

MEMORANDUM OF UNDERSTANDING
between the
LODI UNIFIED SCHOOL DISTRICT
and the
LODI EDUCATION ASSOCIATION

(Tentative Agreement Clarification)

The Lodi Unified School District ("District") and the Lodi Education Association, (LEA) are parties to collective bargaining agreement ("CBA") that expires on June 30, 2015. The parties have signed a tentative agreement dated February 4, 2014. The parties desire to clarify the implementation of the two and one-half (2.5) days being restored during the 2013-2014 school year. As a result, the parties enter into this Memorandum of Understanding.

The tentative agreement dated February 4, 2014 Section F. 1. b states:

b Two and One Half (2.5) Work Days

- i. Effective for the 2013/2014 school year, the Parties agree that the work year for unit members will increase by an additional two and one-half (2.5) days.*
- ii. Restoration of these two and one-half (2.5) days requires an adjustment of both pay and work year for unit members.*
- iii. Effective July 1, 2013, this increase in work year shall become permanent and be reflected in the work calendar.*
- iv. For the 2013-2014 school year only, these additional two and one-half (2.5) work days will be scheduled by school principals (or Department Supervisors) in a collaborative manner with LEA members in no less than half-day time periods. One half-day will be designated for teachers to work in their classrooms. No meetings will be scheduled during that half-day.*

The parties agree that for the 2013-2014 school year only, LEA members who do not work during the two and one-half days during the 2013-2014 school year will have the following options:

- A. If the LEA member does not attend, the member may utilize Personal Necessity provided that the member has sufficient accrued sick leave to cover the absence.*
- B. If a member does not have sufficient sick leave to cover the absence, the absence will be unpaid and the member's pay will be docked for the absence. (It is understood that unpaid days may have a detrimental effect on STRS retirement service credit and qualification for Early Retirement Health Benefits.)*

FOR THE LODI UNIFIED SCHOOL DISTRICT:

FOR THE LODI EDUCATION ASSOCIATION:

By:



By:



Date:

February 6, 2014

Date:

February 6, 2014