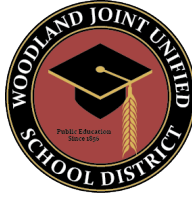


# WOODLAND JOINT UNIFIED SCHOOL DISTRICT

"Excellence for All"

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## Human Resource Services

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Elodia Ortega-Lampkin, Interim Superintendent

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## ***WJUSD and Teacher Negotiations Update – February 7, 2022***

### ***DISTRICT AND TEACHERS' UNION CONTINUE SUCCESSOR NEGOTIATIONS***

The District and WEA bargaining teams met last Thursday to continue negotiations for a new three-year contract term through June 30, 2025.

The parties shared proposals on articles related to new employee orientation and Association dues to update the contract consistent with AB 119 and SB 866. WEA also presented their financial proposal for a 14% salary schedule increase over three years, and increases to the District's contribution towards health benefits. WEA was unable to provide a cost estimate for their salary proposal when asked by the District. The District's preliminary estimate of WEA's salary proposal alone would cost the District budget no less than \$8,000,000 ongoing, and actually much more when factoring in compounding and automatic step and column increases in each year.

At the previous meeting, the District shared that the projected Cost of Living Allowance (COLA) for fiscal year 2022-2023 from the Governor's Budget Proposal to K-12 schools is estimated at 5.33% (this estimation will not be finalized until the Governor's May Budget Revision). The Cost of Living Allowance represents the increase from the prior fiscal year in the amount distributed to schools from the State's budget. The expectation from the State is that the COLA will cover the increased costs in **all** school operations and expenses from one year to another, not just teacher salaries.

Below is a comparison of the projected COLA for each fiscal year as noted in the January Governor's Budget proposal against the salary increases proposed today by WEA.

School Year	<b>Proposed</b> COLA to K-12 Schools from the Governor's Budget*	WEA Proposed Salary Increase
2022-2023	5.33%	6.0%
2023-2024	3.61%	4.0%
2024-2025	3.64%	4.0%

*\*subject to change by the Governor's Budget plan announced in May 2022*

The District has asked WEA to present all of its article proposals with fiscal impacts to allow the District an opportunity to calculate the full costs of all of WEA's proposals. As such, the District will require additional time to respond to WEA's proposed salary increases until receiving all of WEA's financial proposals.

The parties have agreed to the following dates for future negotiations:

Friday, February 18

Friday, March 4

Friday, April 1

Friday, May 6

Thursday, June 2

The District looks forward to working with WEA to reach agreement on a new contract.

WJUSD Negotiations Team

Leanee Medina Estrada, Assistant Superintendent, Human Resources

Lewis Wiley, Jr., Associate Superintendent, Business Services

Christina Lambie, Executive Director, Teaching and Learning

Eddie Gonzales, Principal, Freeman Elementary School