

SUMMARY OF COLLECTIVE BARGAINING

with LODI EDUCATION ASSOCIATION (LEA)

May 19, 2025

On Monday, May 19, 2025 the Lodi Education Association and Lodi Unified School District met for their twelfth bargaining session, for the 24-25 contract. The day began just after 9:00 am and concluded just before 11:00 pm with multiple proposals exchanged. Ultimately, a TA and MOU for Impacts and Effects of a Hybrid 7-period Day Schedule were signed.

Topics and discussions included:

Financials

- The Association communicated that their members would not accept anything other than the full 1.07% COLA retroactive to July and their feeling that denying retroactive pay for the full year was, "punitive and a powerplay".
- The District team asked if retroactive pay to January would be more acceptable and were told it would not.
- The Association shared their hope that the retroactive pay issue would not push our teams to impasse, but they were prepared if that were the case.
- The District asked if impasse would still be imminent if there was movement on the Association's request to distribute the one-time medical benefit money without retroactive pay to July.
 - The Association said yes, and restated that their members would not accept anything other than full retro pay back to July 1, 2024.
- The Association pointed out that bargaining did not begin until November, which was late in the year.
 - *The District communicated in September about scheduling dates.*

7 Period Day

The Association conceded that the District's schedule is the only way to include students from all high schools in the CTE offerings at Lincoln Technical Academy. The District was interested in an MOU for 3 years but the Association would only agree to 2. They share they would still like to find a way to schedule periods in sequential order.

The additional agreements reached include.

1. The District agreed to a 2-year MOU for the hybrid schedule, with an option to make adjustments after the first year.
2. The District agreed to compensate Special Education teachers having additional work due to the change in IEPs ½ hour of timecard work for every student on their caseload.
3. The District proposed and the Association agreed to alter the formula for paying teaching for covering a missed prep so that teachers are paid for actual work completed.

Bargaining concluded just before 11:00 pm with the LEA team stating their interest in continuing to bargain, even if it means bargaining through the impasse process.

The teams have no future bargaining dates scheduled.