

Update on Matters that Relate to the District



Superintendent's Report October 16, 2025

By:
Amy L. Boles, Associate Superintendent
Human Resources

Article 12: Compensation, Last 9/30/25 District Proposal Highlights

Compensation Proposal (Effective July 1):

Year	Salary Schedule Increases
2025-26	2.5%
2026-27	2.5%
2027-28	Reopener for further negotiation

10-Year Compensation History for OGEA

OGEA Total Compensation to Date over the past **10 years**, per AB 1200 Certification with the County Office:

- **35.5% Increase Ongoing to Salary = \$ 23,075,000**
 - **5% One-Time bonus = \$3,250,000**
- Total: \$26,325,000**

Year	Salary Compensation	State Cost of Living Adjustment (COLA) that Year
2024-25	5.0% ongoing	.76%
2023-24	4.0% ongoing	8.22%
2022-23	4.0% ongoing	6.56%
2021-22	5.5% ongoing	1.7%

10-Year Compensation History for OGEA, *Continued*

2020-21	0% ongoing 4.0% one-time bonus	0.0%
2019-20	1.5% ongoing	3.26%
2018-19	0% ongoing	2.71%
2017-18	2.5% ongoing	1.56%
2016-17	3.5% ongoing	0.0%
2015-16	4.5% ongoing	1.02%
2014-15	5.0% ongoing 1.0% one-time bonus	0.85%

10-Year Compensation History for OGEA, *Continued*

<u>Totals 2014-2025</u>, not counting current offers in negotiations for 2025-27	35.5% ongoing 5.0% one-time bonus <i>Ongoing amount is 8.86% above COLA in the same 10-year period.</i> <i>Total amount is 13.86% above COLA in the same 10-year period.</i>	Total State COLA for this Time Period 26.64%
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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

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

Article 12: Compensation, Last 9/30/25 District Proposal

Highlights *Continued*

New language: an annual stipend to all certificated school nurses equal to 5.65% of Step I, Class I of the teachers' salary schedule: approx. \$3955 [3 nurses=\$11,268 annually and will grow as salaries increase]

Increase the annual coach stipend from \$1500 to \$1800 for after-school sports [\$15K increase; estimated annual total is \$90,000 for 50 coaches]

Increase the annual stipend for intermediate school athletic directors (AD) equal from \$3000 to 5.65% of Step I, Class I of the teachers' salary schedule: approx. \$3955 [\$2865 increase; estimated annual total is \$11,865 for 3 ADs]

Increase compensation from \$55 to \$75 per hour for student extended day instructional programs

Increase compensation from \$45 to \$65 per hour for student extended day non-instructional duties

Article 12: Compensation, Last 9/30/25 District Proposal

Highlights *Continued*

Increase annual stipend for intermediate school band teachers from \$2500 to \$2750 [\$750 increase; estimated annual total is \$8250 for 3 teachers]

Increase annual stipend for intermediate school band teachers implementing extracurricular band functions from \$1000 to \$1300

Increase stipend for temporarily vacating a room for district modernization projects from \$400 to \$600 [\$24K increase; estimated annual total is \$72K for roughly 120 teachers]

Increase stipend for preparation for carpet replacement from \$200 to \$300 [\$5K increase; estimated annual total is \$15K for roughly 50 teachers]

Increase from \$150 to a \$200 full-day stipend and from \$75 \$100 half-day stipend for attending a meeting and/or training outside of a teacher's duty day or year

Article 12: Compensation, Last 9/30/25 District Proposal

Highlights *Continued*

An increase to the annual stipend for RSP and SDC teachers, Special Education program specialists, Special Education coaches, and Speech and Language Pathologists to from \$1500 to \$2750 [\$75K increase; estimated annual total is \$165K for 60 FTE]

An increase to the annual stipend for teachers with a Bilingual Credential working in a position that requires a BCLAD credential from \$1500 to \$1800 [\$9K increase; estimated annual total is \$54K for 30 FTE]

Memorialize an MOU re: annual stipend of \$1500 (for one) or \$1900 (for two or more) for Speech and Language Pathologists who mentors a clinical fellow

All highlighted stipend increases = approx. \$143K annually or 0.24% of salary equivalent of OGEA

Article 13: Health and Welfare Benefits, 9/30/25 Last District Proposal Highlights

The district's last proposal meets OGEA's interest in achieving 90% district-paid coverage for Kaiser Family Plans and offers an ongoing multi-year increase to contributions.

