

ARTICLE 24 – COMPENSATION

GUARANTEED RAISE

OEA members will receive an 8% raise by January 2016. That raise is broken down as follows:

- 2% effective July 1, 2014
- 1% effective February 1, 2015
- 2.5% effective June 30, 2015
- 2.5% effective January 1, 2016*



VARIABLE RAISE

OEA members will receive additional raises as follows:

	2014-15	2015-16	2015-16	2016-17
Type of raise?	One-time payment (“bonus”)	Ongoing Raise (<i>CURRENT ESTIMATE: 3.88%</i>)**	One-time payment (“bonus”)	Ongoing Raise
How is this raise determined?	Members receive a percentage of any unrestricted LCFF funding received for the 2014-15 school year above what the district was projected to receive in May 2015 (\$296,316,598).	Members receive a percentage of any unrestricted LCFF funding received for the 2015-16 school year above what the district was projected to receive in May 2015 (\$320,370,623).	Members receive a percentage of any one-time funding received for the 2015-16 school year above what the district was projected to receive in May 2015.	Members receive a percentage of the overall increase in unrestricted LCFF funding from 2015-16 to 2016-17 school year.
What percent of that money do OEA members receive?	OEA members receive 33% of that surplus as a one-time payment.	OEA members receive 39% of the surplus as a yearly, ongoing raise.	OEA members receive 39% of the surplus as a one-time payment.	Of the increase from 2015-16 to 2016-17, OEA members receive the following as an ongoing raise: <ul style="list-style-type: none"> • 30% of the first \$5 million • 42% of the next \$4 million • 48% of the next \$5 million • 39% of any remaining increase. <p>*Before this calculation is performed, money is deducted for increases in health and benefits costs.</p>
When is this money distributed?	This one-time payment must be distributed before October 31, 2015.	Based on projections at the beginning of the school year, 90% of the initial raise will be granted on July 1, 2015. This is to ensure that “expected funding is realized”. The remaining 10% goes into effect on January 1, 2016.	This one-time payment must be distributed before October 31, 2016.	Based on projections at the beginning of the school year, 90% of the initial raise will be granted on July 1, 2016. This is to ensure that “expected funding is realized”. The remaining 10% goes into effect on January 1, 2017.

*Part of the 1/1/16 increase is tied to 30 minutes of additional collaboration time for teachers.

**For details on current estimates, please see: <http://www.goleadershipcenter.org/SalaryEstimates.pdf>