

OGSD & OGEA Successor Contract Negotiations Update
October 21, 2025: Volume 9

Update on District Compensation and Benefits Proposal to OGEA

We deeply respect and value our educators and the incredible work they do for our students every day. The District and the Oak Grove Educators Association (OGEA) continue negotiations toward a new three-year contract. The District’s objective is to align ongoing compensation increases with ongoing funding sources while maintaining long-term fiscal stability.

We remain fully committed to the process—present, engaged, and ready to work together toward a fair and sustainable resolution.

Summary of October 17, 2025, Session

On October 17, the District’s negotiations team met with OGEA to respond to the association’s most recent proposals on salary and health benefits.

OGEA’s current salary proposal requests a three-year increase as follows:

| | |
|-----------|--------------------------------|
| 2025-2026 | 6% retroactive to July 1, 2025 |
| 2026-2027 | 5% |
| 2027-2028 | 4% |

DISTRICT PROPOSED INCREASED COMPENSATION

On October 17, the District presented the 17th proposal on compensation—an estimated \$8.7 million investment over the three-year period.

The District’s Most Recent Compensation Increase Proposals:

| Year | Ongoing Salary Increases |
|---------|-----------------------------------|
| 2025-26 | 2.75% retroactive to July 1, 2025 |
| 2026-27 | 3% |
| 2027-28 | Reopener for further negotiation |

Timeline of District and OGEA Salary Proposals

| | OGEA Proposals | | OGSD Proposals |
|-------------------|---|-------------------|---|
| March 18, 2025 | 2025-26: 6.5% ongoing 2026-27: 5% ongoing 2027-28: 5% ongoing | April 30, 2025 | 2025-26: Modify Salary Structure through "Squaring," aiming to create consistency between steps |
| May 6, 2025 | 2025-26: 6% ongoing and eliminate first 2 steps of the salary schedule 2026-27: 5% ongoing 2027-28: 4.5% ongoing | May 13, 2025 | 2025-26: 1% one-time, off-salary bonus payment and add additional column of BA+75 to salary schedule |
| June 4, 2025 | 2025-26: 6% ongoing and eliminate first 2 steps of the salary schedule 2026-27: 5% ongoing 2027-28: 4.25% ongoing | June 4, 2025 | 2025-26: 1.5% ongoing and 2.25% one-time, off-salary bonus payment |
| September 8, 2025 | 2025-26: 6% ongoing and eliminate first step of the salary schedule 2026-27: 5% ongoing 2027-28: 4.25% ongoing | September 8, 2025 | 2025-26: 2% ongoing and 2.5% one-time, off-salary bonus payment. Agreement to eliminate first step of salary schedule |

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Timeline of District and OGEA Salary Proposals, *Continued*

| | OGEA Proposals | | OGSD Proposals |
|---|--|--------------------|---|
| September 8, 2025 | 2025-26: 6% ongoing 2026-27: 5% ongoing 2027-28: 4.25% ongoing | September 30, 2025 | 2025-26: 2% ongoing and 2.5% one-time, off-salary bonus payment. 2026-27: 2% ongoing |
| September 30, 2025 | 2025-26: 6% ongoing 2026-27: 5% ongoing 2027-28: 4.25% ongoing | September 30, 2025 | 2025-26: 2.5% ongoing 2026-27: 2.5% ongoing |
| September 30, 2025 And October 17, 2025 | 2025-26: 6% ongoing 2026-27: 5% ongoing 2027-28: 4% ongoing No Change | October 17, 2025 | 2025-26: 2.75% ongoing 2026-27: 3.0% ongoing |

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DISTRICT PROPOSED INCREASES TO HEALTH BENEFITS

- On October 17, the District presented the 16th proposal on health benefits, representing an estimated \$1.7 million increase over three years.
- The proposed increases would raise the District's contribution toward health coverage to approximately 90% for Kaiser family and employee-only plans, and 85% for two-party plans.

| Health Benefits Coverage Level | 2026 District Contribution Without Proposed Increases | Proposed Increased District Contribution |
|---|--|---|
| Employee Only | 82% | 90% |
| Employee + One Dependent | 80% | 85% |
| Employee + 2 or More Dependents (Family) | 85% | 90% |

| Health Benefits Coverage Level | Proposed District Contribution Increase Retroactive to July 1, 2025 | Additional District Contribution Increase Effective January 1, 2027 |
|---|--|--|
| Employee Only | +\$97 | +\$30 |
| Employee + One Dependent | +\$112 | +\$30 |
| Employee + 2 or More Dependents (Family) | +\$142 | +\$40 |

The District's proposal maintains the increases to the health benefits contributions memorialized in the prior MOUs with OGEA in 2023 & 2024, which are equivalent to a 1.75% salary increase, and further increases those increased contributions by an additional 0.72% retroactive to July 1, 2025, and an additional increase of 0.25% effective January 1, 2027. (Equivalent to a 2.72% salary increase for health benefits)

In addition, to address OGEA's concern about the impact of rising health benefit costs on their members, **the District proposed "shared risk" language that provides that if the cost of the CalPERS Kaiser benefit plan increases by more than 10%, the District and OGEA will equally split the cost of the increase over 10%.**

The District proposed to provide retired unit members (who have retired with credited service with Oak Grove School District) a contribution to post-retirement health benefits related to CALPERS.

Total Ongoing Compensation Increase Offer

The District's current proposal for OGEA represents an ongoing 7.08% increase in total compensation (salary and health contributions combined). This amount exceeds the state's Cost-of-Living Adjustment (COLA) for the same period.

The District continues to maintain reserve levels consistent with state requirements to support cash flow, emergency preparedness, and fiscal stability.

| Year | Proposed Increases (Salary + Benefits) | Total Ongoing Increase | State COLA |
|--------------------------------|---|-------------------------------|--------------------------------------|
| 2025-26 | 2.75% + 0.72% | 3.47% | 2.30% |
| 2026-27 | 3% + 0.25% | 3.25% | <i>Estimated at 3.02%</i> |
| Two-Year Total Increase | | 6.72% | <i>Estimated COLA total of 5.32%</i> |

These figures reflect ongoing cost increases for both salary and benefits.

For the past ten months, Oak Grove has been engaged in active and good-faith negotiations with OGEA. All [past negotiation updates](#) are posted on the district website.

On October 17, 2025, OGEA declared an impasse. This step allows both parties to seek assistance from the California Public Employment Relations Board (PERB), which will appoint a neutral mediator to facilitate continued discussions.

The District remains committed to working toward a fair and fiscally sustainable agreement that supports educators and preserves the District's financial stability.

Updates will continue to be shared as progress is made.