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WJUSD & WEA Successor Contract Negotiations Update

September 18, 2025

DISTRICT OFFERS NEW COMPENSATION PACKAGE TO WEA

The District and WEA bargaining teams met on September 18, 2025, to continue successor contract negotiations for a new three-year agreement (2025-26, 2026-27, and 2027-28). The District presented its new compensation proposal of approximately \$3,325,000 to WEA, which includes the following:

- 1) A 2.75% 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 \$2,500 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.

WEA is currently reviewing the District's compensation proposal. The Parties also reached a tentative agreement on Article 12 Leaves, and are scheduled to reconvene negotiations on September 30, 2025.