

March 11, 2025

**MEMORANDUM OF UNDERSTANDING**  
**between the**  
**CSEA and its Lodi Chapter #77**  
**and the**  
**LODI UNIFIED SCHOOL DISTRICT**  
**(School Closure Due to State of Emergency)**


This Memorandum of Understanding ("MOU") is entered into between the Lodi Unified School District ("District") and CSEA, and its Lodi Chapter #77 ("Association"). The District and the Association are referred to herein as the "Parties." The Parties agree as follows:

1. This MOU applies to a "state of emergency" declared by the state, county, city, Superintendent/designee, or the LUSD Board of Education which results in the closure or inaccessibility of school(s).
2. A "state of emergency" shall be defined in accordance with the criteria established by the California Office of Emergency Services, encompassing conditions such as air pollution, fire, flood, storm, epidemic, riot, drought, sudden and severe energy shortage, plant or animal infestation, or disease, posing a significant threat to the safety of individuals and property within the territorial confines of a state, county, or city.
3. To mitigate the impact of such emergencies and ensure the continuation of educational services without the need for additional school days beyond the originally scheduled academic calendar, the following measures shall be implemented not later than day four (4) of the declared emergency:
  - a. When reasonably possible, all impacted classified employees shall be provided with alternative District based work locations
  - b. When not reasonably possible, an impacted employee may be asked to work remotely.
  - c. The decision regarding work location shall be made by Administration

This agreement is effective upon ratification and shall continue through June 30, 2026. Upon sunset of this MOU, the parties may mutually agree to place this MOU in the Collective Bargaining Agreement.

This MOU constitutes the entire agreement between the parties involved and can only be modified by a written agreement signed by all parties.

FOR CSEA and its Lodi Chapter #77

By: 

Date: 3/11/25

Sean Smith LRR CSEA  
Re MS JVH  
TWB, Lane Trant  
CSEA

FOR THE LODI UNIFIED SCHOOL DISTRICT

By: 

Date: 3/11/25