

Cost of Proposed OEA Salary Increase by Step and Column

Proposed salary increase would cost \$19.5M annually.

Methodology: This table was assembled using publicly available information from the California Dept. of Education (current step-and-column salaries and FTE) and the Oakland Education Association (proposed step-and-column salaries). To find the total cost of the proposal, we gathered the total current cost of each step-and-column pair (FTE * Current Salary) and the total cost of each step-and-column pair under the proposed salary schedule (FTE * Proposed Salary). We then subtracted the proposed totals from the current totals at each step-and-column level to gather each level's additional cost. When totaled, these additional costs provide the total additional cost of the proposal.

Column	Step	FTE	Current Schedule		Proposed Schedule		Additional Cost
			Salary	Total Cost	Salary	Total Cost	
1	1	122.1	\$46,411.00	\$5,666,783.00	\$47,445.21	\$5,793,060.14	\$126,277.14
1	2	73	\$47,149.00	\$3,441,877.00	\$49,461.92	\$3,610,720.16	\$168,843.16
1	3	49	\$47,912.00	\$2,347,688.00	\$51,316.74	\$2,514,520.26	\$166,832.26
1	4	21	\$49,702.00	\$1,043,742.00	\$53,241.12	\$1,118,063.52	\$74,321.52
1	5	16.6	\$51,478.00	\$854,535.00	\$55,237.66	\$916,945.16	\$62,410.16
1	6	13.2	\$53,255.00	\$702,966.00	\$57,309.07	\$756,479.72	\$53,513.72
1	7	15	\$55,032.00	\$825,480.00	\$59,458.16	\$891,872.40	\$66,392.40
1	8	10	\$56,859.00	\$568,590.00	\$61,687.84	\$616,878.40	\$48,288.40
1	9	12	\$58,573.00	\$702,876.00	\$64,001.14	\$768,013.68	\$65,137.68
1	10	7.8	\$60,363.00	\$470,831.00	\$66,401.18	\$517,929.20	\$47,098.20
1	11	8.4	\$62,127.00	\$521,867.00	\$68,891.22	\$578,686.25	\$56,819.25
1	12	1	\$63,904.00	\$63,904.00	\$71,474.64	\$71,474.64	\$7,570.64
1	13	6.2	\$63,904.00	\$396,205.00	\$71,474.64	\$443,142.77	\$46,937.77
1	14	1	\$63,904.00	\$63,904.00	\$71,474.64	\$71,474.64	\$7,570.64
1	15	2	\$63,904.00	\$127,808.00	\$71,474.64	\$142,949.28	\$15,141.28
1	18	2	\$63,904.00	\$127,808.00	\$71,474.64	\$142,949.28	\$15,141.28
1	20	2	\$63,904.00	\$127,808.00	\$71,474.64	\$142,949.28	\$15,141.28
1	21	2	\$65,668.00	\$131,336.00	\$71,474.64	\$142,949.28	\$11,613.28
1	22	1	\$65,668.00	\$65,668.00	\$71,474.64	\$71,474.64	\$5,806.64
1	23	2	\$65,668.00	\$131,336.00	\$71,474.64	\$142,949.28	\$11,613.28
1	25	1	\$65,668.00	\$65,668.00	\$71,474.64	\$71,474.64	\$5,806.64
2	1	45	\$46,786.00	\$2,105,370.00	\$49,224.40	\$2,215,098.00	\$109,728.00
2	2	41.8	\$47,537.00	\$1,987,047.00	\$51,316.74	\$2,145,039.73	\$157,992.73
2	3	52.8	\$48,813.00	\$2,577,326.00	\$53,241.12	\$2,811,131.14	\$233,805.14
2	4	27	\$50,603.00	\$1,366,281.00	\$55,237.66	\$1,491,416.82	\$125,135.82
2	5	27	\$52,367.00	\$1,413,909.00	\$57,309.07	\$1,547,344.89	\$133,435.89
2	6	11	\$54,144.00	\$595,584.00	\$59,458.16	\$654,039.76	\$58,455.76
2	7	13.8	\$55,921.00	\$771,710.00	\$61,687.84	\$851,292.19	\$79,582.19
2	8	9.8	\$57,697.00	\$565,431.00	\$64,001.14	\$627,211.17	\$61,780.17
2	9	11	\$59,462.00	\$654,082.00	\$66,401.18	\$730,412.98	\$76,330.98
2	10	14	\$61,239.00	\$857,346.00	\$68,891.22	\$964,477.08	\$107,131.08
2	11	10.8	\$63,015.00	\$680,562.00	\$71,474.64	\$771,926.11	\$91,364.11
2	12	6.8	\$64,780.00	\$440,504.00	\$74,154.94	\$504,253.59	\$63,749.59
2	13	8.8	\$64,780.00	\$570,064.00	\$74,154.94	\$652,563.47	\$82,499.47
2	14	2	\$64,780.00	\$129,560.00	\$74,154.94	\$148,309.88	\$18,749.88
2	15	3	\$64,780.00	\$194,340.00	\$74,154.94	\$222,464.82	\$28,124.82
2	16	3	\$64,780.00	\$194,340.00	\$74,154.94	\$222,464.82	\$28,124.82
2	17	4	\$64,780.00	\$259,120.00	\$74,154.94	\$296,619.76	\$37,499.76
2	18	2	\$64,780.00	\$129,560.00	\$74,154.94	\$148,309.88	\$18,749.88