Coverage Level	2026 Monthly District Contribution Without Proposed Increases	2026 Proposed Monthly District Increase Contribution
Employee Only	82%	90% (\$1052.62 of \$1168.86)
Employee + One	80%	85% (\$1987.70 of \$2337.72)
Family	85%	90% (\$2735.89 of \$3,039.04)

Article 13: Health and Welfare Benefits, 9/30/25 Last District Proposal Highlights

The district's last proposal would mean that OGEA members electing Kaiser Family would save \$255.51/mo or \$3,066/year compared to 2025 rates. **What does that savings equate to in salary?**

Placement on Salary Schedule	Annual Savings for Kaiser Family in Comparison to 2025	% Increase in salary equivalent
BA+30 Step 1: \$66,630	\$3,066	4.6%
BA+45 Step 22: \$96,267	\$3,066	3.18%
BA+60 Step 22: \$123,563	\$3,066	2.48%

Article 13: Health and Welfare Benefits, 9/30/25 Last District Proposal Highlights *Continued*

Increase district contributions to health and welfare benefit plans equivalent to 0.25% in 2027.

Effective January 1, 2026, Oak Grove School District will move into the CalPERS medical benefits pool.

Effective January 1, 2026, the District will provide eligible retired OGEA members with a contribution for post-retirement health benefits consistent with the district board resolutions related to the CalPERS Public Employee Medical and Hospital Care Act (“PEMHCA”).

Article 12 and Article 13: New Total Compensation To Date from District Proposals

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Year	Salary + Benefits	Stipends	Total Ongoing Increase	State COLA
2025-26	2.5% + 0.72%	0.24%	3.46%	2.30%
2026-27	2.5% + 0.25%	0.24%	2.99%	<i>To Be Determined</i>
Two-Year Total	5.97%	0.48%	6.45%	

Article 14: Hours of Employment, TA Highlights

New language: Add in 30 minutes of preparation time for 20 weeks for TK-3rd grade teachers

1 hour of preparation time for 20 weeks for 4-6th grade teachers

New language: Teachers receiving designated staff meeting time to complete the following mandated training modules: mandated reporter, sexual harassment, and workplace violence prevention plan

3 release days each school year for Intermediate School Athletic Directors

Article 15: Class Size and Staffing Ratios, TA Highlights

Reducing grades 7-8th class size maximum by one student and reducing grades 7-8th grade unit load by 5 students

Pupil Placement Funds for 7th-8th core subjects for the 35th and 36th student

Retroactive Pupil Placement Funds to the first day of school if classroom remain with excess pupils after the 16th instructional day

A hard cap of 30 students in 4-6th grade combination classrooms

Increase annual stipend for TK-6th grade combination classroom teachers from \$1400 to \$1800 [\$17,600 increase; estimated annual total is \$79,200 for 44 teachers--this is the 3 year avg of combo teachers]

Article 15: Class Size and Staffing Ratios, TA Highlights *Continued*

Special Day Class students mainstreamed into classrooms for any portion of the day will not cause the class to exceed current class size maximums

Add Pupil Placement Funds of \$15 per day for the 14th student in TK-6 SDC non-categorical classes

Add Pupil Placement Funds of \$20 per day for the 15th student in TK-6 SDC non-categorical classes

Article 15: Class Size and Staffing Ratios, TA Highlights *Continued*

Reduce “CAP” for SDC Therapeutic Program classrooms by one student, effective in 2025-26

Reduce the “High” and “CAP” in the SDC Autism Program, Extensive Needs Program and Therapeutic Program by one student, effective 2026-27

Adjust Pupil Placement Funds of \$20 per day to align with the “High” and “CAP” number proposals

Memorialize PPF for SLP and RSP Caseloads to align with historically agreed-upon Memorandum of Understandings (MOUs) with OGEA

