

September 12, 2025

**MEDIATED PROPOSAL
TENTATIVE AGREEMENT
between the
LODI UNIFIED SCHOOL DISTRICT
and the
LODI EDUCATION ASSOCIATION
(2024/2025 and 2025/2026 School Years)**

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. The Parties are currently at impasse and this proposal is presented under the auspices of the mediator.

A. COMPENSATION

1. Effective January 1, 2025, the salary schedule shall be improved by 1.07% effective January 1, 2025. Thereafter, the salary schedule shall be improved by 2.30% effective January 1, 2025.
2. Any employee who retired or passed away after January 1, 2025 shall be entitled to a retro salary adjustment for time worked.
3. The District will issue retro checks not later than November 30, 2025.

B. BENEFITS – District Covers 80% of Any Medical Premium

1. For the 2026 benefit plan year only (January to December 2026):
 - a. The District's maximum contribution toward health and welfare premiums (which includes dental and vision) for full-time active employees shall be 80% of the premium for *any* District offered plan (i.e. employee only, employee + dependent, or family).

For illustration purposes only:

Coverage Plan	2026 Kaiser Rates	Employee Contribution <i>After</i> District Contribution of:	
		\$769.06 (CBA)	Proposed 80%
Self	\$1,168.86	\$558.40	\$265.49
Self +1 Dependent	\$2,337.72	\$1,053.00	\$499.26
Self +2 Dependents	\$3,039.04	\$1,318.85	\$639.53

See Attachment A

- b. Employees who meet the following qualifications are eligible for: 1) a monthly cash payment of One Hundred and Fifty Dollars (\$150); and 2) 100% District covered premiums for dental and vision benefits.

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- i. Eligible for a District contribution toward health and welfare premiums; and
 - ii. Does not enroll in a District offered health plan.
 - c. Eligibility and proration rules set forth in the CBA Article IV Sections C. and D. shall continue to apply.
 - d. Article IV.H. of the CBA shall be held in abeyance.
2. Unless otherwise negotiated, the District's contribution toward health and welfare premiums shall revert to the status quo as set forth in Article IV of the CBA on January 1, 2027. The 2027 plan year rates will be available in alignment with open enrollment in the Fall of 2026.
3. The District shall provide LEA with an opportunity to appoint an equal number of representatives to serve on the District's Health Benefits Committee. This Committee will be comprised of several different educational partners. The primary purpose of the Committee is to investigate cost effective health benefit plans for the 2027 plan year.

C. CONTRACT LANGUAGE

1. ARTICLE VIII – WORK YEAR

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

2. ARTICLE X – TRANSFERS AND ASSIGNMENTS

This Article is open by mutual agreement to clarify the complex process of Transfers. The Parties agree to resume the collaborative process on October 14, 2025.

D. CLOSURE

This shall finally resolve all bargaining for the 2024/2025 and 2025/2026 school years. The Parties mutually agree to commence Successor Bargaining on February 12, 2026.

