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Member of the AFL-CIO

The nation's largest  
independent classified  
employee association



December 7, 2020

VIA EMAIL  
[cwasher@lodiUSD.net](mailto:cwasher@lodiUSD.net)

Cathy Washer, Superintendent  
Lodi Unified School District  
1305 East Vine St.  
Lodi, CA 95240

**Re: CSEA Lodi Chapter 77 – 2020-2023 Successor Contract Initial Proposal**

Dear Superintendent Washer,

Pursuant to the agreement between the California School Employees Association and its Lodi Chapter 77 (collectively “CSEA”) and the Lodi Unified School District, please find enclosed the 2020-2023 Successor Initial Proposal for amendments and modifications.

Please consider this document for public notice provisions pursuant to Government Code Section 3547(a). CSEA desires to commence negotiations as soon as possible after the completion of the public notice provisions.

Sincerely,

CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION

Kyle Harvey  
Labor Relations Representative

KH/mk

Enclosure: 2020-2023 Initial Proposal

c: Debra Ladwig, Chapter President 77

Toni Thompson, Regional Representative 42

Carmen Alessandro, Area Director E

Theresa Malsack, Field Director

77 file

**CSEA and its Lodi Chapter 077**  
**2020-2023 Successor Contract Initial Proposals to**  
**Lodi Unified School District**

December 7, 2020

**VIII. PAY AND ALLOWANCES**

*A Fair and Equitable Increase to the Salary Schedule for all Bargaining Unit Members.*

*CSEA seeks an increase to the Salary Schedule equal to the Cost of Living increases provided by the State of California each year.*

*CSEA requests the District perform a Salary and Benefit Compensation Study.*

*Improvements to IPO Language*

**X. HEALTH AND WELFARE BENEFITS**

*A Fair and Equitable Increase to the Employer Contribution to Health and Welfare Benefits*

*CSEA seeks an increase to the Employer Contribution to Health and Welfare equal to the Cost of Living increases provided by the State of California each year.*

*CSEA seeks improvements to Dental and Vision Benefits and Coordination of Employer Contributions of Health Care funds.*

**VII. HOURS AND OVERTIME**

*CSEA seeks improvements to Rest Period, Rotating Overtime, Split Shift Premiums, Extended Work Year Benefits, and Compensation During Trainings language and compensation.*

**XI. HOLIDAYS**

*CSEA seeks language that improves Holiday eligibility and adds an additional Holiday.*

**XIV. TRANSFERS**

*CSEA seeks language that provides written notice to unit members when their transfer request is approved or denied.*

*CSEA seeks language that allows unit members who have requested a transfer to be able to allow the unit member to apply for positions at different sites than what they originally have applied to transfer too.*

**XV. JOB VACANCIES**

*CSEA seeks to lower the interview Range eligibility from Range 40 to 34.*

**XVI. LAYOFF PROCEDURE**

*CSEA seeks to eliminate all mention of job profile in this article, creation of a Master Seniority list by classification, replacement of regular status to permanent status, and elimination of bumping language that waives the rights of employees to bump based on Seniority rather than job profile.*

**XXII. PROFESSIONAL GROWTH**

*CSEA seeks language improvements that clarify and establish professional growth credit for adult education, seminars, lectures, institutes, in service or workshops*

**XXV. EFFECT OF AGREEMENT**

*CSEA seeks a new three-year term with reopeners in each year of the term.*