

WHAT'S ON THE TABLE FOR TEACHER COMPENSATION?

DISTRICT PROPOSAL

OUSD HAS PROPOSED A SALARY INCREASE OF:
10.5%

2014-15
3%

All in
JAN. 2015

2015-16
7.5%^{*}

3.5% in
JAN. 2016
4% in
JUNE 2016

2016-17
**REOPEN
NEGOTIATIONS**

THE DISTRICT'S 2015-16 INCREASE IS CONTINGENT ON RECEIVING AT LEAST THE AMOUNT OF FUNDING PROJECTED BY THE STATE.

If the funding were to be less than projected, teachers' salary increases would be reduced proportionately. For example, if the district got 90% of their projected funding from the state for the 2015-16 school year, *teachers would receive 90% of that year's salary increase (3.15% instead of 3.5%).*

YES, ADDITIONAL RAISES OF 3% HAVE BEEN PROPOSED. THESE RAISES ARE FOR:

- **Increasing Collaboration Time** (Starting 2015-16): 1.5% increase to pay teachers for 30 minutes of additional collaboration time each week. This is contingent upon state revenues being larger than projected.
- **Changing Health Benefits:** 1.5% increase if OEA agrees to changes in health benefit contributions.
- **Changes to Salary Schedule:** The District's proposal would allow (1) *all new teachers start on step two of the salary schedule* (starting 2015-16) and (2) *teachers at Intensive Support Schools to move two years along the salary schedule for every year served.*
- The District offer also includes a *one-time bonus of 0.7% of the 2014-15 salary.*

WHAT IS THE PROPOSED SALARY INCREASE?

HOW DOES THE INCREASE TAKE EFFECT OVER TIME?

^{*} see contingencies below

WHAT DO THESE INCREASES DEPEND ON? ("CONTINGENCIES")

HAVE ADDITIONAL RAISES BEEN PROPOSED? IF SO, FOR WHAT?

UNION PROPOSAL

OEA HAS PROPOSED A SALARY INCREASE OF:
18.11%

2014-15
5.81%

2.81% in
JULY 2014
3% in
JAN. 2015

2015-16
8%

4% in
JULY 2015
4% in
JAN. 2016

2016-17
4.3%^{*}
(PROJECTED)

THE UNION'S 2016-17 SALARY INCREASE WOULD MATCH THE DISTRICT'S PERCENTAGE STATE FUNDING INCREASE (LCFF).

This is currently estimated to be 4.3%, but it could be more or less. For example, if the district receives an *additional 6% funding from LCFF in 2016-17*, teachers would receive a *6% raise that year.*

YES, AN ADDITIONAL RAISE OF 1.65% HAS BEEN PROPOSED. THIS RAISE IS FOR:

- **Increasing Collaboration Time** (Starting 2015-16): 1.65% increase to pay teachers for 30 minutes of additional collaboration time each week. This is contingent upon state revenues being larger than projected.
- **Changes to Salary Schedule:** The Union's proposal would allow all new teachers start on step two of the salary schedule (starting 2015-16).

WHAT MAKES IT DIFFICULT TO COMPARE THESE OFFERS? WHY AREN'T JUST THE NUMBERS ENOUGH?

- OUSD and OEA have very different proposals for the 2016-17 school year. OUSD has asked to reopen negotiations, while OEA has offered a variable salary increase. We don't know what will happen with the renegotiation or with LCFF funding during that year.
- While the OUSD and OEA proposals may look similar for the 2014-15 and 2015-16 school years, there are key differences between the dates that these raises take effect. The dates that raises become effective have a major impact on teacher pay for those individual school years.
- The contingencies in the OUSD 2015-16 increase and the OEA 2016-17 increase make summarizing these offers difficult. Contingencies are dependent on the state economy and budgeting process, which are unpredictable. For this reason, any summary might over- or underestimate at least one of the offers.

The Oakland Education Association (OEA) and Oakland Unified Schools District (OUSD) are currently negotiating a three-year contract for 2015-17. For more information, please visit Great Oakland Public Schools Leadership Center, www.goleadershipcenter.org.

Information gathered from OUSD January 28 Bargaining Update <http://www.ousd.k12.ca.us/Page/12391> and OEA February 10th Package Proposal <https://sites.google.com/a/oaklandea.org/oea/bargaining>.

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**VERSION 2 -
UPDATED 2/25/15**