

**Proposal for a
TENTATIVE AGREEMENT
between the
LODI UNIFIED SCHOOL DISTRICT
and the
LODI EDUCATION ASSOCIATION
(2024/2025 Reopeners)**

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 and agree as follows:

A. COMPENSATION

1. Effective upon ratification, the salary schedule shall be improved by 1.07% 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 percentage increase:
 - 1) Subsequent to the date of signing this Agreement; and
 - 2) For a year or year (s) covered by this Agreement; and
 - 3) Which is uniformly applied to the group; and
 - 4) Which is neither: a) a reallocation of money already set forth in that Group or Unit's Contract; nor b) based upon a unique service provided by the Unit or Group in exchange for the money; nor c) an increase to a specified classification/job title for the purposes of recruitment and/or retention.
 - b. The District and LEA shall meet to negotiate how the additional funded COLA increase shall be granted to LEA.
 - c. If the "Me Too" is triggered based upon a multi-year deal, the Parties understand that the negotiated outcome with LEA must span the same number of years.

B. BENEFITS

1. Health and welfare premiums have increased for the 2024/2025 school year. To mitigate these increases, the District shall provide a one-time supplemental allocation to LEA for distribution to unit members. The allocation shall be \$3,777,048.00.

For clarity, no unit member pays out of pocket for dental and vision. As explained when this proposal was originally presented, the intent is to provide relief to those unit members who are experiencing an increase in district offered medical insurance premiums.

2. The parties acknowledge that a supplemental allocation for benefits was allotted to groups as set forth below. These amounts do not trigger the "Me Too" provision:
 - CSEA \$3,807,576.00.

- LPPA \$ 389,424.00
- LUSG \$ 100,800.00
- Conf/Manag \$ 368,160.00
- Mental Health \$ 66,240.00

C. CONTRACT LANGUAGE

1. ARTICLE VIII – WORK YEAR

The District makes no proposal to this Article as part of Reopeners.

2. ARTICLE IX – WORKDAY

The District makes no proposal to this Article as part of Reopeners.

3. ARTICLE X – TRANSFERS AND ASSIGNMENTS

The parties mutually agreed to open Transfers and Assignments - Article X. The District's proposal is set forth at Attachment A.

D. NON-REOPENERS

The following is not part of reopeners for the 2024/2025 school year. LEA may choose between Option A and Option B. In the absence of agreement with LEA, Option A is the District's default for implementation.

1. OPTION A - SEVEN (7) PERIOD SCHOOL DAY

- a. The Superintendent has determined that a seven (7) period high school day would provide educational benefits to students. By way of illustration on not limitation, this includes:
 - 1) Allow for a wider range of course options including electives and career pathways;
 - 2) Enable students to earn more credits each year;
 - 3) Allow more students to achieve A-G completion;
 - 4) Allow students to engage in credit recovery during the school year;
 - 5) Provide greater opportunity for interventions;
 - 6) Increase graduation rates;
 - 7) Increase opportunities for early college classes/dual enrollment.
- b. The Superintendent will recommend that the Board of Education modify the educational program for all comprehensive high schools currently running a six (6) period school day to a seven (7) period school day. This is a fundamental educational decision which is left to the discretion of the Board of Education.
- c. This decision will trigger the obligation to bargain impact and effects of this decision.
- d. Highlights of this Schedule include:
 - 1) Teachers teach 5 of 7 periods.
 - 2) Teachers have 2 preparation periods per day.
 - 3) Student-to-teacher contact time will be reduced.

- 4) Compliant with Class Size Article in the CBA
 - 5) Reduces Student Contact Time.
- e. Bell Schedules are not included in the CBA. In fact, school sites run different bell schedules to meet the unique needs of their site. For the purposes of bargaining impact and effects only, the Schedule set forth in Attachment B illustrates a Seven (7) period day which is compliant with the CBA.
 - f. Common planning time will continue without change.
 - g. The Parties have identified no impact and effects to LEA.

2. OPTION B - HYBRID SEVEN (7) PERIOD SCHOOL DAY

- a. Notwithstanding D.1. above, the District prefers a Hybrid Seven Period Day which blends in weekly Common Planning Time.
- b. Weekly Common Planning Time would:
 - 1) Improve lesson coordination;
 - 2) Enhance collaboration;
 - 3) Create better student support;
 - 4) Streamline curriculum alignment;
 - 5) Create the opportunity to share best practices;
 - 6) Provide teachers with timely information for targeted intervention.
- c. A hybrid schedule would require de minimus changes to the CBA to accommodate the change in implementation of Common Planning Time.
- d. Bell Schedules are not included in the CBA. In fact, school sites run different bell schedules to meet the unique needs of their site. For the purposes of demonstrating substantial compliance with the CBA, see the schedule set forth in Attachment C.
- e. Highlights of this Schedule include:
 - 1) Teachers teach 5 of 7 periods.
 - 2) Teachers have 2 preparation periods per day.
 - 3) Hybrid schedule allows for a 1 day of block for classes that need extended time for set up/break down or to go more in depth on the curriculum.
 - 4) Student-to-teacher contact time will be reduced.
 - 5) Compliant with Class Size Article in the CBA
 - 6) Reduces Student Contact Time.

E. CLOSURE

This shall fully and finally resolve all:

1. Reopener bargaining for the 2024/2025 school year.
2. Impact and effect bargaining related to implementation of a Seven (7) Period Day.

FOR THE LODI EDUCATION
ASSOCIATION

By: _____

Date: _____

FOR THE LODI UNIFIED SCHOOL
DISTRICT

By: _____

Date: _____

SEVEN PERIOD DAY

MONDAY-FRIDAY	
Period 1	8:30 – 9:20
Period 2	9:25 – 10:15
Period 3	10:20 – 11:10
Period 4	11:15 – 12:05
Period 5	12:10 – 1:00
Lunch	1:00 – 1:35
Period 6	1:35 – 2:25
Period 7	2:30 – 3:20

MINIMUM DAYS	
Period 1	8:30 – 9:00
Period 2	9:05 – 9:35
Period 3	9:40 – 10:10
Period 4	10:15 – 10:45
Period 5	10:50 – 11:20
Period 6	11:25 – 11:55
Period 7	12:00 – 12:50
Flex	12:30 – 12:50
Lunch	12:50 – 1:20

Hybrid Seven (7) Period School Day Schedule

MON- TUES – FRI

Period 1	8:30 - 9:19
Period 2	9:24 - 10:13
Period 3	10:18 - 11:07
Period 4	11:12 - 12:01
Period 5	12:06 - 12:55
Lunch	12:55 - 1:30
Period 6	1:37 - 2:26
Period 7	2:31 - 3:20

WEDNESDAY

Period 2	8:30 - 10:00
Period 4	10:05 - 11:35
Period 6	11:40 - 1:10
Lunch	1:10 – 1:40
CPT	

THURSDAY

Period 1	8:30 - 10:00
Period 3	10:05 - 11:35
Period 5	11:40 - 1:10
Lunch	1:10 - 1:45
Period 7	1:50 - 3:20