

# WOODLAND JOINT UNIFIED SCHOOL DISTRICT

"Excellence for All"

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## ***WJUSD & WEA Successor Contract Negotiations Update***

***January 14, 2026***

### ***DISTRICT AND WEA START THE NEW YEAR RIGHT BY REACHING A TENTATIVE AGREEMENT ON A THREE-YEAR CONTRACT WITH THE ASSISTANCE OF A STATE MEDIATOR***

The Woodland Joint Unified School District and the Woodland Education Association (WEA) bargaining teams commenced mediation on December 16, 2025, and again on January 14, 2026, with the assistance of State Mediator Jun Payoyo. The parties reached an agreement at their second session and executed a Tentative Agreement for a new three-year successor contract (2025-26, 2026-27, and 2027-28), which includes the following:

- 1) Unit members will receive a 3.5% increase to the salary schedule, retroactive to July 1, 2025. Retroactive payments will be issued by the Yolo County Office of Education as soon as feasible.
- 2) Unit members will receive a one-time retention bonus of \$5,000 if they were actively employed anytime during the 2024-2025 school year and continued their employment with the District throughout the 2025-2026 school year. The bonus shall be paid in two payments, the first in March 2026 and the second in June 2026. Employees must be in active status when payments are issued, and the bonus will be prorated based on FTE.
- 3) Effective for the 2026-2027 and 2027-2028 school years, the hiring bonus for hard-to-fill positions will be increased from \$5,000 to \$10,000.
- 4) The Special Education teacher stipend will be increased from \$4,000 to \$5,000, and English Learner Specialists working at dual immersion schools will receive a \$3,000 stipend.
- 5) The District's annual employer contribution for health benefits will be increased by \$1,000, retroactive to July 1, 2025. (E.g., current contribution of \$9,960 for employees will increase to \$10,960; contribution of \$12,000 for employee + family will increase to \$13,000.)

- 6) The parties will establish a District Health Plan Committee comprised of representatives from both represented bargaining units by a separate MOU to pursue alternatives to reduce health benefit costs. The District Health Plan Committee will convene by March 2026 and formulate recommendations by June 2026.

The District will present the Tentative Agreement to the Board of Trustees for approval after ratification by WEA. The District's bargaining team thanks WEA's bargaining team for their cooperation and collegiality throughout this round of negotiations. Happy New Year!