Column	Step	FTE	Current Schedule		Proposed Schedule		Additional Cost	
			Salary	Total Cost	Salary	Total Cost		
	2	20	7	\$64,780.00	\$453,460.00	\$74,154.94	\$519,084.58	\$65,624.58
	2	22	1	\$66,569.00	\$66,569.00	\$74,154.94	\$74,154.94	\$7,585.94
	2	24	1	\$66,569.00	\$66,569.00	\$74,154.94	\$74,154.94	\$7,585.94
	3	1	19	\$47,149.00	\$895,831.00	\$51,070.32	\$970,336.08	\$74,505.08
	3	2	24	\$47,912.00	\$1,149,888.00	\$53,241.12	\$1,277,786.88	\$127,898.88
	3	3	31	\$49,702.00	\$1,540,762.00	\$55,237.66	\$1,712,367.46	\$171,605.46
	3	4	18.3	\$51,478.00	\$942,047.00	\$57,309.07	\$1,048,755.98	\$106,708.98
	3	5	27.9	\$53,255.00	\$1,485,814.00	\$59,458.16	\$1,658,882.66	\$173,068.66
	3	6	19.5	\$55,032.00	\$1,073,124.00	\$61,687.84	\$1,202,912.88	\$129,788.88
	3	7	11.5	\$56,809.00	\$653,304.00	\$64,001.14	\$736,013.11	\$82,709.11
	3	8	8.5	\$58,573.00	\$497,870.00	\$66,401.18	\$564,410.03	\$66,540.03
	3	9	14	\$60,363.00	\$845,082.00	\$68,891.22	\$964,477.08	\$119,395.08
	3	10	16.5	\$62,127.00	\$1,025,096.00	\$71,474.64	\$1,179,331.56	\$154,235.56
	3	11	11	\$63,904.00	\$702,944.00	\$74,154.94	\$815,704.34	\$112,760.34
	3	12	6	\$65,668.00	\$394,008.00	\$76,935.75	\$461,614.50	\$67,606.50
	3	13	12.1	\$65,668.00	\$794,583.00	\$79,820.84	\$965,832.16	\$171,249.16
	3	14	11.5	\$65,668.00	\$755,182.00	\$82,814.12	\$952,362.38	\$197,180.38
	3	15	6	\$65,668.00	\$394,008.00	\$85,919.65	\$515,517.90	\$121,509.90
	3	16	3	\$65,668.00	\$197,004.00	\$85,919.65	\$257,758.95	\$60,754.95
	3	17	6.8	\$65,668.00	\$446,542.00	\$85,919.65	\$584,253.62	\$137,711.62
	3	18	3	\$65,668.00	\$197,004.00	\$85,919.65	\$257,758.95	\$60,754.95
	3	19	2	\$65,668.00	\$131,336.00	\$85,919.65	\$171,839.30	\$40,503.30
	3	20	6	\$65,668.00	\$394,008.00	\$85,919.65	\$515,517.90	\$121,509.90
	3	21	6	\$67,458.00	\$404,748.00	\$89,141.64	\$534,849.84	\$130,101.84
	3	22	3	\$67,458.00	\$202,374.00	\$89,141.64	\$267,424.92	\$65,050.92
	3	23	1	\$67,458.00	\$67,458.00	\$89,141.64	\$89,141.64	\$21,683.64
	3	24	2	\$67,458.00	\$134,916.00	\$89,141.64	\$178,283.28	\$43,367.28
	3	25	4	\$67,458.00	\$269,832.00	\$89,141.64	\$356,566.56	\$86,734.56
