be limited to one hour and in no cases should exceed one and one half hours. There should be no more than three meetings per month, and these meetings should not exceed a total of three hours per month.

2. Mandatory Department Chair Meetings

Department Chair meetings should be limited to no more than twelve (12) per year and two hours in length unless extended by mutual agreement between the department chairs and the principal or unless previously scheduled for additional time.

3. Other Site Activities/Duties

On days when unit members are required to return for evening activities/duties/committees (e.g. Open House, Back-to-School Night or similar event/activity), they may leave the site at the end of the instructional day.

Duties/committees will be divided among faculty by the site administrator based on staff input (volunteers first, then appointments).

Activities outside the workday, including those referenced above, should be limited to no more than two hours weekly with the exception of Back-to-School Nights, Open Houses, and non-classroom supervisory assignments.

Teacher/site administrator-initiated conferences shall be held as soon as possible but within one week of the request.

Teachers shall hold parent conferences as soon as possible but within one week of the parent request.

Science Camp shall be considered part of the sixth (6th) grade teachers' regular annual co-curricular assignment and will be paid according to that schedule.

- J. Minor exceptions to the requirements of Paragraphs A - G may be made, where necessary or appropriate, by the employee's immediate supervisor.
- K. Required meetings for evaluation, placement, or review of individuals with exceptional needs shall be held during the teacher work day whenever practical.
- L. Resource Specialists and Special Day Class Teachers: Six (6) substitute days each year for each Resource Specialist and three (3) substitute days each year for each Special Day Class teacher shall be available through the office of the Administrative Director of Special Services/SELPA. Any denials of requests for such substitute time will be reported at the following meeting of the expanded Special Education Cabinet by the Administrative Director of Special Services/SELPA. *(New 1988-89)*
- M. The TK schedule will follow the same instructional calendar as grade K-6.