WOODLAND JOINT UNIFIED SCHOOL DISTRICT

"Excellence for All"

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WJUSD & WEA 2026-2027 Reopener Negotiations Update

Nov. 4, 2026

WEA REJECTS DISTRICT'S $10.25 MILLION SALARY AND FRINGE BENEFITS PROPOSAL, WHICH INCLUDES SIGNIFICANT INCREASES TO HEALTH BENEFITS

The District and WEA bargaining teams reconvened reopener negotiations on Nov. 4, 2026. The District presented WEA with a $10.25 million proposal (18% over two years) which includes a 6% increase to the salary schedule over two years (3% for 2026-2027 and 3% for 2027-2028).

To achieve the goal of providing fully paid or nearly fully paid medical benefits at the Employee + Family Kaiser Low Option #1 by the 2027-2028 school year, the District's proposal includes increasing the employer contribution towards health benefits annually by $6,500 commencing in the 2026-2027 school year, and $5,500 commencing in the 2027-2028 school year for full-time unit members (for a total increase of $12,000 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 6.5% in 2026-2027 and 5.5% in 2027-2028, or 12% over two years.

WEA declined the District's offer.

The District and WEA agreed to continue negotiations on Dec. 2, 2026.

WJUSD SUPPORTS TEACHERS WITH YEAR-OVER-YEAR SALARY INCREASES AND BONUSES

Settlement Year	Salary Increase	Off-Schedule Bonus & H&W* Benefits
2020-2021	1.75% ongoing	$2,000 Bonus
2021-2022	1.5% ongoing	$660 toward H&W Benefits
2022-2023	6% ongoing	$3,000 Bonus & $1,260 toward H&W Benefits
2023-2024	4% ongoing	$1,000 Bonus
2024-2025	3% ongoing	$5,000 Bonus & $300 toward H&W Benefits
2025-2026	3.5% ongoing	$5,000 Bonus & $1,000 toward H&W Benefits
Total over 6 years	**19.75% ongoing**	**$16,000 in bonuses, substantially increased cap for H&W Benefits by $3,220**

*H & W = Health and Welfare Benefits