

WOODLAND JOINT UNIFIED SCHOOL DISTRICT

"Excellence for All"

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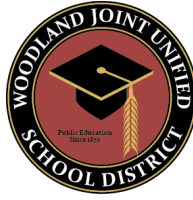
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WJUSD & WEA Successor Contract Negotiations Update

October 22, 2025

DISTRICT OFFERS WEA LAST, BEST, FINAL COMPENSATION PROPOSAL

The District and WEA bargaining teams met on October 22, 2025, to continue successor contract negotiations for a new three-year agreement (2025-26, 2026-27, and 2027-28). The District presented its last, best, final compensation proposal with increases of approximately \$5 million to WEA, which includes the following:

- 1) A 3.0% increase to the salary schedule, effective July 1, 2025. *[The District anticipates only receiving a COLA of 2.3% for the 2025-2026 school year]*
- 2) A one-time retention bonus of \$4,000 to all unit members actively employed anytime during the 2024-2025 school year who continue their employment with the District throughout the 2025-2026 school year. The bonus shall be paid in two payments, the first in November 2025 and the second in May 2026. Employees must be in active status when payments are issued.
- 3) Increase hiring bonus for hard-to-fill positions from \$5,000 to \$10,000.
- 4) Increase the Special Education teacher stipend from \$4,000 to \$5,000, and provide English Learner Specialists working at dual immersion schools a stipend of \$3,000.
- 5) Increase the District's annual employer contribution for health benefits by \$1,000, retroactive to July 1, 2025. (E.g., current contribution of \$9,960 for employees would increase to \$10,960; contribution of \$12,000 for employee + family will increase to \$13,000.) *[Total cost approximately just under 1%]*

WEA is considering the District's proposal. The Parties will reconvene negotiations on November 5, 2025.

**WJUSD SUPPORTS TEACHERS
WITH YEAR-OVER-YEAR SALARY INCREASES AND BONUSES
2020-2025**



School Year	Salary Increases	Bonuses & Benefits Increases
2020-2021	1.75%	\$2,000 Bonus
2021-2022	1.5%	\$660 toward H&W*
2022-2023	6%	\$3,000 Bonus & \$1,260 toward H&W
2023-2024	4%	\$1,000 Bonus
2024-2025	3%	\$5,000 Bonus & \$300 toward H&W
Total over 5 years	16.25%	\$11,000 per employee off schedule, substantially increased the cap for H&W by \$3,480

***H&W = Health and Welfare benefits**