

TENTATIVE AGREEMENT
LINCOLN UNIFIED SCHOOL DISTRICT
AND
LINCOLN UNIFIED TEACHERS ASSOCIATION
RE 2025-2026 AND 2026-2027 CONTRACT REOPENER NEGOTIATIONS

November 5, 2025

The Lincoln Unified School District ("District") and the Lincoln Unified Teachers Association ("LUTA") agree on October 27, 2025 to conclude 2025-2026 and 2026-2027 contract reopener negotiations as set forth below. The Parties further agree that LUTA's negotiations team will actively support ratification of this Tentative Agreement by the Association, and the District's negotiations team will actively support approval of this Agreement by the District's Board of Trustees. The Parties agree as follows.

1. **ARTICLE IV WAGES.** The Parties agree to revise Article 4.1, and to add a new 4.7, as follows:
 - 4.1 Effective July 1, ~~2024~~ **2025**, the ~~2023-24~~ **2024-25** base salary schedule and **Extra Duty Pay Scale** shall be increased by ~~1.07%~~ **4.3%**. Only employees in paid status on the date of Board ratification shall be paid this increase. ~~In addition, a 3.5% one-time, off-the-salary schedule payment shall be provided to all in-service and active employees upon completion of the 2024-25 work calendar payable on or before the end of June 2025.~~ **In addition, a \$450.00 one-time, off-the-salary schedule payment shall be provided to all in-service and active employees upon completion of the 2025-26 work calendar payable on or before the end of June 2026.**
 - 4.7 Effective January 1, 2026, teachers who actively participate with their students in District approved curricular overnight activities will be paid \$200 a day for each non-contracted day, not to exceed five days total in a school year. Teachers that receive a stipend that already includes such overnight activities are not eligible for this payment. (E.g., Activities/Leadership Stipend, etc.)
2. **ARTICLE V HEALTH AND WELFARE.** The Parties agree to revise Article 5.1.1 as follows:
 - 5.1.1 Effective ~~July~~ January 1, ~~2024~~ **2026**, the District will provide all bargaining unit members with up to ~~\$1000~~ **\$1075** per month of aggregate health and welfare insurance coverage through California's Valued Trust (CVT). Any cost over ~~\$1000~~ **\$1075** per month shall be collected as a payroll deduction. If the cost is below ~~\$1000~~ **\$1075** per month this cost savings shall be retained by the District. The ~~\$1000~~ **\$1075** per month cap shall be prorated for part-time employees. The aggregate coverage shall include the following:
3. **ARTICLE VI HOURS.** The Parties agree to revise Article 6.6 as follows:
 - 6.6 Effective July 1, ~~2023~~**2025**, no **Certificated Preschool teacher**, TK-8, Sierra Middle School or High School teacher shall be assigned to more than twenty-five and six-tenths (25.6) hours of scheduled class time weekly. Alternative Education

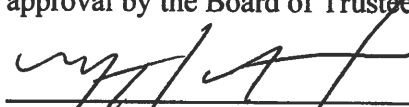
teachers may be assigned up to 32.5 hours per week of scheduled class time and will be compensated for any time above 25.6 hours per week with a stipend based on their hourly per diem rate. Scheduled class time includes scheduled class instruction, scheduled directed study, and scheduled individual study. Traditional duties and rotating duties shall not be considered scheduled class time. No employee shall be required to serve at the duty site for more than eight and one-half (8.5) consecutive hours. No unit member shall be required to meet a scheduled class before 7:10 a.m. An attempt will be made to recruit volunteers for classes beginning at 7:10 a.m. or earlier.

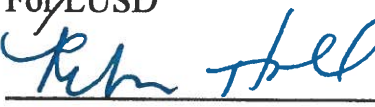
4. **ARTICLE IV WAGES AND ARTICLE V HEALTH & WELFARE (2026-2027).**

The Parties agree that negotiations for the 2026-2027 school year shall be closed, unless the funded COLA for the 2026-2027 school year exceeds 2%. If that occurs, the parties agree to reopen and negotiate only Article VI Wages and Article V Health & Welfare. For Article V Health & Welfare, the parties would meet in July 2026 with the goal of concluding negotiations for any increase by the first week of August 2026 in time to implement for the 2026-2027 school year.

