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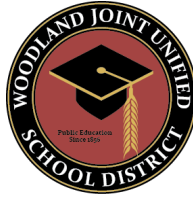
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WJUSD & CSEA Successor Contract Negotiations Update

September 19, 2025

DISTRICT OFFERS NEW COMPENSATION PACKAGE TO CSEA

The District and CSEA bargaining teams met on September 19, 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 to CSEA, 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.

CSEA is currently reviewing the District's compensation proposal.

The Parties also reached a tentative agreement on Article 9 Reclassifications, Article 14 Leaves, Article 17 Work Week/Work Hours, and Article 26 Disciplinary Actions.

The Parties are scheduled to reconvene negotiations on October 16, 2025.