



Oak Grove School District

Successor Contract Negotiations Update

November 20, 2025: Volume 11

We **deeply appreciate our educators and district staff** for the committed work they do each day on behalf of our students. Our goal is to align ongoing compensation increases **with reliable, ongoing funding sources** while ensuring long-term fiscal stability.

We remain fully committed to this process—actively engaged, collaborative, and focused on **reaching a fair and sustainable agreement.**

Tentative Agreement Reached with the American Federation of State, County and Municipal Employees (AFSCME) Local 101

AFSCME Contract Negotiations Reached Update

OGSD **reached a Tentative Agreement** with our American Federation of State, County and Municipal Employees (AFSCME) Local 101 labor group on November 17, 2025.

OGSD and AFSCME **reached an agreement after two collaborative sessions**, and the details of the tentative agreement are outlined below:

Compensation Agreements in the settlement included:

- **An agreement on an overall compensation increase for 2025-26 of 4.75%**. The 4.75% compensation is broken down into the following:
 - An **ongoing increase to the salary schedule by 2.0%** for all AFSCME members, effective November 1, 2025
 - A **one-time, off-schedule bonus payment of 2.25%**
 - An **ongoing increase of .50% equivalent to \$75 a month, in the district's medical health benefits** contribution for any applicable plan, effective January 1, 2026.
- Other agreements included:
 - Increases to response time for employees on standby duty from 30 minutes to 45 minutes
 - **Increase to the stipend** for workers assigned to stand-by duty from \$250 to \$275
 - Including Delivery Specialists and Lead Delivery Specialists in the **annual \$250 safety shoe allowance**



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- **Annual contributions of \$125 for the purchase of non-slip safety shoes** for Food Service Worker I, II, and Food Service Coordinator

This tentative agreement shall be **effective from November 1, 2025, to October 31, 2028**, with the option to **request reopeners** for Article 5: Pay, Article 6: Health and Welfare Benefits, and a maximum of two other non-economic articles for the 2026-2027 and 2027-2028 school years.

Next steps will be for AFSCME to bring the tentative agreement to their members for ratification and for the Board of Trustees to take action to approve the tentative agreement.

CSEA Employee Compensation and Agreement Reached Update

- **All California School Employees Association (CSEA) employees have received the following** compensation-related payments based on the 2025-26 tentative agreement approved in August 2025.
 - **A 2.0% ongoing salary increase**
 - **A 2.0% retroactive salary payment to July 1, 2025**
 - **A 2.25% one-time, off-schedule bonus check**
- The District's **monthly health benefit contribution** will increase by **\$70 starting January 1, 2026**.
- **CSEA and OGSD plan to present sunshine re-opener articles at an upcoming board meeting this winter.** For the **2026–27 and 2027–28** school years, reopeners will cover **salary, health and welfare benefits, and two non-economic articles** selected by each party.

OGEA Ongoing Negotiations Update

The District and the Oak Grove Educators Association (OGEA) continue to negotiate toward a new three-year contract. The District and OGEA will work with a state-appointed mediator from the Public Employment Relations Board (PERB) on December 10, 2025, **to help reach a mutually agreed-upon settlement, possible.**




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Negotiations and Budget FAQs

We know our community has many questions about the District's budget and ongoing negotiations with our employee groups. To support transparency and clear communication, we've created an **FAQs resource** that answers the most common questions we've received recently.

The District website now also features a new **Budget Stabilization page** that includes helpful information and resources on the **District's budget**, the **Budget Advisory Committee**, and other key **fiscal updates**. You'll also find an **informational video** that provides an overview of the **District's current budget update**.

Our goal is to help families, staff, and community members stay informed about the process, priorities, and financial realities that guide our decisions.

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Frequently Asked Questions and Answers

Last Updated 11/8/2025

State of our OGSD Budget

Why is the OGSD budget constrained?

OGSD's funding is mainly based on student enrollment and daily attendance. Declining enrollment in recent years has reduced our available resources and placed increasing pressure on our budget. Funds in the District's reserves are predominantly restricted by law for one-time use and cannot be used for ongoing employee salaries.

Why is the District working on a Fiscal Stabilization Plan?

The Santa Clara County Office of Education (SCCOE) has formally directed OGSD to submit a Fiscal Stabilization Plan. In its [September letter](#), SCCOE warned that if the District does not reduce its deficit spending, we risk becoming fiscally insolvent by 2027-28, a situation that would compromise services, staffing, and core operations. We have a responsibility to our entire community to manage our limited resources prudently.

What is the Budget Advisory Committee and its main objectives?

The District has established a Budget Advisory Committee (BAC) to address our ongoing fiscal challenges and develop a plan that ensures long-term financial stability. The BAC, made up of parents, employee bargaining units, support staff, and management, is developing recommendations that will be presented to the Board of Trustees.

The BAC's objective is to identify reductions of approximately \$3 million for the 2026-27 school year and an additional \$2 million for the 2027-28 school year. This will impact programs, products, services, and positions.

[Click Here](#) for **OGSD Frequently Asked Questions (FAQs)**



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BUDGET STABILIZATION PLAN



Oak Grove School District is working to address ongoing budget challenges caused by declining student enrollment and rising costs. When fewer students are enrolled, the district receives less state funding, even though the cost to operate our schools remains largely the same. This has created a budget deficit, meaning expenses are currently higher than revenue. To ensure Oak Grove remains financially stable and continues to provide quality education for all students, the Santa Clara County Office of Education has directed the district to develop a Fiscal Stabilization Plan to balance the budget.

To meet this goal, the district formed a **Budget Advisory Committee (BAC)** that includes:

- Parents
- Staff
- Employee bargaining units
- Support staff
- Management

The BAC is reviewing the budget and developing recommendations to reduce spending by about \$5 million over the next two years—\$3 million in 2026–2027 and \$2 million in 2027–2028.

The district will present the plan for Board approval and submit it to the County Office by **December 15, 2025**. Community members are encouraged to stay informed by visiting this page for updates, meeting dates, and opportunities to participate in the process.

[Click Here: OGSD Budget Stabilization Plan Webpage](#)



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[Click Here:](#) OGSD Budget Update Informational Video
[Haga Clic Aquí:](#) Para Ver el Video con Subtítulos en Español

All [past negotiation updates](#) are posted on the district website.

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.