

WOODLAND JOINT UNIFIED SCHOOL DISTRICT

"Excellence for All"

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WJUSD & WEA Successor Contract Negotiations Update

September 30, 2025

NO RESPONSE FROM WEA ON DISTRICT'S NEW COMPENSATION PACKAGE

The District and WEA bargaining teams met on September 30, 2025, to continue successor contract negotiations for a new three-year agreement (2025-26, 2026-27, and 2027-28). The District had previously presented its new compensation proposal of approximately \$3,325,000 to WEA on September 18, 2025, 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 did not respond to the District's proposal today. The District anticipates that WEA will respond at our next session on October 2, 2025.

The District also provided WEA with accurate teacher departure information, clarifying that a total of 28 teachers had either retired or been non-re-elected, and 36 teachers had resigned for a variety of reasons, including promotion opportunities, relocations, personal reasons, and/or to pursue other opportunities.