



WSD/WEA Bargaining – Frequently Asked Questions

1. What is happening right now between the Woodburn School District (WSD) and the Woodburn Education Association (WEA)?

The Woodburn School District (WSD) and WEA (Woodburn Education Association) have begun mediation as part of ongoing contract negotiations that began in April of 2025. Their first mediation session took place on April 21, 2026 and the second session occurred on May 14. An additional session is scheduled for May 28.

2. What is mediation?

When two sides have been bargaining and they need outside assistance to move forward, they move from *negotiation* to *mediation*. In mediation, state mediators join the process. They are experienced professionals who help the parties work on resolving their differences. Here in Woodburn, we have a state mediator working with WEA and WSD to assist us through the process. Unlike negotiations, mediation is a closed forum, with only bargaining members present.

3. What topics are still being negotiated?

There are 8 remaining contract articles still under discussion, including:

- Evaluation
- Assignments, Vacancies & Transfers
- Working Conditions
- Working Hours & Workload
- Professional Compensation
- Insurance
- Duration
- Student Behavior & Safety

4. What is WEA asking for in terms of salary increases?

WEA is now proposing an 18% cost-of-living adjustment (COLA) over three years, broken down as:

- 7% in Year 1
- 6% in Year 2
- 5% in Year 3

5. What is the District offering?

The District previously proposed an 8.5% COLA over three years:

- 3% in Year 1
- 2.75% in Year 2
- 2.75% in Year 3

According to the Bureau of Labor and Statistics, the current rate of inflation in Oregon is 3.1%. The District offer keeps up with the rate of inflation. This COLA is in addition to annual step increases teachers receive (averaging about 3.07%) based on experience and education.

6. Why isn't the District agreeing to the larger salary increase?

The District estimates that WEA's salary proposal would cost \$7.5 million:

- \$2.9 million in Year 1
- \$2.5 million in Year 2
- \$2.1 million in Year 3