

WOODLAND JOINT UNIFIED SCHOOL DISTRICT

"Excellence for All"

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WJUSD & WEA 2026-2027 Reopener Negotiations Update

September 22, 2026

DISTRICT PROPOSES 14% COMPENSATION PACKAGE, WHICH INCLUDES OVER \$5 MILLION INCREASE TO HEALTH BENEFITS FOR THE 2026-2027 AND 2027-2028 SCHOOL YEARS

The District and WEA bargaining teams reconvened reopener negotiations on September 22, 2026. The District presented WEA with a 14% compensation package, which includes a 5% increase to the salary schedule over two years (2.5% for 2026-2027 and 2.5% for 2027-2028).

To achieve the goal of providing fully paid or nearly fully paid medical benefits options to unit members at the employee only, employee plus one, and employee plus family by the 2027-2028 school year: The District's proposal commits to over \$5 million towards increasing the employer contribution for health benefits annually by \$4,500 commencing in the 2026-2027 school year, and again thereafter in the 2027-2028 school year for full-time unit members (for a total increase of \$9,000 over two 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 annual cost to implement this health benefits proposal is equal to approximately 4.5%, or 9% over two years. Both the salary proposal at 5% and health benefits proposal at 9% total 14% over two years (2026-2027 and 2027-2028).

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

The District and WEA agreed to continue negotiations on October 1, 2026.

The District remains committed to increasing staff compensation. Please see the increases over the last six years below:

WJUSD SUPPORTS TEACHERS WITH YEAR-OVER-YEAR SALARY INCREASES AND BONUSES

Settlement Year	Salary Increase	Off-Schedule Bonus & H&W* Benefits
2020-2021	1.75% ongoing	\$2,000 Bonus
2021-2022	1.5% ongoing	\$660 toward H&W Benefits
2022-2023	6% ongoing	\$3,000 Bonus & \$1,260 toward H&W Benefits
2023-2024	4% ongoing	\$1,000 Bonus
2024-2025	3% ongoing	\$5,000 Bonus & \$300 toward H&W Benefits
2025-2026	3.5% ongoing	\$5,000 Bonus & \$1,000 toward H&W Benefits
Total over 6 years	19.75% ongoing	\$16,000 in bonuses, substantially increased cap for H&W Benefits by \$3,220

*H & W = Health and Welfare Benefits