

SUMMARY OF COLLECTIVE BARGAINING

with LODI EDUCATION ASSOCIATION (LEA)

APRIL 18, 2025

On Friday, April 18, 2025 the Lodi Education Association and Lodi Unified School District met for their ninth bargaining session, for the 24-25 contract.

The District and LEA teams began their day just after 9:00 am. The teams spent most of their time together discussing the impacts of the change to a 7-period day. The District and LEA mutually prefer a hybrid schedule, with an early release on Wednesdays, block days on Wednesdays and Thursdays, two (2) prep periods, and two (2) lunch periods.

Some of the discussion included:

- LEA requests assurance of a prep period on each of the block days
 - The District intends for teachers to have prep periods on each of the block days, however, has not agreed to write contract language guaranteeing it since it could hinder the creation of a balanced, student-centered master schedule.
 - The District agrees to an average weekly prep time to ensure 2 out of 7 periods are teacher prep
- LEA requests periods on block days (W & Th) be ordered numerically.
 - Due to the scheduling of CTE courses at Lincoln Technical Academy, and Transportation of students, the District believes it is essential that Wednesdays be even periods and Thursdays be odd periods so that students attending LTA are consistent for the same block of time daily.
- LEA requests an hour for every IEP needing to be amended
 - The District offered to timecard case managers up to five (5) hours at adjunct pay.
 - The District will send communication to families about changes to their students' schedules.

The District passed a proposal detailing the Hybrid 7-Period Day Impacts and Effects.

At a previous bargaining session the District passed a MOU proposal offering signing bonuses for the purpose of recruiting Special Education teachers both new to the district and those willing to move into Special Education from within the District. The District also offered reimbursement for Special Education credentials earned through TCSJ. The Association responded to the MOU which removed the signing bonus, but added language related to class size, stipends, and a mentor program.

The Association explained that the response to the MOU was intended to address working conditions and was meant for retention of teachers. The District agreed to formally respond to the Association at the next bargaining date but also shared that the Association's proposed contract changes are more appropriate as a reopener, than a MOU.

The final topic discussed was the Pilot Program outlining non-instructional duties. LEA did not provide a formal response but shared their hesitation with implementing a pilot rather than adopting the language into the contract.

The LEA bargaining team requested to conclude the day no later than 3:00.

The teams ended at 2:45 and will bargain again on Tuesday, April 29, 2025.