

*April 29, 2025
1528pm*

**Proposal for a
TENTATIVE AGREEMENT
between the
LODI UNIFIED SCHOOL DISTRICT
and the
LODI EDUCATION ASSOCIATION
(Hybrid 7-Period Day Impact and Effect)**

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. The District will implement a Hybrid 7-Period Day at all comprehensive high schools currently running a six-period day.
- B. The attached bell schedule is for informational purposes only and shall not be contained in the CBA nor construed as a limiting factor. Sites continue to retain flexibility to tailor the schedule for their unique needs.
- C. The hybrid schedule will be implemented, in so far as reasonably practicable, to achieve the goals set forth below.
 - 1. Teachers will teach five (5) periods on Monday, Tuesday and Friday.
 - 2. In order to align hybrid days with CTE programs, Wednesdays shall include periods 2, 4 and 6 and Thursdays shall include periods 1, 3, 5 and 7.
 - 3. There shall be two (2) lunch periods.
 - 4. Every Wednesday will be an early release day for students.
 - 5. The first week of each semester shall be a straight 7 period day inclusive of an early release Wednesday.
- D. RSP and SDC teachers may need to amend the IEPs of students due to the shift to a seven-period day. For the 2025/2026 school year, teachers may submit a timecard at adjunct pay for up to five (5) hours in order to complete these IEP amendments. The District shall send the PWN to parents on this topic.
- E. Article VIII, Work Year, shall be modified as set forth in Attachment A.
- F. Article IX, Work Days shall be modified as set forth in Attachment B.
- G. This shall fully resolve all bargaining regarding the impact and effect of the decision in A above.

FOR THE LODI EDUCATION
ASSOCIATION

FOR THE LODI UNIFIED SCHOOL
DISTRICT

By: _____

By: _____

Date: _____

Date: _____

Except as set forth below, this Article shall continue without change

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

C. 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. 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
 - a. Generally
Common Planning Time shall be ninety minutes.
 - b. Seven Period Hybrid
Sites running a seven period hybrid schedule shall have sixty minutes.
In months where there are four Wednesdays, there shall be two Common Planning Time meetings.
 - c. On Common Planning Days, there will be no change to the before-school thirty (or twenty-five) minute requirement.
 - d. 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.

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- D. ~~One and one-half (1.5) workdays (of the~~ The five (5.0) non-instructional work-days shall be utilized as follows:

1. Three Days Shall be Site Based

- a. One and one-half (1.5) workdays 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.
- b. ~~The other~~ One and one-half-days (1.5) shall be reserved for site-determined content (such as professional development, meetings, etc...).

2. Two Days Shall be District Based

- a. For the 2025/2026 School Year
- b. Two days shall be used for District wide professional development prior to the first instructional day of the year.

3. For the 2026/2027 School Year

- a. One day shall be used for District wide professional development prior to the first instructional day of the year.
- b. One day shall be used for District wide professional development prior to the first instructional day of the second semester.

4. 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.

Except as set forth below, this Article shall continue without change.

IX. WORK DAYS

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- 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	364	278	435

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. Teacher Contact Time for grades 9-12 at high schools running a 7-period hybrid schedule will have a weekly average of not more 233 minutes per day.

- D. Preparation Time

1. Grades 1-3

A total of at least 70 minutes per week duty free.

2. Grades 4-6

A total of at least 160 minutes per week duty free..

3. Grades 7-8

Shall be an assigned period of at least 45 minutes per teaching day in Grades 7-8

4. Grades 9-12

- a. Block Schedule

Shall have one assigned period per day.

- b. Hybrid 7 Period Day

- 1) Shall have two preparation periods per day on Monday, Tuesday and Friday.
 - 2) The goal is for teachers to have one assigned period on both Wednesday and Thursday.
 - a) In special cases, a teacher may have two assigned periods on Thursday with no assigned period on Wednesday.
 - b) A consenting teacher may be permitted two preparation periods on Wednesday (none on Thursday).
5. Dorothy Mahin School Shall be a total of 160 minutes per week duty free in all grades.