

January 27, 2025

TENTATIVE AGREEMENT
between the
LODI UNIFIED SCHOOL DISTRICT
and the
LODI PUPIL PERSONNEL ASSOCIATION
(2024/2025 School Year)

The Lodi Unified School District ("District") and the Lodi Pupil Personnel Association ("LPPA" or "Association") are parties to a collective bargaining agreement ("CBA") which expires on June 30, 2025. The District and the Association have reached tentative agreement for a Successor Contract as follows:

A. CONTRACT LANGUAGE

The District is agreeable to the following changes to the CBA.

- (1) Article X – TRANSFERS AND ASSIGNMENTS (see Attachment A)

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

FOR THE LODI PUPIL PERSONNEL
ASSOCIATION

By: 

Date: 1/27/25

FOR THE LODI UNIFIED SCHOOL
DISTRICT

By: 

Date: 1/27/25

ARTICLE X – TRANSFERS AND ASSIGNMENTS

B. Process for Annual Assignment of Employees

- I. The supervising administrator or designee shall annually work with the personnel office to identify known vacancies created through program changes, growth, attrition, or other means, and to identify program needs.
2. Once the program needs have been identified, the following process will be utilized for determining the assignment of an employee.
 - a. The supervising administrator or designee shall provide notice of program needs to each subgroup.
 - b. Unit members may make a request for reassignment to their supervisor for the coming school year within (5) business days of receipt of program needs.

~~The supervising administrator, or designee, will meet with employees, by subgroup to discuss program needs of the various schools, and grade levels.~~

- c. The supervising administrator, or designee, will meet with employees, by subgroup, to discuss program needs and to collaboratively attempt to mutually agree to their individual assignments within a time frame specified by the supervising administrator or designee. This meeting will occur not earlier than six (6) business days after distribution of program needs.

~~e. Employees may make a request for reassignment to their supervisor for the coming school year.~~

- d. Current employees within the subgroup shall be given first consideration for annual assignments. If more than one person has requested the same assignment, the following criteria shall be applied by the supervising administrator or designee before making the final recommendation for placement in the assignment to the Director of Personnel:

- (i) Educational training related to the assignment
- (ii) Experience
- (iii) Evaluation
- (iv) Years of in-District experience in that classification
- (v) Seniority

If the above factors are judged to be equal, the immediate supervisor will utilize a randomized method for determining assignment selection order.

~~Seniority shall be considered if the above factors are judged to be equal~~

- e. The supervising administrator shall be responsible for determining the final recommendation for placement in the assignment to the Director of Personnel.

F. PROCESS FOR INTERNAL HIRING

After the final transfer posting is completed, any middle and high school counseling positions that remain unfilled will be made available for five (5) workdays to existing unit members.

1. The Personnel department will notify members of a one-time, internal hiring posting for remaining middle and high school counseling positions.
2. Administrators may schedule interviews with internal applicants prior to considering outside candidates.

~~FG.~~ Hiring Procedures

Appropriate Unit members shall be on the interview committees for applicants for positions within the Bargaining Unit.