Update on Matters that Relate to the District



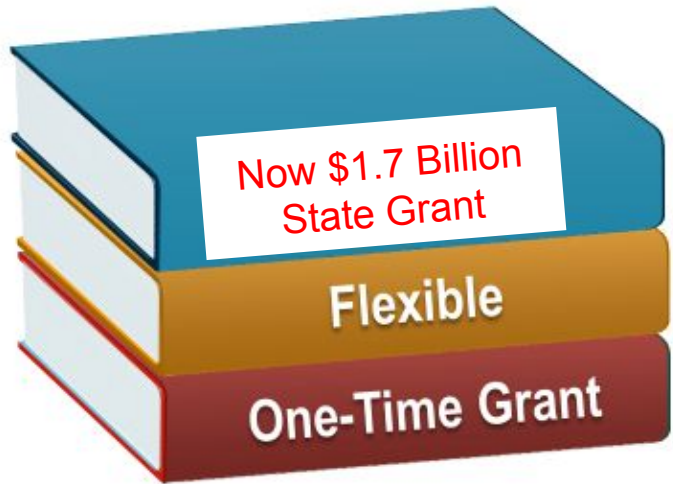
Superintendent's Report October 16, 2025

By:
Mark Evans, Associate Superintendent
Business Services

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Update Since June 2025 Budget Adoption

Student Support and Professional Development Discretionary Block Grant



- LEAs may use to address rising costs, although state priorities are highlighted
 - Professional Development for teachers on the English Language Arts and English Language Development Framework, Literacy Roadmap, and Mathematics Framework
 - Teacher recruitment and retention efforts
 - Career pathways and dual enrollment
- The allocation methodology is not yet specified

In June, these funds were not included in our budget.

Now they are.

OGSD will receive \$2.5 million in

ONE-TIME funds.

This is only for the 25/26 Budget.

2025-26 School District and Charter School LCFF

Grade Span	TK-3	4-6	7-8	9-12
2024-25 Base Grant per ADA	\$10,025	\$10,177	\$10,478	\$12,144
2.30% COLA	\$231	\$234	\$241	\$279
2025-26 Base Grant per ADA	\$10,256	\$10,411	\$10,719	\$12,423
GSA	\$1,067	–	–	\$323
2025-26 Adjusted Base Grant per ADA	\$11,323	\$10,411	\$10,719	\$12,746
20% Supplemental Grant per ADA ¹	\$2,265	\$2,082	\$2,144	\$2,549
65% Concentration Grant per ADA ²	\$3,312	\$3,045	\$3,135	\$3,728
TK Add-On per ADA (inclusive of COLA)	\$5,545 ³	–	–	–

We budgeted \$4,346 per TK ADA in June. The funds came in at \$5,545.
This generates **\$407,000** more for the TK 10:1 ratio requirement.

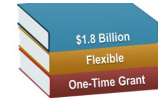
Where Our General Fund Revenues Come From

	Estimated Actuals 2024-25	Budget 2025-26	Updated Budget 2025-26
LCFF Sources	\$108,507,222	\$109,844,679	\$110,286,786
Federal	\$5,712,110	\$4,160,643	\$4,160,643
Other State	\$16,790,993	\$17,489,156	\$19,958,176
Other Local	\$13,423,160	\$10,001,300	\$10,001,300
Total	\$144,433,485	\$141,495,778	\$144,406,905



Includes increased
TK add-on for 10:1 ratios

Includes one-time funds
for 25/26 = \$2,469,020



Total Expenditures	\$162,546,120	\$152,699,148
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\$152,701,148

