

SUMMARY OF COLLECTIVE BARGAINING with LODI EDUCATION ASSOCIATION (LEA)

April 10, 2025

On Thursday, April 10, 2025 The Lodi Education Association and Lodi Unified School District met to bargain for the 24-25 contract.

The session started at 9:20 with a review of the LEA revised proposal. There were no changes to financial terms, but it included minor adjustments to contract language in sections VIII. Work Year, and IX. Work Days.

The Association requested to continue to work on article X. Transfer and Assignments at the beginning of the 25-26 school year, allowing both parties more time to focus on the other components of the CBA.

See LEA Revised Proposal Below:

[LEA Revised Proposal](#)

A productive conversation followed concerning the mutual interest in a more collaborative and proactive approach to bargaining. Ultimately, the District and LEA agreed to open the following school year with Transfer and Assignments and sign it separately from any potential contract changes.

In an effort to address the Association's request for limits on non-instructional responsibilities outside the workday, the District proposed the following Pilot program encompassed within the formal proposal.

[LEA Negotiations – Comprehensive District Proposal Draft](#)

Impacts and Effects of the move to a 7 period day was passed to the District team. It outlined a hybrid schedule with weekly common planning time, two (2) lunch periods, two (2) prep periods on designated days, and a class size staffing ratio of 1:26. That proposal is linked below.

[Impacts and Effects of Seven Period Day](#)

Prior to ending the day, LEA presented its response to the District's MOU for Special Education signing bonuses of \$10,000 and reimbursement for teachers earning Special Education Credentials through TCSJ, previously presented on March 3, 2025.

The Association's response did not include signing bonuses for teachers, but outlined proposals for caps on caseloads, an increase in stipends, additional release days, and compensation in the absence of para-educator support. The MOU is linked below.

[MOU - Special Education Classroom Teacher Incentives](#)

During previous bargaining sessions the teams had agreed to adjust the teacher work year by moving one of the two (2) professional development days to the beginning of the second semester. Due to planning considerations, the District requested this change be signed off outside of a full TA. The Association was not willing to separate it so the parties agreed the change would be reflected in the 26-27 instructional calendar.

At the request of the Association, the District agreed to add bargaining dates to the calendar. There are currently four (4) additional dates reserved for bargaining between now and the end of the school year. Bargaining concluded at approximately 4:35.

The parties agreed to bargain again on Friday, April 18, 2025.