

## LODI USD & LEA BARGAINING

### JOINT STATEMENT

The Lodi Education Association and Lodi Unified School District met for their third Interest-Based Bargaining (IBB) session on April 9, 2026. The team came together at 9:00 and concluded at 3:50.

#### Discussion Topics Included

- **Salary**
  - The Association reiterated their interest in the projected 2.41% COLA.
  - The District recommended using the language of “funded COLA” since the Governor’s May revise may result in a different COLA
- **Benefits**
  - The Association shared they continue to look for ways of addressing the rising cost of insurance but are interested in continuing the 80/20 benefit plan
  - The District is prepared to continue the 80/20 plan
- **Leaves**
  - The Association shared the following interests in changes in language to Article V Leaves and Absences:
    - Additional paid leave for members out due to Pregnancy related medical
    - Adjustments to language for greater flexibility with Personal Necessity and CPI days so members are not required to provide a reason for absence
    - An Increase in Association Business release days

Both teams felt the day was positive and productive, and appreciated the guidance provided by the mediator.

They will come together again for continued bargaining on Friday, May 8, 2026.