

March 27, 2024

TENTATIVE AGREEMENT
between the
LODI UNIFIED SCHOOL DISTRICT
and the
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION and its Chapter #77
Successor Negotiations 2023-2026

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 expired on June 30, 2023. The Parties agree as follows:

A. COMPENSATION

1. Effective July 1, 2023, the salary schedule shall be increased by five percent (5%) on-going.
2. An additional \$3,858,645 (equates to 6.32%) in one-time funds is available for CSEA. A one-time off salary schedule payment will be made to each bargaining unit member who is employed on the date of execution of this Agreement. Each eligible employee shall receive \$3,104.00 prorated based on FTE. If there are remaining funds, CSEA will revisit and redistribute.
3. Effective July 1, 2023, the following classifications will be re-ranged as set forth below. The cost to re-range these classifications is \$198,792 (equal to 0.325% on the salary schedule). The re-range will occur prior to the application of the 5% increase set forth in A.1. above.
 - a. School Bus Driver: from Range 38 to Range 41.
 - b. Paraeducator Additional Support: from Range 28 to Range 31.
 - c. Paraeducator Special Education: from Range 29 to Range 32.
 - d. Paraeducator Severely Handicapped: from Range 32 to Range 35.
4. Me Too
 - a. During the Term of this Agreement, if the District enters into an agreement with another PERB-recognized bargaining unit or unrepresented employees (consisting of management, confidential or Mental Health Therapists treated as one group) that provides a greater percentage of total compensation (salary and benefits) increase:
 - (1) Subsequent to the date of signing this Agreement; and
 - (2) for the year 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 for the purposes of recruitment.
 - b. The District and CSEA shall meet to negotiate how the additional compensation increase shall be granted to CSEA.

PC
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AT 3/27/24

T.W. 3-27-24
CB 3-27-24
N. 3/27/24
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c. The parties acknowledge that one-time money was allotted to groups on percentage basis and the following allocations do not trigger the "Me Too" provision:

(1)	LEA	\$9,445,346
(2)	Management	\$1,097,520
(3)	LPPA	\$1,020,481
(4)	LUSG	\$ 226,424
(5)	Confidential	\$ 73,902

B. BENEFITS

Benefits will remain status quo.

C. TERM

A new three-year term shall be established from July 1, 2023, through June 30, 2026.

D. RESOLUTION OF BARGAINING

This shall fully and finally resolve all bargaining through the 2023/2024 school year.

FOR THE CALIFORNIA SCHOOL
EMPLOYEES ASSOCIATION, and its
Chapter #77

By: *Ciri Buntley*

Date: 3-27-24

FOR THE LODI UNIFIED SCHOOL
DISTRICT

By: *[Signature]*

Date: 3/27/24

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