

**TENTATIVE AGREEMENT
between the
LODI UNIFIED SCHOOL DISTRICT
and the
LODI PUPIL PERSONNEL ASSOCIATION
(2025/2026 Reopeners)**

The Lodi Unified School District ("District") and the Lodi Pupil Personnel Association ("LPPA") are parties to a collective bargaining agreement ("CBA") which expired on June 30, 2025. The Parties are bargaining for the 2025/2026 school year and agree as follows:

A. COMPENSATION

1. Effective July 1, 2025, the salary schedule shall be improved by 2.3% 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 funded COLA percentage:
 - i. Subsequent to the date of signing this Agreement; and
 - ii. For a year or year(s) covered by this Agreement; and
 - b. The District and LPPA shall meet to negotiate how the additional funded COLA increase shall be granted to LPPA.
 - c. If the "Me Too" is triggered based upon a multi-year deal, the Parties understand that the negotiated outcome with LPPA must span the same number of years.

B. BENEFITS

1. To mitigate health and welfare premium increases, the District shall provide a one-time supplemental allocation to LPPA for distribution to unit members in accordance with the Parties' CBA, Article XVII, Section B: Health Benefits Cap.
2. The one-time supplemental allocation shall be \$514,730.
3. The District has structured this one-time supplemental allocation in a way that is different from other employee groups in order to address the unique needs of LPPA unit members. As such, the "Me Too" does not apply to one-time allocations to other groups for health and welfare.

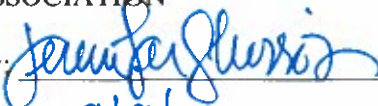
C. CLOSURE

This shall resolve all bargaining for the 2025/2026 school for salary and benefits except that:

1. The Parties mutually agree to bargain other topics and possible language revisions, under Articles XV Salary and XVII Fringe Benefits, which would not result in additional monetary compensation to the entire LPPA membership. These topics are not subject to impasse; and
- 2 Reopeners on non-monetary language.

FOR THE LODI PUPIL PERSONNEL
ASSOCIATION

By: _____



Date: _____

9/8/25

FOR THE LODI UNIFIED SCHOOL
DISTRICT

By: _____



Date: _____

9/8/25