FOR THE LODI EDUCATION
ASSOCIATION

By: Michael Rhodes

Date: 9/12/25

FOR THE LODI UNIFIED SCHOOL
DISTRICT

By: William Clark

Date: 9/12/25

2026 MATRIX FOR COMPARISON PURPOSES ONLY (BASED ON 20% EMPLOYEE/80% DISTRICT) LEA

MEDICAL PROVIDER	PLAN	TIERS	MEDICAL	DENTAL	VISION	BENEFITS TOTAL	80% of the	Current	New	CURRENT	MONTHLY SAVINGS
							CAP (District Portion)	DISTRICT CAP	Employee Cost Per Month (20%)	EMPLOYEE COST PER MONTH	
				*MANDATORY	*MANDATORY						
KAISER	HMO										
E60	SELF	1	\$1,168.86	\$138.60	\$20.00	\$1,327.46	\$1,061.97	\$769.06	\$265.49	\$538.40	\$292.91
D60	SELF + 1 DEPENDENT	2	\$2,337.72	\$138.60	\$20.00	\$2,496.32	\$1,997.06	\$1,443.32	\$499.26	\$1,053.00	\$553.74
F60	SELF + DEPENDENTS	3	\$3,039.04	\$138.60	\$20.00	\$3,197.64	\$2,558.11	\$1,878.79	\$639.53	\$1,318.85	\$679.32
BLUE SHIELD ACCESS	HMO										
E60	SELF	1	\$1,301.85	\$138.60	\$20.00	\$1,460.55	\$1,168.44	\$657.78	\$292.11	\$802.77	\$510.66
D60	SELF + 1 DEPENDENT	2	\$2,603.90	\$138.60	\$20.00	\$2,762.50	\$2,210.00	\$1,246.17	\$552.50	\$1,516.33	\$963.83
F60	SELF + DEPENDENTS	3	\$3,385.07	\$138.60	\$20.00	\$3,543.67	\$2,834.94	\$1,600.41	\$708.73	\$1,943.26	\$1,234.53
BLUE SHIELD TRIO	HMO PLAN										
E60	SELF	1	\$1,166.58	\$138.60	\$20.00	\$1,325.18	\$1,060.14	\$643.40	\$265.04	\$681.78	\$416.74
D60	SELF + 1 DEPENDENT	2	\$2,333.16	\$138.60	\$20.00	\$2,491.76	\$1,993.41	\$1,210.79	\$498.35	\$1,280.97	\$782.62
F60	SELF + DEPENDENTS	3	\$3,033.11	\$138.60	\$20.00	\$3,191.71	\$2,553.37	\$1,551.23	\$638.34	\$1,640.45	\$1,002.14
PERS PLATINUM	PPO 90/10										
E60	SELF	1	\$1,670.14	\$138.60	\$20.00	\$1,828.74	\$1,462.99	\$978.49	\$365.75	\$890.25	\$484.50
D60	SELF + 1 DEPENDENT	2	\$3,340.28	\$138.60	\$20.00	\$3,498.88	\$2,799.10	\$1,865.62	\$699.78	\$1,633.26	\$933.48
F60	SELF + DEPENDENTS	3	\$4,342.36	\$138.60	\$20.00	\$4,500.96	\$3,600.77	\$2,397.91	\$900.19	\$2,103.03	\$1,202.86
PERS GOLD PPO	PPO 80/20										
E60	SELF	1	\$1,120.58	\$138.60	\$20.00	\$1,279.18	\$1,023.34	\$495.42	\$255.84	\$783.76	\$527.92
D60	SELF + 1 DEPENDENT	2	\$2,241.16	\$138.60	\$20.00	\$2,399.76	\$1,919.81	\$926.25	\$479.95	\$1,473.51	\$993.56
F60	SELF + DEPENDENTS	3	\$2,913.51	\$138.60	\$20.00	\$3,072.11	\$2,457.69	\$1,184.74	\$614.42	\$1,887.37	\$1,272.95
ANTHEM SELECT HMO	HMO										
E60	SELF	1	\$1,336.29	\$138.60	\$20.00	\$1,494.89	\$1,193.91	\$450.77	\$295.96	\$1,044.12	\$745.14
D60	SELF + 1 DEPENDENT	2	\$2,672.58	\$138.60	\$20.00	\$2,831.18	\$2,264.94	\$852.90	\$566.24	\$1,978.28	\$1,412.04
F60	SELF + DEPENDENTS	3	\$3,474.35	\$138.60	\$20.00	\$3,632.95	\$2,906.36	\$1,094.17	\$726.59	\$2,538.78	\$1,812.19
ANTHEM HMO TRADITIONAL	HMO										
E60	SELF	1	\$1,612.08	\$138.60	\$20.00	\$1,770.68	\$1,416.54	\$495.72	\$354.14	\$1,274.96	\$920.82
D60	SELF + 1 DEPENDENT	2	\$3,224.16	\$138.60	\$20.00	\$3,382.76	\$2,706.21	\$945.84	\$676.55	\$2,436.92	\$1,760.37
F60	SELF + DEPENDENTS	3	\$4,191.41	\$138.60	\$20.00	\$4,350.01	\$3,450.01	\$1,215.91	\$870.00	\$3,134.10	\$2,264.10
UNITED HEALTHCARE HMO	HMO										
E60	SELF	1	\$1,290.06	\$138.60	\$20.00	\$1,448.66	\$1,158.93	\$597.90	\$289.73	\$940.76	\$651.03
D60	SELF + 1 DEPENDENT	2	\$2,580.12	\$138.60	\$20.00	\$2,738.72	\$2,190.93	\$958.04	\$547.74	\$1,780.68	\$1,232.94
F60	SELF + DEPENDENTS	3	\$3,354.16	\$138.60	\$20.00	\$3,512.76	\$2,810.21	\$1,228.13	\$702.55	\$2,284.63	\$1,582.08
WESTERN ADVANTAGE HEALTH	HMO										
E60	SELF	1	\$969.58	\$138.60	\$20.00	\$1,128.18	\$902.54	\$533.14	\$225.64	\$595.04	\$369.40
D60	SELF + 1 DEPENDENT	2	\$1,939.16	\$138.60	\$20.00	\$2,097.76	\$1,678.21	\$990.27	\$419.55	\$1,107.49	\$687.94
F60	SELF + DEPENDENTS	3	\$2,520.91	\$138.60	\$20.00	\$2,679.51	\$2,143.61	\$1,264.55	\$535.90	\$1,414.96	\$879.06

**Unless otherwise negotiated, the District's contribution toward health and welfare premiums shall revert to the status quo as set forth in Article IV of the CBA on January 1, 2027. The 2027 plan year rates will be available in alignment with open enrollment in the fall of 2026.*

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Time

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:

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 (1) 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

Two (2) days shall be used for District wide professional development prior to the first instructional day of the year.

b. For the 2026/2027 School Year

1) One (1) day shall be used for District wide professional development prior to the first instructional day of the year.

2) One (1) day shall be used for District wide professional development prior to the first instructional day of the second semester.

3. 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.