

# ***OGSD & OGEA Successor Contract Negotiations Update***

***October 14, 2025: Volume 8***

## ***Update on District Compensation and Benefits Proposal to OGEA***

The District and the Oak Grove Educators Association (OGEA) continue to engage in negotiations toward a three-year agreement. The District's objective is to align compensation increases with available, ongoing funding while maintaining long-term fiscal stability.

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### **Summary of Progress and Recent Session**

The District (OGSD) and OGEA bargaining teams met on September 30, 2025, continuing negotiations for a successor contract covering the 2025-26 through 2027-28 school years.

- Both teams successfully reached a Tentative Agreement on Article 15: Class Size.
- This marks a tentative agreement on 7 out of 10 articles currently under negotiation.
- The next negotiation session is scheduled for Friday, October 17, 2025.

### **COMPENSATION**

On September 30, the District presented the 13th Compensation proposal (an approximately \$7.7 million offer).

#### **Compensation Proposal (Effective July 1):**

<b>Year</b>	<b>Salary Schedule Increase</b>
<b>2025-26</b>	2.5%
<b>2026-27</b>	2.5%
<b>2027-28</b>	Reopener for further negotiation

This proposal provides ongoing increases rather than one-time payments, reflecting feedback from prior discussions. (In 2021 and 2015, OGEA agreed and accepted a one-time bonus payment [as shown here for past compensation](#).) As mentioned in [past negotiation updates](#) posted on the district website, the District's last proposal represents an estimated cost of **\$7.7 million** for OGEA, and approximately **\$12.1 million** across all employee groups when parity is applied.

## HEALTH AND WELFARE BENEFITS

- On September 30, the District presented the 12th Health and Welfare Benefits proposal (an approximate \$1.7 million increase)
- The proposal includes increased District contributions that would result in approximately 90% District-paid coverage for Kaiser family plans.

Coverage Level	2026 District Contribution Without Proposed Increases	Proposed Increased District Contribution (2026)
Employee Only	82%	90%
Employee + One Dependent	80%	85%
Family	85%	90%

Decreased monthly health benefits costs to employees would be effective January 1, 2026, under the current proposal. Benefit changes would take effect January 1, 2026, contingent upon agreement ratification. Our Board of Trustees approved joining the CalPERS Joint Power Authority (JPA), and our employee associations agreed, as shared in the [September 23, 2025, Press Release](#).

The proposed benefit increases for 2026 and 2027 equate to an additional approximate \$845,000 in District contributions over those two years.

**STATUS: OGEA did not accept the District's last compensation and health benefit proposals. Discussions will continue at the next scheduled session on October 17, 2025.**

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### **Total Ongoing Compensation Increase Offer**

The District's two-year proposal for OGEA represents an ongoing 5.97% increase in total compensation (salary increase plus increased health contributions). This package exceeds the state's Cost-of-Living Adjustment (COLA) for the same period.

The District maintains required reserve levels consistent with state guidelines to ensure cash flow, emergency preparedness, and fiscal stability.

Year	Breakdown (Salary + Benefits)	Total Ongoing Increase	State COLA
2025-26	2.5% + 0.72%	3.22%	2.30%
2026-27	2.5% + 0.25%	2.75%	<i>To Be Determined</i>
<b>Two-Year Total</b>		<b>5.97%</b>	

These figures reflect ongoing cost increases for both salary and benefits and do not include one-time payments.

## Other Bargaining Unit Updates

- **Classified Employees (CSEA):** The District reached a successor contract agreement with CSEA, representing Secretaries, Instructional Assistants, and Health Clerks, which the Board approved on August 21, 2025. The agreement included a 2% salary increase, a 2.25% one-time bonus, and a 0.5% increase in health benefits.
- **AFSCME Local 101:** Proposals for the AFSCME successor contract will be Sunshined (presented for public review) and a Public Hearing held at the October 16, 2025, Board Meeting. Negotiations are scheduled to begin in early November 2025 following Board approval.

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## REMINDER: OGSB Budget Presentation

The graphic features the Oak Grove School District logo in the top left corner. The background is a collage of business-related items including a pie chart, a line graph, a pen, and a calculator. A large yellow starburst with the text 'SAVE THE DATE!' is positioned in the upper right. The word 'Budget' is written in a large, bold, black font across the center, underlined in red. Below this, a circular portrait of Mark Evans, Associate Superintendent for Business, is shown. The main title of the event is 'BUDGET UPDATE 2025: PRESENTATION FOR OAK GROVE SCHOOL DISTRICT EMPLOYEES AND COMMUNITY'. Below the title, there is a paragraph of text explaining the presentation details, followed by a blue link for the presentation. The date and time are listed as Wednesday, October 15, 2025, from 6:00pm to 6:30pm. The location is Herman Multi Purpose Room, 5955 Blossom Ave., San Jose, CA 95123. A QR code is provided for the Google Meet link. At the bottom, there is a thank you message to the OGSB EdTech Team & IT Department.

**BUDGET UPDATE 2025:  
PRESENTATION FOR OAK GROVE SCHOOL  
DISTRICT EMPLOYEES AND COMMUNITY**

Please join us to get an update on the budget and 3 year outlook. The presentation will be held in-person in the Herman Multi Purpose Room and online (via Google Meet). The presentation will be from 6:00pm-6:30pm with a question and answer session following. If you would like to submit your question prior, please click [HERE](#).

**[Budget Update 2025: Presentation for OGSB Employees](https://ogsd.cc/25budget)**

**Wednesday, October 15, 2025**

**6:00pm-6:30pm (With a Q&A session following the presentation)**

- (In-Person) Herman Multi Purpose Room, 5955 Blossom Ave., San Jose, CA 95123
- (Virtually) Google Meet Link: <https://ogsd.cc/25budget>

**THANK YOU TO THE OGSB EDTECH TEAM & IT DEPARTMENT FOR THEIR SUPPORT FOR THIS EVENT.**

On Wednesday, October 15, 2025, from 6:00-6:30 pm, Associate Superintendent Mark Evans will have a budget update presentation for Oak Grove School District employees.

District staff are encouraged to attend the upcoming budget update presentation to learn more about revenues, expenditures, and reserve levels for 2025–26.

Staff can attend the presentation in person at Herman Intermediate School in the Multi-Purpose Room. There is also an option to join virtually

### **Staff Budget Presentation**

**Date: Wednesday, October 15, 2025**

**Time: 6:00-6:30 pm**

**Location: In-Person in the Herman Intermediate School Multi-Purpose Room**

**or Online via Google Meet**

**Meeting Link:**

**<https://ogsd.cc/25budget>**

**Negotiations between the District and OGSA are ongoing. Updates will continue to be shared as progress is made.**