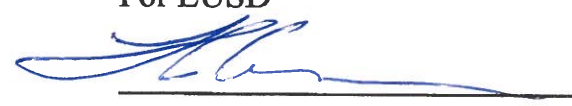
5. **OTHER ARTICLES.** The Parties agree to revise the contract to reflect the revisions agreed to during this round of negotiations, as stated in the attached.

The Parties agree that this Tentative Agreement is subject to ratification by the Association and approval by the Board of Trustees.


For LUSD


For LUSD


For LUSD


For LUSD

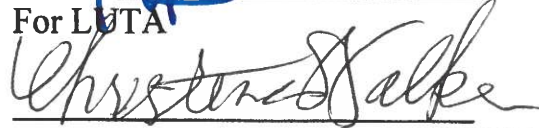
For LUSD

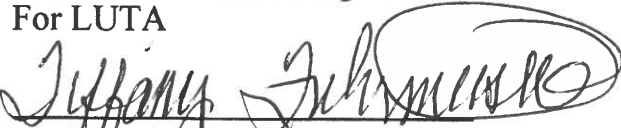
For LUSD


For LUTA


For LUTA


For LUTA


For LUTA


For LUTA


For LUTA


For LUTA

For LUSD

For LUSD

For LUTA

Meagan Williams
For LUTA

ATTACHMENTS

Consensus reached 8/19/25

6.8.1.5 Faculty meetings: Faculty meetings shall ~~be limited to a maximum of one and one-half (1.5) hours each~~ **not exceed 90 minutes.**

6.8.1.6 Back-to-School nights, Open-House meetings.

6.8.1.7 Teacher representation at 7th grade parent nights.

6.8.1.8 Teacher representation by every department at the annual high school curriculum faire.

6.8.1.9 Monday early release time for grade level and department **collaboration** meetings: Three meetings per month shall be directed by teachers for professional collaboration (not preparation time) one meeting per month shall be directed by the site administrator.

At Lincoln High School, Tuesday morning meetings time for grade level and department meetings: Three meetings per month shall be directed by teachers for professional collaboration (not preparation time) one meeting per month shall be directed by the site administrator.

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T.A. - Hours 6.14 (PE 4th-6th grade)

Preparation time for teachers assigned a full instructional day in grades 7 through 12 shall be one period per full teaching day.

Effective. July 1, 2023, all fourth through sixth grade teachers, excluding alternative education, special education, intervention, music and home-hospital teachers, shall receive an average of 80 minutes of preparation time per full five-day week in addition to the 60 minutes per full five-day week described below. In addition, this preparation time may not be provided during parent conference periods. For clarification purposes, fourth through sixth grade teachers will receive a total of 140 minutes total preparation time per full five-day week.

Effective, July 1, 2025, all fourth through sixth grade teachers, excluding alternative education, special education, intervention, music and home-hospital teachers, shall receive an average of 100 minutes of preparation time per full five-day week in addition to the 60 minutes per full five-day week described below. In addition, this preparation time may not be provided during parent conference periods. For clarification purposes, fourth through sixth grade teachers will receive a total of 140 minutes total preparation time per full five-day week.

~~** Subject to available staffing and funding, the District will phase in additional preparation time through Physical Education instruction for grades 4th-6th commencing in the 2024-25 school year.~~

NOTE: Delete double asterisks from table.

9/11/25

Uppertina Walker
HE
H. A.
Ruh Hel
B.S.
M.

Tr. M.
Kedie Collett
Brooke S.
Giffany Johnson
Meagan Williams

TA - TK Hours 10/21/25

~~6.16 Transitional Kindergarten teachers shall work 75 minutes beyond their regularly scheduled class time (225 minutes). The 75 minutes shall be included in the calculation of scheduled class time for transitional kindergarten teachers (see Section 6.6).~~

6.16 Transitional Kindergarten teachers' regularly scheduled class time shall be 225 minutes, which includes 25 minutes for lunch supervision and eye-to-eye hand off at the end of the school day. Transitional Kindergarten teachers shall work 75 minutes beyond their regularly scheduled class time. The 75 minutes shall be included in the calculation of scheduled class time for Transitional Kindergarten teachers (see Section 6.6).

* Parties agree to capitalize Transitional Kindergarten where appropriate.

[Signature]

10/21/25

Brooke Elze 10/21/25

Jessica Johnson

10/21/25

[Signature]

10/21/25

Christina Walker 10/21/25

[Signature]

10/21/25

Meagan Williams 10/21/25

10/21/25

Rita Hall

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10/21/25