

May 19, 2025

MEMORANDUM OF UNDERSTANDING
Between the
LODI UNIFIED SCHOOL DISTRICT
and the
LODI EDUCATION ASSOCIATION
(Impact and Effect of 7-Period Hybrid Day)

The Lodi Unified School District ("District") and the Lodi Education Association ("LEA" or "Association") are parties to a collective bargaining agreement ("CBA") which expires on June 30, 2026.

A. Trial Period for a Hybrid Seven Period Day

1. The District will implement a Hybrid 7-Period Day Lodi, Tokay and Bear Creek high schools. This MOU shall only apply to these three schools
2. The attached bell schedule (Attachment A) is for informational purposes only and shall not be contained in the CBA nor construed as a limiting factor. Sites continue to retain flexibility to tailor the schedule for their unique needs.
3. The hybrid schedule will be implemented to achieve the goals set forth below:
 - a. Teachers will teach five (5) periods on Monday, Tuesday and Friday.
 - b. In order to align hybrid days with CTE programs:
 - 1) Wednesdays shall include periods 2, 4 and 6; and
 - 2) Thursdays shall include periods 1, 3, 5 and 7.
 - c. There shall be two (2) lunch periods.
 - d. Every Wednesday will be an early release day for students.
 - e. The first week of each semester shall be a straight seven (7) period day inclusive of an early release Wednesday.
4. Article VIII, Work Year, shall be modified as set forth in Attachment B.
5. Article IX, Work Days shall be modified as set forth in Attachment C.
6. This MOU shall expire on June 30, 2027.
 - a. Either Party may reopen this MOU effective January 1, 2026 to discuss what, if any, minor improvements to the hybrid schedule are desired for the succeeding school year. If the Parties cannot agree to modifications the language in this MOU will be in effect for the 2026-2027 school year.
 - b. The Parties shall commence negotiations in January 2027, to discuss whether this MOU shall continue.



B. CLOSURE

This shall fully resolve all bargaining regarding the impact and effect of the District's decision to implement a Seven Period Hybrid Day.

FOR THE LODI EDUCATION
ASSOCIATION

By: Michael Leback

Date: 5/19/25

FOR THE LODI UNIFIED SCHOOL
DISTRICT

By: Emil M. Clark

Date: 5/19/25

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Attachment A to Hybrid MOU
May 19, 2025

Hybrid 7 (Early Release Wednesdays with Flex)

Regular Days (108 days)		
Period	Times	Minutes
1	8:30 - 9:22	52
2	9:28 - 10:16	48
3	10:22 - 11:10	48
Lunch 1	11:10 - 11:44	34
4E	11:16 - 12:04	48
4L	11:50 - 12:38	48
Lunch 2	12:04 - 12:38	34
5	12:44 - 1:32	48
6	1:38 - 2:26	48
7	2:32 - 3:20	48

Wednesdays (33 days)		
Period	Times	Minutes
2	8:30 - 9:59	89
Flex	10:05 - 10:35	30
Lunch 1	10:35 - 11:09	34
4E	10:41 - 12:10	89
4L	11:15 - 12:44	89
Lunch 2	12:10 - 12:44	34
6	12:50 - 2:19	89
CP	2:20 - 3:20	60

Thursdays (33 days)		
Period	Times	Minutes
1	8:30 - 9:59	89
3	10:05 - 11:34	89
Lunch 1	11:34 - 12:08	34
5E	11:40 - 1:09	89
5L	12:14 - 1:43	89
Lunch 2	1:09 - 1:43	34
7	1:49 - 3:18	89

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Except as set forth below, this Article shall continue without change

VIII. WORK-YEAR *(Revised May 2015)*

B. COMMON PLANNING TIME

The following parameters shall be followed:

1. Common Planning Time shall be held at each school site on Wednesday afternoons according to a schedule developed annually by the Area Director.
2. Teachers at each site shall be given the opportunity to meet collaboratively to determine the topics to be discussed during Common Planning time.
3. Teachers notify Principal about what will be worked on during common planning time one week prior to the date.
4. Within one week after the date, teachers will report to the principal on what was accomplished.
5. Teachers will use the Common Planning Time Report (Addendum 9).
6. Teachers shall remain at a District facility during Common Planning Time
7. Topics should relate to improving student learning and teacher collaboration (e.g. standards-based curriculum preparation and development, assessment analysis, promotion/retention, grade-level discussions and meetings, articulation between grade levels).
8. Common Planning Time will not be used for faculty meetings or district-wide staff development, nor shall faculty or other meetings be held after Common Planning Time.
9. The total Teacher Day minutes for the week shall not exceed those permitted in the Contract.
10. Common Planning Time
 - a. Sites running a Seven Period Hybrid schedule shall have sixty (60) minutes. In months where there are four (4) or more Wednesdays, there shall be one (1) Common Planning Time meeting in addition to B.1. above. Staff meetings may occur during the other Wednesday's early release time. If held, the staff meeting shall count toward the total cap of staff meeting time per month.
 - ~~a.b.~~ On Common Planning Days, there will be no change to the before-school thirty (or twenty-five) minute requirement.
 - ~~b.c.~~ In no case shall the contractual Teacher Day be shortened or exceeded.
11. Preparation periods shall be maintained.
12. Schools will adjust schedules to provide mandated instructional minutes. Sites may take away from non-instructional time (such as recess or lunch) or add to the end of the day.

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Except as set forth below, this Article shall continue without change.

IX. WORK DAYS

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D. Preparation Time

Preparation time shall be an assigned period of at least 45 minutes per teaching day in Grades 7-8 and at least 54 minutes per teaching day in Grades 9-12. Preparation time shall be a total of at least 160 minutes per week duty free in Grades 4-6. Preparation time shall be a total of at least 70 minutes per week duty free in Grades 1-3. Preparation time shall be a total of 160 minutes per week duty free in all grades at Dorothy Mahin School.

Hybrid Seven Period Day Grades 9-12

Preparation time shall be duty free.

- 1) Shall have two (2) preparation periods per day on Monday, Tuesday and Friday each lasting at least forty-eight (48) minutes.
- 2) The goal is for teachers to have one (1) assigned preparation period on both Wednesday and Thursday, each lasting at least eighty-nine (89) minutes.
 - a) In special cases, a teacher may have two (2) assigned preparation periods on Thursday with no assigned period on Wednesday.
 - b) A consenting teacher may be permitted two (2) preparation periods on Wednesday (none on Thursday).
- 3) During the first week of each semester teachers will have two (2) preparation periods per day.

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