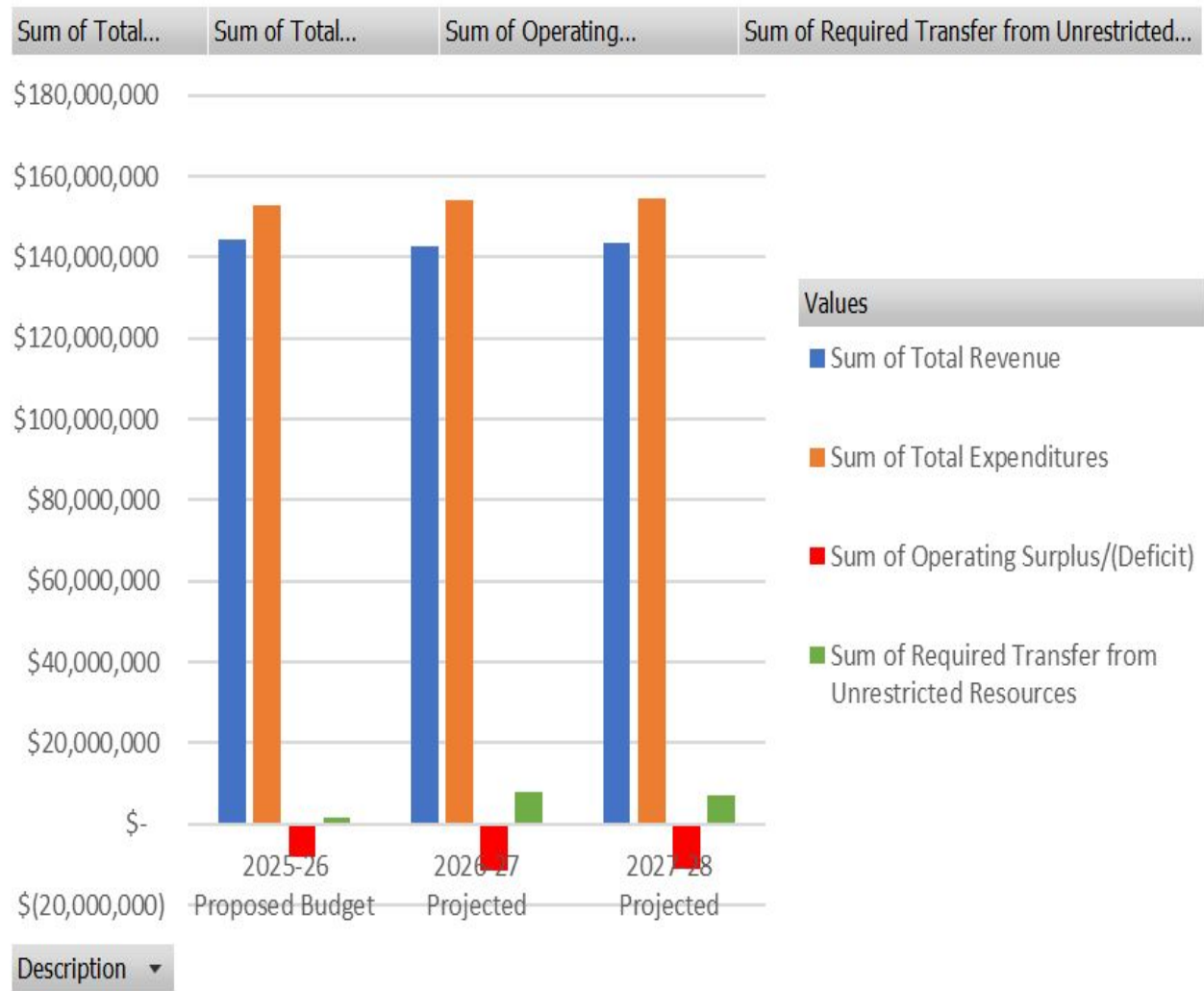


**OAK
GROVE**
SCHOOL DISTRICT

Multi-year Deficits with Updated Budget

Description	Total Revenue	Total Expenditures	Operating Surplus/(Deficit)	Required Transfers In
2025-26 Proposed Budget	\$ 144,406,905	\$ 152,701,148	\$ (8,294,243)	\$ 1,628,974
2026-27 Projected	\$ 142,768,452	\$ 154,224,373	\$ (11,455,921)	\$ 7,912,531
2027-28 Projected	\$ 143,582,024	\$ 154,595,677	\$ (11,013,653)	\$ 7,299,913

Multi-year Deficits with Updated Budget



Deficit Funding Plan

Reserves are *one-time* resources

All Fund 1 Reserves - Unaudited Actuals

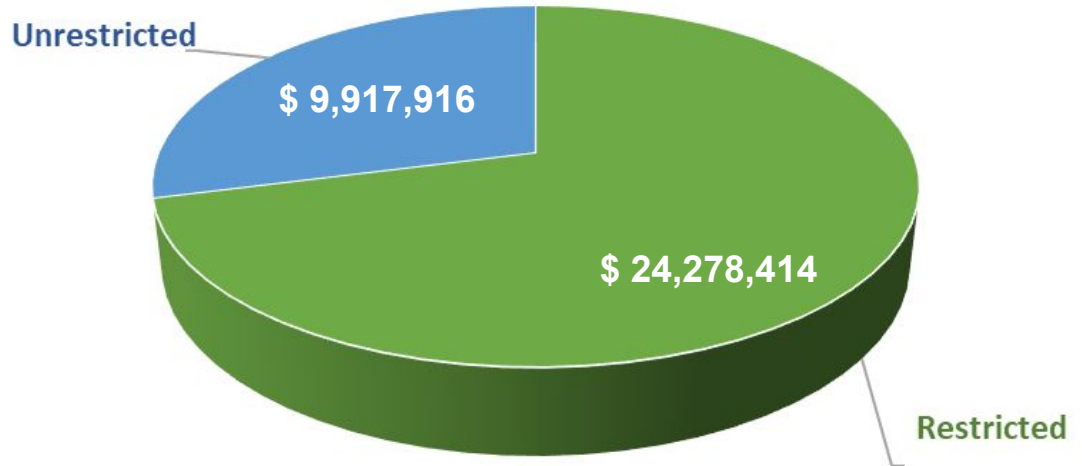
FUND 01 (GENERAL FUND)

