

September 27, 2024
3:00 pm

**Proposal for a
TENTATIVE AGREEMENT
between the
LODI UNIFIED SCHOOL DISTRICT
and the
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION and its Chapter #77
(2024/2025 Reopeners)**

The Lodi Unified School District (“District”) and the California School Employees Association, and its Chapter #77 (“CSEA” 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 July 1, 2024, 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:
 - i. Subsequent to the date of signing this Agreement; and
 - ii. For a year or year (s) covered by this Agreement; and
 - iii. Which is uniformly applied to the group; and
 - iv. 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 CSEA shall meet to negotiate how the additional funded COLA increase shall be granted to CSEA.
 - c. If the “Me Too” is triggered based upon a multi-year deal, the Parties understand that the negotiated outcome with CSEA 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 CSEA for distribution to unit members in accordance with the Parties’ MOU “Supplemental Pooling for the Health Benefits Cap” (see attached) which is Attachment C to Tentative Agreement for a Successor Agreement dated July 30, 2021. The allocation shall be \$3,807,576.00
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:

- LEA \$3,777,048.00

JVH JF JS AV
TB CB TW

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

3. Should the Pilot Program MOU continue, the one-time supplemental allocation shall not impact the calculation set forth in 2.d.

C. This shall fully and finally resolve all bargaining except for non-monetary language changes for the 2024/2025 school year.

FOR THE CALIFORNIA SCHOOL
EMPLOYEES ASSOCIATION, and its
Chapter #17

By: [Signature]
Date: 9-27-24

FOR THE LODI UNIFIED SCHOOL
DISTRICT

By: [Signature]
Date: 9/27/24

Sen Smith LRR 9-27-24
Cui Bui 9-27-24
[Signature] 9/27/24

Terra Wise 9/27/24

Gene Tranter 9/27/24

Joe Van Houten 9/27/24

REVISED PILOT PROGRAM
Supplemental Pooling for the Health Benefits Cap

This Pilot Program is by and between the Lodi Unified School District and the California School Employees Association and its Chapter #77.

1. Employees who are married or domestic partners, as defined by California Law, are permitted to combine their District provided Health Benefit CAP to apply to one premium.
 - a. This provision shall be subject to the terms and conditions of the CBA.
 - b. Absent direction from the unit members, any payroll deduction shall be made from the spouse or domestic partner with the higher total annual income.
 - c. The District will deduct from eight (8) Hour Employees subject to this provision, who apply their cap to their spouse or domestic partners Health benefit CAP, the amount needed to cover the cost of the mandatory Dental and Vision Plan.

2. The Association shall receive a pool of funds for active unit members on an annual basis as follows:
 - a. First, the District will identify unused unrestricted funds budgeted for the Health Benefit CAPs (medical, dental and vision) of eligible FTE's in the previous school year. This data will be taken from the Unaudited Actuals which are typically approved by the Board at the first meeting in September.
 - b. Next, a ten percent (10%) allowance will be deducted for unforeseen changes within the unit.
 - c. Then, the ACA penalty paid by the District in the previous year will be deducted.

EXAMPLE	Pilot Program Description	Pilot Item #
\$2,219,766.12	Prior Year Unused Unrestricted CAP Dollars	2.a
\$221,976.61	10% Allowance for Unforeseen Changes	2.b
\$168,956.08	ACA Penalty Paid in Previous Fiscal Year	2.c
\$1,828,833.43	CSEA "Supplemental Pool" for Current Plan Year	2.d

- d. The sum of 2.a. through 2.c. above shall constitute the "Supplemental Pool" (2.d). The CSEA Negotiations Committee shall determine how to allot the Supplemental Pool to unit members eligible for a Health Benefit CAP:
 - 1) To supplement the Health Benefit CAP; and/or
 - 2) To provide unit members with in lieu money. To be eligible for in lieu money, a unit member must provide proper verification of medical insurance (e.g. ACA, Medicare or comparable coverage).

4. A unit member taking medical benefits cannot also take cash in lieu. CSEA must treat classes of similarly situated unit members the same (e.g. single, family, in lieu). A unit member who enrolls in dental and vision insurance shall not be excluded from in lieu money.

5. This process does not apply to retiree benefits.

6. Either Party may cancel this program for the following school year by providing written notice to the other not later than March 1st. Unless the Parties agree to extend this Revised Pilot Program, it shall sunset on December 31, 2024.

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