

March 26, 2026

To: The OABCIG Education Association
From: The OABCIG Community School District Board of Directors
Re: Tentative Agreement regarding the 2026-2027 OABCIG Master Contract

The OABCIG Community School District Board of Directors Proposes:

1. That Article 14: Base Wages in the Master Contract be amended as follows:

A. Base Wages

The salary schedule generator for the 2026-2027 contract year shall be within a range of a minimum of **\$48,000** (BA, Step 1) to a maximum of **\$52,996** (MA+30, Step 1).

This represents an increase of **\$500** (BA, Step 1) to **\$553** (MA+30, Step 1).

Staff placements on the salary schedule will also be advanced one step to account for an additional year of service where warranted and available steps remain.

2. That Article 7: Supplemental Pay in the Certified Employee Handbook be amended as follows:

A. Extra-Curricular Activities

1. Approved Activities

The Board and the Association agree that the extra-curricular activities listed in Schedule A are official school-sponsored activities covered by school insurance.

In addition the OABCIG Board of Directors proposes a **\$75.00** increase in the base wage amount for each current coach/sponsor position identified on Schedule A.

2. The District proposes to establish a committee consisting of district administration, OABCIG school board, and association membership to look into modifying Schedule A to create a system where current coach/sponsor compensation continues to be adjusted based on negotiated amounts to the current pay. For all NEW coaches/sponsors the District is proposing a system basing compensation on a percentage of base wages for the district negotiated annually.

3. The estimated total cost to the district for this proposal is **\$210,445** or an increase of **3.61%** in the cost to the district.
4. The anticipated 'new money' that the OABCIG Community School District anticipates receiving in Fiscal Year 2026-2027 is **\$72,452**.
5. District health insurance is increasing **9.9%** with an additional cost of **\$78,065**. The District is exploring a change in health insurance providers to control costs going forward.

Matt Alexander

District Lead Negotiator

DeeAnn L. Boger

DeeAnn L. Boger (Mar 27, 2026 10:44:14 CDT)

LEA Lead Negotiator