

WOODLAND JOINT UNIFIED SCHOOL DISTRICT

"Excellence for All"

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Jerry Jimenez
435 Sixth Street
Woodland, CA 95695
Phone: (530) 406-3170

District Website: www.wjUSD.org

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WJUSD & CSEA 2026-2027 Reopener Negotiations Update

October 13, 2026

DISTRICT PRESENTS \$5.7 MILLION SALARY AND FRINGE BENEFITS PROPOSAL TO CSEA, WHICH INCLUDES SIGNIFICANT INCREASES TO HEALTH BENEFITS

The District and CSEA bargaining teams reconvened reopener negotiations on October 7, 2026. The District presented CSEA a \$5.7 million proposal which includes a 3.5% increase to the salary schedule in the 2026-2027 school year, and agrees to CSEA's proposal for a 3.84% increase in the 2027-2028 school by adding a new Step 6 to the salary schedule and a set aside for Job Description salary adjustments. (3.5% for 2026-2027 and 3.84% 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 increasing the annual employer contribution for health benefits by \$4,500 in both the 2026-2027 and 2027-2028 school years. However, CSEA declined that proposal, asking for the new Step 6. Accordingly, the District and CSEA reached consensus on increasing the employer contribution towards health benefits annually by \$3,000 commencing in the 2026-2027 school year, and again thereafter in the 2027-2028 school year for full-time unit members (for a total increase of \$6,000 over two school years). This increase would be prorated appropriately by 12 months or 11 months (based on employee's work year) and hours assigned. The annual cost to implement this health benefits proposal is equal to approximately 4%, or 8% over two years.

The District and CSEA agreed to continue negotiations on October 15, 2026.