

2016-2017 Additional Compensation

- A. The on-going increase to OEA members for the 2016-17 school year shall be calculated as follows:
 - i. Subtract the 2015-16 on-going unrestricted funds projected by the then current LCFF calculator provided by the Fiscal Crisis and Management Assistance Team (FCMAT) as of May 1, 2016 from the 2016-17 on-going unrestricted LCFF funds provided as per the State Budget passed into law and signed by the Governor for the 2016-17 school year.
 - ii. Subtract from the amount in (i) above the dollar amount of increases to the Health and Welfare Fund as set forth in Health Benefit Governance Board provisions. This shall be referred to as the “2016-17 Increase.”
 - iii. 30% of the first \$5 million of the 2016-17 increase shall be dedicated to the OEA bargaining unit as an increase to all rates and schedules.
 - iv. 42% of the next \$4 million of the 2016-17 increase shall be dedicated to the OEA bargaining unit as an increase to all rates and schedules.
 - v. 48% of the next \$5 million of the 2016-17 increase shall be dedicated to the OEA bargaining unit as an increase to all rates and schedules.
 - vi. 39% of any additional amounts of the 2016-17 increase shall be dedicated to the OEA bargaining unit as an increase to all rates and schedules.
 - vii. The calculation shall be made as follows:

Example 1: Total Revenue Meets Projected Revenue for Salary Increases (The numbers used in this example are for illustrative purposes only)

Budget Act for 2016-17: \$345,370,623
 2015-16 Third Interim projection for 2015-16: -\$330,370,623
 Difference: \$15,000,000
 Cost of additional contribution to District Health Benefits: -\$1,000,000
 Net remaining increase: **\$14,000,000**

On-going Unrestricted Funds	Amount	Percentage of amount to OEA	Total to OEA
1 st Tier Increase	\$5,000,000 x	30%	\$1,500,000
2 nd Tier Increase	\$4,000,000 x	42%	\$1,680,000
3 rd Tier Increase	\$5,000,000 x	48%	\$2,400,000
Total Projected	\$14,000,000 x	39.9%	\$5,580,000

The amount generated by this calculation shall be divided by the cost of 1% salary and statutory benefits for all OEA members to produce the amount of an on-going salary increase.

Funds for on-going salary increase:	<u>\$5,580,000</u>
Cost of 1% for all OEA members:	\$1,500,000
On-going salary schedule increase for all OEA members:	<u>3.72%</u>

90% of this increase shall become effective July 1, 2016 in order to assure that the expected funding is realized.

Example: 3.72% x 90% = 3.35%

The balance of the 2016-17 salary schedule increase or portion thereof, if any, shall be determined through the following calculation:

- i. Subtract the 2015-16 on-going unrestricted funds projected by the then current LCFF calculator provided by the Fiscal Crisis and Management Assistance Team (FCMAT) as of May 1, 2016 from the 2016-17 first interim report of the on-going unrestricted LCFF funds on or before December 15, 2016.
- ii. Subtract from the amount in (i) above the dollar amount of increases to the Health and Welfare Fund as set forth in the Health Benefit Governance Board provisions. This shall be referred to as the "2016-17 Adjusted Increase."
- iii. Calculating the Adjusted Increase:
 - a. 30% of the first \$5 million of the 2016-17 increase shall be dedicated to the OEA bargaining unit as an increase to all rates and schedules.
 - b. 42% of the next \$4 million of the 2016-17 increase shall be dedicated to the OEA bargaining unit as an increase to all rates and schedules.
 - c. 48% of the next \$5 million of the 2016-17 increase shall be dedicated to the OEA bargaining unit as an increase to all rates and schedules.
 - d. 39% of any additional amounts of the 2016-17 increase shall be dedicated to the OEA bargaining unit as an increase to all rates and schedules.
- iv. Subtract from the result of (iii) above, the 90% payment made in Step A.
- v. Divide the result of (iv) above by the cost of 1%.
- vi. The salary increase resulting from this calculation shall be applied to all rates and schedules effective January 1, 2017.

Example 2: More revenue than anticipated (The numbers used in this example are for illustrative purposes only)

Increase in on-going unrestricted funds at the 2016-17 first interim: **\$16,000,000**
 Less increases health benefits contribution: **-\$1,000,000**
 Net Increase for use towards salaries: **\$15,000,000**

On-going Unrestricted Funds	Amount	Percentage of amount to OEA	Total to OEA
1 st Tier Increase	\$5,000,000 x	30%	\$1,500,000
2 nd Tier Increase	\$4,000,000 x	42%	\$1,680,000
3 rd Tier Increase	\$5,000,000 x	48%	\$2,400,000
4 th Tier Increase	\$1,000,000	39%	\$390,000
Total Projected	\$15,000,000 x	39.8%	\$5,970,000

Funds for on-going salary increase: **\$5,970,000**
 Cost of 1% for all OEA members: **\$1,500,000**
 On-going salary schedule increase for all OEA members: **3.98%**

On-going salary schedule paid to OEA members in July 1, 2016: **3.35%**
 On-going salary schedule paid to OEA members in January 1, 2017: **.63%**
 Total amount of ongoing salary increase to OEA: **3.98%**

Example 3: \$1 Million Less Revenue is Received than Projected (The numbers used in this example are for illustrative purposes only)

Increase in on-going unrestricted funds at the 2016-17 first interim: **\$14,000,000**
 Less increases health benefits contribution: **-\$1,000,000**
 Net Increase for use towards salaries: **\$13,000,000**

On-going Unrestricted Funds	Amount	Percentage of amount to OEA	Total to OEA
1 st Tier Increase	\$5,000,000 x	30%	\$1,500,000
2 nd Tier Increase	\$4,000,000 x	42%	\$1,680,000
3 rd Tier Increase	\$4,000,000 x	48%	\$1,920,000
4 th Tier Increase	\$0	39%	0
Total Projected	\$13,000,000 x	39.8%	\$5,100,000

Funds for on-going salary increase: \$5,100,000
Cost of 1% for all OEA members: \$1,500,000
On-going salary schedule increase for all OEA members: 3.4%

On-going salary schedule paid to OEA members in July 1, 2016: 3.35%
On-going salary schedule paid to OEA members in January 1, 2017: .05%
Total amount of ongoing salary increase to OEA: 3.40%

In addition, 30% of any unrestricted one-time funds will be provided to OEA members as a one-time payment using the same calculation as above and be paid effective January 1, 2017, provided however, the District shall receive for 2016-2017 \$5,000,000 in on-going and/or one-time unrestricted funds net of any payments associated with Section A above prior to any one-time funds being allocated to OEA.

24.2 General Provisions for Placement on Teachers Salary Schedule

24.2.1 Registration of Credentials

24.2.1.1 The Education Code provides that no person shall be paid for services in a position requiring certification qualifications until the credential has been registered with the County Superintendent of Schools.

24.2.1.2 It is required that certificated unit members shall have on file in the Human Resources Services and Support copies of the credentials authorizing the services, subjects or grades they are teaching. The County Superintendent of Schools issues copies upon the receipt of the unit member's credential in that office.

24.2.2 Salary warrants shall be issued on the last working day of each month, as specified in Education Code section 45048.

24.2.3 All unit members will be paid in accordance with the appropriate salary found in the Appendices. (See Appendix 1.) Effective July 1, 2015, all Adult Education unit members will be paid in accordance with the "Salary Schedule Adult Contract Teachers" schedule. (See Appendix 1.4)