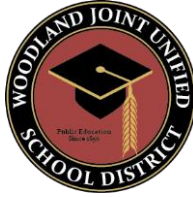


WOODLAND JOINT UNIFIED SCHOOL DISTRICT

"Excellence for All"

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UPDATE ON LABOR NEGOTIATIONS – August 12, 2019

This communication is to provide an update for our parents, staff and community on the District's negotiations with the Woodland Educators Association (WEA).

Dear WJUSD Community:

For over a year the negotiating teams for the Woodland Joint Unified School District (district) and the Woodland Educators Association (WEA) have been meeting to negotiate a mutually acceptable labor contract. We have been at impasse since January of this year working with a neutral state mediator to see if we can reach an agreement. That effort was unsuccessful, and we have been certified to go to the final step in the impasse resolution process... fact finding.

While the management bargaining team remains open to further post-mediation talks with WEA representatives, we have decided to formally request to start the fact finding process to expedite resolution of the stalemate.

The district is committed to negotiating in good faith and welcomes the opportunity to present its financial concerns and its last, best offer to the fact finding panel. We believe the fact finding process will provide an important "reality check" on what constitutes a financially prudent settlement agreement.

Two important elements of the district's position are:

- It isn't a case of IF our teachers will get a raise in total compensation, it's a matter of what we can afford given our financial position without making drastic cuts in student services and programs or by increasing class sizes.
- We offer a competitive salary schedule for our teaching staff, but need to increase our health benefits cap to be more in line with comparable school districts. The district wants to put all available resources for the WEA contract into increasing the cap. Raising the district contribution to health benefit premiums will keep our schools competitive in the educational job market.

We appreciate your patience and understanding as we try to work through our differences with the union leadership. We hope that fact finding can help to reach an agreement with WEA.

For more information about collective bargaining issues access our website www.wjUSD.org. Click on the "Negotiations Update" link on the home page. Today, we have included a list of frequently asked questions regarding fact finding and our current status on this page.