TOTAL \$ 35,091,852
RESERVES:

Restricted \$ 24,278,414

Unrestricted \$ 9,917,916

All Gen. Fund Reserves Sept. 2025



Restricted Fund 1 Reserves - Unaudited Actuals

FUND 01 (GENERAL FUND)

TOTAL RESTRICTED: \$24,278,414

ELOP - Extended Learning \$ 6,000,000

State Designated Dollars* \$ 1,365,000
(Ed Effect., CNS, Mental Health,
Literacy Screenings)

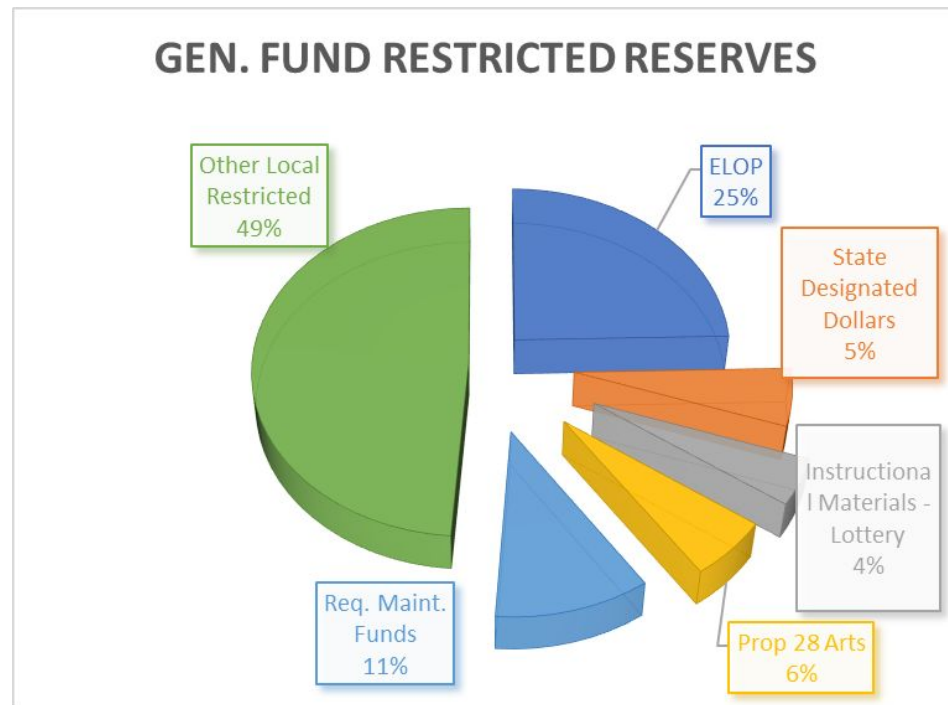
Instructional Materials - Lottery \$ 1,100,000

Prop 28 Arts - VAPA* \$ 1,400,000

Req. Maintenance. Funds \$ 2,600,000

Other Local Restricted* \$ 11,900,000
(Redev. Agency Funds - Facilities,
Sobrato Grant, Teacher Residency,
Science Camp, Donations, MediCal, etc.)

*Funds from these restricted sources may be used for salaries



Unrestricted Fund 1 Reserves - Unaudited Actuals

FUND 01 (GENERAL FUND)

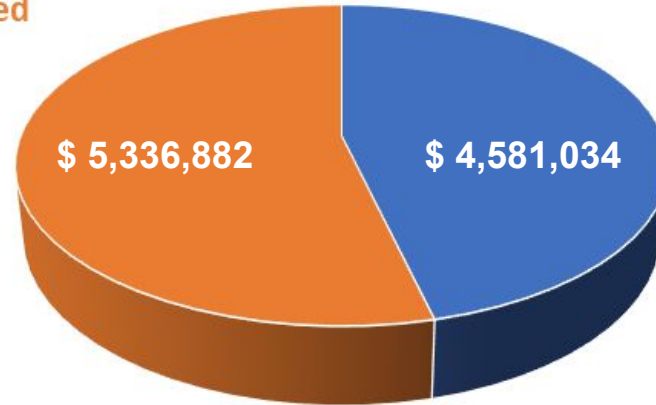
TOTAL \$ 9,917,916
UNRESTRICTED:

