

MEDIATED TENTATIVE AGREEMENT
between the
LODI UNIFIED SCHOOL DISTRICT
and the
LODI EDUCATION ASSOCIATION
2019/2020 and 2020/2021 Negotiations

The Lodi Unified School District ("District") and the Lodi Education Association ("LEA") are parties to a collective bargaining agreement ("CBA") which expired June 30, 2020.

I.
CONTRACT NEGOTIATIONS

A. 2019/2020 SCHOOL YEAR

Effective July 1, 2019, the salary schedules (Addendum 1 and Addendum 2) shall be increased by three point two-six percent (3.26%) on-going. (See Attachment A.) This shall include all members who provided service during the 2019/2020 school year. If ratified by LEA and approved by the Board of Education by May 18, 2021, payment will be made no later than June 30, 2021.

B. 2020/2021 SCHOOL YEAR

There shall be no increase to the salary schedules (Addendum 1 and Addendum 2) for the 2020/2021 school year.

C. CHANGES TO COLLECTIVE BARGAINING AGREEMENT

1. Salary

- a. Effective July 1, 2020, Article III, Section B – Advanced Degrees, shall be modified as set forth in Attachment B.
- b. Effective July 1, 2021, Article III, Section J – Preschool Salary Schedule, shall be modified as set forth in Attachment C.

- (1) Due to these modifications, preschool teachers may submit transcripts, not later than October 15, 2021, for any courses taken which may place the teacher in a higher salary class.

Initials:
LEA: 
District: 

(2) Submission of transcripts shall be consistent with Article III, Section G.4 of the LEA Collective Bargaining Agreement.

(3) Timely submissions which result in movement on the salary schedule will be retroactive to July 1, 2021.

c. Effective June 30, 2021, Article III, Section Q – Department Heads, shall be modified as set forth in Attachment D.

2. Leaves and Absences

Article V shall be modified as set forth in Attachment E.

3. Term and Reopener

Article XXVII shall be modified as set forth in Attachment F.

D. CLOSURE

1. LEA agrees that the District may offer a retirement incentive program to unit members.

2. This shall fully and finally resolve all bargaining for the 2019/2020 and 2020/2021 school years.

FOR THE LODI EDUCATION ASSOCIATION

By:

Date:

Janice Hammond
May 12, 2021

FOR THE LODI UNIFIED SCHOOL DISTRICT

By:

Date:

Monica Kelly
May 12, 2021

Initials:

LEA:

District:

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MM

**ATTACHMENT A
TO TENTATIVE AGREEMENT**

LODI UNIFIED SCHOOL DISTRICT

**CERTIFICATED TEACHERS SALARY SCHEDULE
2019-20**

Step	Class A BA	Class B BA+15	Class C BA+30	Class D BA+45	Class E BA+60	Class F BA+75	Step
1	49,298	49,791	55,069	56,702	58,385	60,121	1
2	49,298	49,791	55,069	56,702	58,385	60,121	2
3	49,298	49,791	55,069	56,702	58,385	60,121	3
4	49,326	49,817	56,702	58,385	60,121	61,907	4
5	49,356	49,850	58,385	60,121	61,907	63,747	5
6	49,384	50,588	60,121	61,907	63,747	65,638	6
7	50,007	53,022	63,907	63,747	65,638	67,590	7
8	52,164	55,217	63,747	65,638	67,590	70,095	8
9		57,386	65,638	67,590	70,095	72,182	9
10			67,590	70,095	72,182	74,321	10
11			70,095	72,182	74,321	76,528	11
12				74,321	76,528	78,805	12
13				76,528	78,805	81,143	13
14				78,805	81,143	83,554	14
15				81,143	83,554	86,034	15
16				83,554	86,034	88,589	16
17				86,034	88,589	91,222	17
18				88,589	91,222	93,930	18
19				91,222	93,930	96,722	19
20				93,930	96,722	98,109	20
25				96,748	99,622	101,051	25

NOTES:

- Advanced Degree: One stipend annually for highest earned degree limited to the following: MA, MFA, MS, M.Ed, MSW - \$1,000 OR Ph.D., Ed.D, Dr. of Science Degree - \$1,500.
- Teachers who maintain a current National Board Certification shall receive a stipend equal to three percent (3%) of Cell D10 on the Salary Schedule.
- Adjunct Rate: \$39.38 (Cell D, 10 X 00056185)
- Teachers who are currently held in a four-year increment pending completion of four units of credit must complete that in order to advance to that step which reflects their contractual years of service.
- The work year for teachers is 185 days. Teachers new to the district may be required to work 188 days.
- Teachers with only intern credentials or holding an authorization less than a full teaching credential shall be paid at the following rate:

BA	BA+15	BA+30	BA+45	BA+60	BA+75
45,433	46,145	46,853	47,566	47,566	47,566

Initials:
LEA: 

District: 

LODI UNIFIED SCHOOL DISTRICT

PRESCHOOL TEACHERS SALARY SCHEDULE
2019-2020

Step	Class A 12-29 Sem. Units	Class B 30-44 Sem. Units	Class C 45-59 Sem. Units	Class D 60-74 Sem. Units	Class E 75-89 Sem. Units	Class F 90+ Sem. Units	Class G BA DEGREE
Step 1 Hourly Rate	\$14.93	\$15.96	\$17.04	\$18.36	\$19.69	\$21.01	\$22.34
Step 2 Hourly Rate	\$15.72	\$16.77	\$17.83	\$19.43	\$20.74	\$22.09	\$23.65
Step 3 Hourly Rate	\$16.50	\$17.59	\$18.62	\$20.48	\$21.80	\$23.14	\$24.99
Step 4 Hourly Rate	\$17.32	\$18.36	\$19.43	\$21.55	\$22.88	\$24.21	\$26.32
Step 5 Hourly Rate	\$18.08	\$19.17	\$20.22	\$22.62	\$23.92	\$25.24	\$27.63

