

# ***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.

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### **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:**

<b>Year</b>	<b>Ongoing Salary Increases</b>
<b>2025-26</b>	2.75% retroactive to July 1, 2025
<b>2026-27</b>	3%
<b>2027-28</b>	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.

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

<b>Health Benefits Coverage Level</b>	<b>Proposed District Contribution Increase Retroactive to July 1, 2025</b>	<b>Additional District Contribution Increase Effective January 1, 2027</b>
<b>Employee Only</b>	+\$97	+\$30
<b>Employee + One Dependent</b>	+\$112	+\$30
<b>Employee + 2 or More Dependents (Family)</b>	+\$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 6.72% 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.

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

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

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**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.**