3% Required \$ 4,581,034
Reserve

Unassigned \$ 5,336,882
One-Time Money

Unrestricted Gen. Fund Reserves Sept. 2025

Unassigned



3% Required
Reserve

Fund 40 Capital Outlay Reserves - Unaudited Actuals

FUND 40 25/26 ONE-TIME Use Funds

TOTAL BALANCE: \$ 32,245,412

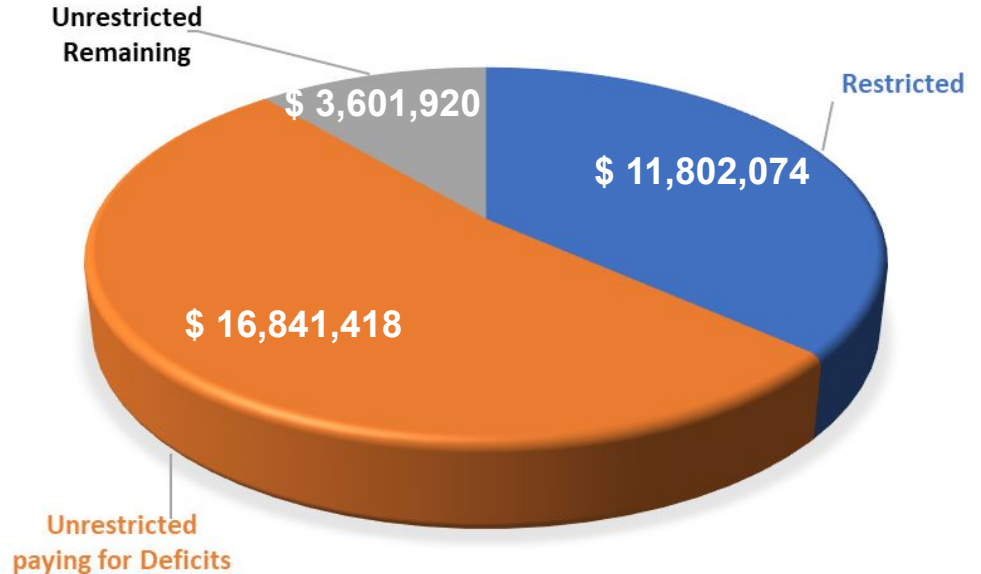
Restricted \$ 11,802,074

**Unrestricted Paying
for Deficits** \$ 16,841,418

Unrestricted Remaining	\$ 3,601,920
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**TOTAL of Orange
and Grey Sections** \$ 20,443,338

FUND 40 RESERVES UNAUDITED ACTUALS



Santa Clara County Office of Education (SCCOE) Directive

General Fund Revenues and Expenditures

	Estimated Actuals 2024-25	Budget 2025-26	Projected Budget 2026-27	Projected Budget 2027-28
Revenue	\$144,433,485	\$141,495,778	\$142,313,151	\$143,111,289
Expenditures	\$162,546,120	\$152,699,148	\$154,222,373	\$154,593,678
Difference	-\$18,112,635	-\$11,203,370	-\$11,909,222	\$11,482,389
Transfers from Special Reserve	\$3,158,622	\$ 4,505,314	\$7,912,531	\$7,299,913
Ending Fund Balance	\$30,181,790	\$23,483,734	\$19,487,043	\$15,304,567

**The Primary
Issue**

Deficit between
revenues and
expenditures.



“As a condition for approval of the First Interim Budget Report, supporting documentation of a **Board approved** Fiscal Stabilization Plan is required as part of the First Interim Submission.” SCCOE.

Budget Advisory Committee



Task at Hand

- SCCOE Directive
 - Deficit Spending
 - Balance Expenditures and Revenues by June 2028
 - Submit plan to address deficit spending at First Interim - December
- Needed Reductions to Deficit
 - \$3 million for 26/27
 - Additional \$2 million for 27/28

Budget Solutions: Revenues and Reductions

Recommendations

- Increase property leases
- Parcel Tax
- Improved attendance

Required Reductions

- Efficiencies
- Programs
- Services
- Positions
- Products