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WJUSD & CSEA Successor Contract Negotiations Update

October 16, 2025

DISTRICT INCREASES COMPENSATION PROPOSAL TO CSEA

The District and CSEA bargaining teams last met on September 19, 2025, to continue successor contract negotiations for a new three-year agreement (2025-26, 2026-27, and 2027-28). The Parties convened negotiations again on October 16, 2025, and the District increased its compensation proposal to CSEA, 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 \$3,000 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 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 1.0%]*

CSEA is currently reviewing the District's increased compensation proposal.

The Parties are scheduled to reconvene negotiations on October 23, 2025.