NOTES:

1. Annual rates based on 185 workdays

Initials:
LEA: *al*
District: *MM*

**ATTACHMENT B
TO TENTATIVE AGREEMENT**

III. SALARY AND OTHER COMPENSATION

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B. ADVANCED DEGREES

1. An additional \$1,000 shall be added for those teachers holding the M.A., M.F.A., M.S.W., M.S., and the M.Ed. (Revised February 2014)
2. An additional \$1,500 shall be added for those employees holding the Ph.D., Ed.D., or the Dr. of Science Degree.
3. Eligible employees shall be compensated only for the maximum degree held, which must be from WASC-approved institutions (or corresponding regional associations) and is restricted to those degrees listed above.
4. The amount paid for an advanced degree will be prorated for those working less than full time.

Remainder of Article III to remain unchanged.

From the Salary Schedule: Addendum 1

NOTES:

1. Advanced Degree:

One stipend annually for highest earned degree limited to the following: MA, MFA, M.S.W., MS, M.Ed - \$1,000 OR Ph.D., Ed.D or the Dr. of Science Degree - \$1,500

Initials:

LEA: 

District: 

**ATTACHMENT C
TO TENTATIVE AGREEMENT**

**Lodi Unified School District
Preschool Teachers Salary Schedule
Effective for the 2021-2022 School Year**

Step	Class A AA + CDP (2)	Class B BA + CDP (3)	Class C BA + CDP (3) +10 ECE Units (4)	Class D BA + CDP (3) +20 ECE Units (4)
Step 1 Hourly Rate	21.03	22.34	24.40	26.46
Step 2 Hourly Rate	22.08	23.65	25.71	27.78
Step 3 Hourly Rate	23.14	24.99	27.05	29.12
Step 4 Hourly Rate	24.21	26.32	28.38	30.45
Step 5 Hourly Rate	25.23	27.63	29.69	31.76

NOTES:

1. Annual rates based on 185 workdays.
2. Associates Degree (AA) & Child Development Permit (CDP)
3. Bachelors' Degree (BA) & Child Development Permit (CDP)
4. Post BA Early Childhood Education (ECE) Units

Initials:

 LEA
 District: 

**ATTACHMENT D
TO TENTATIVE AGREEMENT**

III. SALARY AND OTHER COMPENSATION

Q. DEPARTMENT HEADS

- ~~1. The stipend for Social Studies, English, Math and Science shall be Four Thousand Dollars (\$4,000.00).~~
- ~~2. The stipend for all other departments, with at least ten (10) sections and less than thirty one (31) sections, shall be Two Thousand Dollars (\$2,000.00).~~
- ~~3. The stipend for all other departments, with thirty one (31) or more sections, shall be Three Thousand Dollars (\$3,000.00).~~

Each department chair shall be entitled to utilize up to three (3) release days. If not utilized, the Department Chair will be compensated for such days at the short-term sub rate for each day not utilized.

<u>High Schools - Stipend Amount</u>		
<u>Sections in the Department</u>	<u>Social Studies, English, Mathematics, & Science</u>	<u>Other Departments</u>
<u>31 or more Sections</u>	<u>\$4,000</u>	<u>\$3,000</u>
<u>At least ten sections and less than 31 sections</u>	<u>\$4,000</u>	<u>\$2,000</u>

<u>Middle Schools - Stipend Amount</u>		
<u>Sections in the Department</u>	<u>Social Studies, English, Mathematics, & Science</u>	<u>Other Departments</u>
<u>31 or more Sections</u>	<u>\$2,000</u>	<u>\$1,500</u>
<u>At least ten sections and less than 31 sections</u>	<u>\$2,000</u>	<u>\$1,000</u>

Initials
LEA: 
District: MM

ATTACHMENT E
TO TENTATIVE AGREEMENT

V. LEAVES AND ABSENCES

Except as set forth below, Article V shall remain status quo.

O. CATASTROPHIC LEAVE

Permanent employees and Career Technical Education (CTE) teachers who have worked for at least two consecutive years (for 75% or more of the days of each year) who suffer from a catastrophic illness or injury, or who have a family member who suffers from a catastrophic illness or injury, may request leave credits from the Catastrophic Leave Program in accordance with Board Policy 4153. Early each school year, teachers will receive information about the Catastrophic Leave Program with their sick-leave accrual notices.

**ATTACHMENT F
TO TENTATIVE AGREEMENT**

XXVII TERM AND REOPENER

Except as set forth below, Article XXVII shall remain status quo.

Subject matter covered by this Agreement shall prevail over the same subject matter covered by District policies and procedures.

A. Term

The terms of the existing collective bargaining agreement will continue, with the changes set forth in this Tentative Agreement, through **June 30, 2023**.

B. Reopeners

1. This shall fully and finally resolve all bargaining through the end of 2020/2021 school year.
 2. Reopeners for 2021/2022 and 2022/2023 shall include salary, benefits and two (2) additional articles per party.
- C. This Agreement does not waive any association rights granted under the EERA to consult on matters of curriculum.**

Initials:
LEA: 
District: MM