

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

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.

**A. 2019/2020 SCHOOL YEAR**

- a. Due to the reductions in school funding in the State of California, there will be no increase or decrease in compensation (salary and the District contribution to medical benefits) for the 2019/2020 school year.
- b. If the District enters into an agreement, subsequent to the date of signing this Agreement, with another PERB-recognized bargaining unit that provides an increase (total compensation) for the 2019/2020 school year, the District and LEA shall meet to negotiate what, if any, additional compensation increase shall be granted to unit members for the 2019/2020 school year.

**B. 2020/2021 SCHOOL YEAR**

**1. Salary**

For the 2020/2021, each unit member employed on the date of ratification of this Tentative Agreement will receive a one-time, off-schedule payment equal to 3% of that unit member's current step on the salary schedule.

**2. Changes to Collective Bargaining Agreement Language**

The following changes to the CBA shall be effective upon ratification of this agreement.

**a. Leaves and Absences**

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

**b. Term and Reopener**

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

C. CLOSURE

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

FOR THE LODI EDUCATION  
ASSOCIATION

By: 

Date: 12-17-20

FOR THE LODI UNIFIED  
SCHOOL DISTRICT

By: 

Date: 12-16-20

**ATTACHMENT A  
TO DISTRICT PROPOSAL**

**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 B  
TO DISTRICT PROPOSAL**

**XXVII      TERM AND REOPENER**

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**

This shall fully and finally resolve all bargaining through the end of **2020/2021** school year.

**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.**