WOODLAND JOINT UNIFIED SCHOOL DISTRICT

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WJUSD & CSEA 2026-2027 Reopener Negotiations Update

November 13, 2026

DISTRICT AND CSEA CONTINUE DISCUSSIONS ON NEGOTIATIONS. DISTRICT PROPOSED A $6.8 MILLION SALARY AND FRINGE BENEFITS PROPOSAL TO CSEA WITH SIGNIFICANT INCREASES TO HEALTH BENEFITS

The District and CSEA bargaining teams reconvened reopener negotiations on Nov. 13, 2026. The District presented a $6.8 million proposal that includes:

- **A 3% increase to the salary schedule in the 2026-2027 school year and a 1% set-aside for Job Description salary adjustments, and**

- **A 2.84% increase in the 2027-2028 school year by adding a new Step 6 to the salary schedule and a 1% set-aside for Job Description salary adjustments.**

  (3% + 1% for 2026-2027 and 2.84% + 1% for 2027-2028).

To achieve the goal of providing fully paid or nearly fully paid medical benefit options for employee, employee plus one, and employee plus family by the 2027-2028 school year, the District proposed to increase the annual employer contribution for health benefits by $4,500 in both the 2026-2027 and 2027-2028 school years for full-time unit members (for a total increase of $9,000 over two school years). This increase would be prorated appropriately by 12 months or 11 months (based on the employee's work year) and hours assigned. The annual cost to implement this health benefits proposal is equal to approximately 5.5% annually, or 11% over two years.

The District's offer also includes a me-too provision in the Tentative Agreement (TA) as follows: If the District's final agreement with the certificated unit provides a greater annual employer contribution towards health benefits for the 2026-2027 and 2027-2028 school years as agreed with CSEA, the District will increase the Health and Welfare (H & W) contribution for CSEA in both school years the same as agreed to with the certificated unit.

The District and CSEA have agreed to reconvene negotiations on Thursday, Dec. 3, 2026, to continue discussion on Article 11 and Articles 19 & 20.