

April 29, 2025

**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. 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.

B. 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

C. CONTRACT LANGUAGE

1. ARTICLE VIII – WORK YEAR

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

2. ARTICLE IX – WORK DAYS

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

3. ARTICLE X – TRANSFERS AND ASSIGNMENTS

This Article is open by mutual agreement to clarify the complex process of Transfers. LEA has asked that, at this point in the year, bargaining efforts focus on Reopeners. The District honors this request and agrees to resume the collaborative process not later than August of 2025.

D. PILOT PROGRAM

To address LEA’s concerns about after school duties/committees/activities, the Parties enter into the Pilot Program set forth at Attachment C.

E. CLOSURE

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

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)*

- D. ~~One and one-half (1.5) workdays (of the~~ The five (5.0) non-instructional work-days shall be utilized as follows:
- Three Days Shall be Site Based
 - 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.
 - ~~The other~~ One and one-half-days (1.5) shall be reserved for site-determined content (such as professional development, meetings, etc...).
 - Two Days Shall be District Based
 - For the 2025/2026 School Year
 - Two days shall be used for District wide professional development prior to the first instructional day of the year.
 - For the 2206/2027 School Year
 - One day shall be used for District wide professional development prior to the first instructional day of the year.
 - One day shall be used for District wide professional development prior to the first instructional day of the second semester.
 - 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

- 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 ~~an evening~~ meeting/event 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.

**Proposal for a
PILOT PROGRAM
between the
LODI UNIFIED SCHOOL DISTRICT
and the
LODI EDUCATION ASSOCIATION
(Non-Instructional Duties)**

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.

- A. The purpose of this Pilot Program is to better define teacher obligations for duties which occur outside the professional workday.
- B. This Pilot Program is effective for the 2025/2026 school year only. It is non precedent setting and shall sunset on June 30, 2025.
- C. During the Term of this Pilot Program, Article IX Section I. shall be in abeyance and the following language shall control.
 - 1. All unit members are required to participate in duties which occur outside the professional workday.
 - 2. These duties fall into five categories
 - a. Faculty Meetings
 - b. Department Meetings
 - c. Family Engagement
 - d. Supervisory
 - e. Committees
 - 3. Mandatory Attendance
 - a. 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.
 - b. Department Meetings

Department Char meeting should be limited to no more than twelve (12) per year and two hours in length unless extended by mutual agreements between

the department chairs and the principal or unless previously scheduled for additional time.

c. Family Engagement

1. Family Engagement events are events where families and educators work together to support student learning and build strong school relationships. By way of illustration and not limitation, this includes Open House, Back to School, Harvest Festival, Steam/Science Nights, etc).
2. On days when unit members are required to return for evening Family Engagement events, they may leave the site at the end of the instructional day.
3. Teachers shall hold parent conferences as soon as possible but within one week of the parent request.

4. Supervisory and Committee duties will be divided among faculty by the site administrator based on staff input (volunteers first, then appointments).

- a. Supervisory: By way of illustration and not limitation, this includes dances, sport events, theater performances, speech and debate, etc.
- b. Committees: By way of illustration and not limitation, committees include PBIS, leadership, School Site Council, AVID, SEL, Harvest Festival, WASC, etc.
- c. Mandatory duties set forth in paragraph 3 above, do not count toward the hours set forth in this paragraph.

d. Grades TK-8

Required duties will not total more than ____ hours per school year.

e. Grades 9-12

1. Required duties will total no more than __ hours per school year.
2. Teachers are expected to work the duties to which they are assigned. The parties recognize that sometimes an employee will need to reschedule a duty (e.g. due to illness or a wedding). Absent extenuating circumstances, a teacher must notify their site supervisor at least two weeks in advance of their inability to work an appointed duty. The teacher must make up the duty.

5. Miscellaneous

- a. Teacher/site administrator-initiated conferences shall be held as soon as possible but within one week of the request.
- b. 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.
- c. Teachers shall be on site for the workday as listed in Paragraph C unless school business requires them to be off site or if they have prior approval of a site administrator.
- d. Information that can reasonably be communicated in a memo shall be sent out in that form rather than included in meetings.