

Date: September 26,, 2025

Pursuant to Article 8, Section 3547 of the Education Employment Relations Act (EERA), please consider this to be a formal opening of negotiations between OGUEEA and the Oak Grove Union School District. The mission of our Association is to protect and promote the well-being of its members; to improve the conditions of teaching and learning; to advance the cause of free, universal and quality public education for all students; to ensure that the human dignity and civil rights of all children and youth are protected; and to secure a more just, equitable, and democratic society."

We respectfully submit this Sunshine Letter and reserve the right to open:

#### **Article 4 Salary and Certificated Stipend Schedule Attachment B**

The Association has an interest in improving educators' salary schedule so that our district can recruit and retain the best educators for our students. Further, the Association is interested in addressing the stipend schedule so we can continue to offer extracurricular experiences that attract students and their families to the Oak Grove Union School District.

#### **Article 5 Benefits**

The Association has an interest in ensuring the District offers comprehensive benefits to support the overall physical and financial well being of educators and their ability to serve students.

#### **Articles 10 Leaves**

The Association has an interest in ensuring educators have adequate leaves available to allow them to be at their best when working with students.

#### **Article 19 Teaching Hours**

The Association has an interest in honoring educators' preparation time and making improvements in the school schedule that will promote consistency and equity of student learning. The association has an interest in ensuring a balanced work load and healthy working environment for all educators.

Respectfully submitted September 26, 2025

OGUEEA NegotiationsTeam

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