WOODLAND JOINT UNIFIED SCHOOL DISTRICT

"Excellence for All"

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WJUSD & WEA Successor Contract Negotiations Update

November 5, 2025

SALARY RETRO AND BONUS PAYMENTS IN LIMBO AS WEA DECLINES LAST, BEST, FINAL COMPENSATION PROPOSAL; DISTRICT AND WEA WILL GO TO MEDIATION IN JANUARY 2026

The District and WEA bargaining teams met on November 5, 2025, to continue successor contract negotiations for a new three-year agreement (2025-26, 2026-27, and 2027-28). The District shared with WEA contract language from other school districts in support of the District's request to add language to Article 9 for teachers who receive two consecutive unsatisfactory evaluations (see District's Article 9 Proposal and Examples from Other School Districts below). The District also shared information regarding the 35.86% in salary and statutory benefit increases provided to WEA over the past five years (See History of Ongoing Increases to WEA chart below).

WEA declined the District's 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. *[Prorated by FTE]***

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%]***

The District and CSEA reached an agreement on October 23, 2025. However, WEA declined the District's proposal today, and the parties will now jointly seek the assistance of a State Mediator to commence mediation after the holidays, sometime in January 2026.

District's Article 9 Proposal and Examples from Other School Districts

District's Proposal to WEA:

New 9.B.5. Effective July 1, 2025, permanent unit members whose overall summary evaluation rating is marked "Unsatisfactory" for a second consecutive year shall not receive credit for that year of service for purposes of salary schedule movement. The District will provide support to assist the unit member in addressing concerns identified in the first consecutive unsatisfactory evaluation, which may include: targeted Professional Development, TOSA coaching and mentoring, Administrator coaching and mentoring, etc.

Existing Examples from Other School Districts:

Davis JUSD

10.3.5 Vertical Movement on the Salary Schedule. Pursuant to section 14.11, vertical movement on the salary schedule shall not occur if a bargaining unit member receives an evaluation with a "mandatory review" summary recommendation. Vertical movement on the salary schedule will resume upon the bargaining unit member exiting the "mandatory review" process.

14.11 Vertical Movement

14.11.1 Vertical movement shall occur based upon a satisfactory evaluation pursuant to Article X Evaluation. An employee shall advance only one vertical step per year.

14 .11.2 Vertical movement on the salary schedule shall not occur if a bargaining unit member receives an evaluation with a "mandatory review" summary recommendation.

["Mandatory review" is an option listed in the evaluation form for permanent employees, that may be selected for a "standards not met" (unsatisfactory) evaluation.]

Lincoln USD

4.3.1 All bargaining unit members whose “Overall Rating” is marked “Satisfactory” shall receive credit for that year of service for purposes of salary schedule movement. All bargaining unit members whose “Overall Rating” is marked “Unsatisfactory” for the second consecutive year shall not receive credit for that year of service for purposes of salary schedule movement.

History of Ongoing Increases to WEA

FY	Funded COLA	Salary Increase	Health Benefits Increase	Step & Column Increase	CalSTRS Increase	Total Paid Increase s
2024/25	1.07%	3.00%	0.50%	1.50%	2.18%	7.18%
2023/24	8.22%	4.00%	0.74%	1.50%	2.18%	8.42%
2022/23	6.56%	6.00%	0.67%	1.50%	2.18%	10.35%
2021/22	5.07%	1.50%	0.72%	1.50%	2.18%	5.90%
2020/21	0.00%	1.75%	0	1.50%	0.77%	4.02%
	20.92%	16.25%				35.86%