

**NOTICE TO EMPLOYEES
POSTED BY ORDER OF THE
PUBLIC EMPLOYMENT RELATIONS BOARD
An Agency of the State of California**



After a hearing in Unfair Practice Case No. SA-CE-3186-E, *Lodi Education Association v. Lodi Unified School District*, in which all parties had the right to participate, the Public Employment Relations Board (PERB) found that the Lodi Unified School District violated the Educational Employment Relations Act (EERA), Government Code section 3540 et seq. when we failed to afford the Lodi Education Association adequate notice and opportunity to meet and confer before deviating from a collectively bargained formula for crediting vocational teachers for prior work.

As a result of this conduct, we have been ordered to post this Notice and we will:

A. CEASE AND DESIST FROM:

1. Changing terms and conditions of employment without first affording the Association adequate notice and opportunity to meet and confer in good faith.
2. Interfering with employees' right to be represented by the Association.
3. Denying the Association its right to represent bargaining unit employees.

B. TAKE THE FOLLOWING AFFIRMATIVE ACTIONS TO EFFECTUATE THE POLICIES OF EERA:

1. Credit vocational teachers for years of past work in a manner consistent with PERB's decision.
2. Make whole the Association and affected vocational teachers for all harm resulting from the violations found in this case. All payments shall be augmented by 7 percent daily compounded interest from the date of harm until the date of payment.

Dated: 8/21/2026

LODI UNIFIED SCHOOL DISTRICT

By: _____

Authorized Agent

THIS IS AN OFFICIAL NOTICE. IT MUST REMAIN POSTED FOR AT LEAST 30 CONSECUTIVE WORKDAYS FROM THE DATE OF POSTING AND MUST NOT BE REDUCED IN SIZE, DEFACED, ALTERED OR COVERED WITH ANY OTHER MATERIAL.