

SUMMARY OF COLLECTIVE BARGAINING

with LODI EDUCATION ASSOCIATION (LEA)

APRIL 29, 2025

On Tuesday, April 29, 2025 the Lodi Education Association and Lodi Unified School District met for their tenth bargaining session, for the 24-25 contract.

The District and LEA teams began their day just before 9:00 am. The District shared their proposal which included a Pilot Program for defining and limiting extra duties outside of contract time.

LEA communicated their disinterest in a Pilot Program and reiterated their interest in only moving forward with definitive changes to contract language.

Effects of the 7-period day impacting the 3 high-schools currently on a 6-period day dominated the remainder of the discussion with the District agreeing to the following:

1. As proposed by LEA, the hybrid general bell schedule would be adopted
2. As proposed by LEA, in special cases and only with teacher consent would teachers have 2 prep periods on a Wednesday
 - a. Teachers will teach 5 out of 7 periods
 - b. Teachers will have 2 prep periods out of the 7
3. As proposed by LEA, teachers on a hybrid schedule would have weekly early release Wednesdays
4. As proposed by LEA, teachers on a hybrid schedule would have 2 teacher-driven Common Planning Days
 - a. *The District amended this to include language specifying the 2 CPT days would occur during months with at least 4 weeks*
5. As proposed by LEA, sites would have 2 lunch periods
6. As proposed by LEA, the first week of each semester would be 5 straight 7 period days
7. As proposed by LEA, teachers covering classes on block days would be compensated for the longer period
8. As requested by LEA, the district included language committing them to send PWNs to families of students on IEPs

Two areas where the teams differ include:

1. The District agreed to compensate Special Education teachers having additional work due to the change in IEPs for the 25/26 school year 5 additional timecard hours.
 - a. LEA did not alter their proposal for one hour per IEP.
2. The District agreed to maintain the current language concerning class size
 - a. LEA did not alter their proposal for a staffing ratio of 1:26

The District shared their commitment to provide opportunities for all students to access the various CTE programs offered through Lincoln Technical Academy and because the schedule at McNair is different than the other high schools, it is essential that Wednesday block periods be even numbered (2,4,6) and Thursday block periods be odd (1,3,5,7).

The District team communicated that Wednesday and Thursday blocks in sequential order would exclude students at McNair from participating in CTE programs at LTA due to the irregularity of schedules at LTA, McNair, and the other three comprehensive high schools.

Bargaining concluded with the LEA team stating that Wednesday and Thursday with odd and even block days was a deal breaker since it was not in the best interest of teachers or the achievement of students.

The teams will bargain again on May 12, 2025.