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"Excellence for All"

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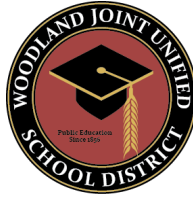
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WJUSD & WEA Successor Contract Negotiations Update

October 2, 2025

DISTRICT OFFERS WEA A NEW \$4 MILLION COMPENSATION PACKAGE

The District and WEA bargaining teams met on October 2, 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 with increases of approximately \$4,000,000 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 \$3,000 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.
- 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 \$500, retroactive to July 1, 2025. (E.g., current contribution of \$9,960 for employees would increase to \$10,460; contribution of \$12,000 for employee + family will increase to \$12,500.) [Total cost approximately just under .5%];

WEA did not accept the District's proposal today and instead offered a counterproposal, which the District is reviewing. The Parties will reconvene negotiations on October 22, 2025.