

WOODLAND JOINT UNIFIED SCHOOL DISTRICT

"Excellence for All"

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WJUSD & WEA 2026-2027 Reopener Negotiations Update

July 31, 2026

DISTRICT PRESENTS \$8 MILLION SALARY AND FRINGE BENEFITS PROPOSAL TO WEA, WHICH INCLUDES SIGNIFICANT INCREASES TO HEALTH BENEFITS

The District and WEA bargaining teams reconvened reopener negotiations on July 30, 2026. The District presented WEA with an \$8 Million proposal which includes a 5% increase to the salary schedule over two years (2.5% for 2026-2027 and 2.5% for 2027-2028) and a substantial contribution to benefits over the next three years.

To achieve the goal of providing fully paid or nearly fully paid medical benefits at the Employee + Family Kaiser Low Option # 1 including vision and dental, by the 2028-2029 school year, the District's proposal also includes increasing the employer contribution towards health benefits annually by \$3,000 commencing in the 2026-2027 school year, and again thereafter in the 2027-2028 and 2028-2029 school years for full time unit members (for a total increase of \$9,000 over three school years). This increase would be prorated appropriately by 12-months or 11-months (based on the employee's work year) and hours assigned. The cost to implement this health benefits proposal is equal to approximately 3% annually, or 9% over three years.

WEA expressed its appreciation for the District's proposal and requested time to review and share the proposal with unit members for their feedback.

The District and WEA agreed to continue negotiations on September 22, 2026.