	3	26	2	\$69,222.00	\$138,444.00	\$92,484.45	\$184,968.90	\$46,524.90
	3	27	2	\$69,222.00	\$138,444.00	\$92,484.45	\$184,968.90	\$46,524.90
	3	28	3	\$69,222.00	\$207,666.00	\$92,484.45	\$277,453.35	\$69,787.35
	3	29	3	\$69,222.00	\$207,666.00	\$92,484.45	\$277,453.35	\$69,787.35
	3	30	2	\$69,222.00	\$138,444.00	\$92,484.45	\$184,968.90	\$46,524.90
	3	31	6	\$69,222.00	\$415,332.00	\$92,484.45	\$554,906.70	\$139,574.70
	4	1	5.9	\$47,912.00	\$282,681.00	\$52,985.46	\$312,614.21	\$29,933.21
	4	2	11.5	\$49,702.00	\$571,573.00	\$55,237.66	\$635,233.09	\$63,660.09
	4	3	21	\$51,478.00	\$1,081,038.00	\$57,309.07	\$1,203,490.47	\$122,452.47
	4	4	16	\$53,255.00	\$852,080.00	\$59,458.16	\$951,330.56	\$99,250.56
	4	5	12.8	\$55,032.00	\$704,410.00	\$61,687.84	\$789,604.35	\$85,194.35
	4	6	15	\$56,809.00	\$852,135.00	\$64,001.14	\$960,017.10	\$107,882.10
	4	7	11.7	\$58,573.00	\$685,304.00	\$66,401.18	\$776,893.81	\$91,589.81
	4	8	13.7	\$60,363.00	\$826,973.00	\$68,891.22	\$943,809.71	\$116,836.71
	4	9	15	\$62,127.00	\$931,905.00	\$71,474.64	\$1,072,119.60	\$140,214.60
	4	10	16.5	\$63,904.00	\$1,054,416.00	\$74,154.94	\$1,223,556.51	\$169,140.51
	4	11	14	\$65,668.00	\$919,352.00	\$76,935.75	\$1,077,100.50	\$157,748.50
	4	12	9	\$67,458.00	\$607,122.00	\$79,820.84	\$718,387.56	\$111,265.56
	4	13	14	\$69,222.00	\$969,108.00	\$82,814.12	\$1,159,397.68	\$190,289.68
	4	14	10	\$69,222.00	\$692,220.00	\$85,919.65	\$859,196.50	\$166,976.50
	4	15	5	\$69,222.00	\$346,110.00	\$89,141.64	\$445,708.20	\$99,598.20

Column	Step	FTE	Current Schedule		Proposed Schedule		Additional Cost
			Salary	Total Cost	Salary	Total Cost	
4	16	3	\$69,222.00	\$207,666.00	\$89,141.64	\$267,424.92	\$59,758.92
4	17	4.4	\$69,222.00	\$304,577.00	\$89,141.64	\$392,223.22	\$87,646.22
4	18	6.6	\$69,222.00	\$456,865.00	\$89,141.64	\$588,334.82	\$131,469.82
4	19	4	\$69,222.00	\$276,888.00	\$89,141.64	\$356,566.56	\$79,678.56
4	20	5	\$69,222.00	\$346,110.00	\$89,141.64	\$445,708.20	\$99,598.20
4	21	4	\$70,999.00	\$283,996.00	\$92,484.45	\$369,937.80	\$85,941.80
4	22	5	\$70,999.00	\$354,995.00	\$92,484.45	\$462,422.25	\$107,427.25
4	23	2	\$70,999.00	\$141,998.00	\$92,484.45	\$184,968.90	\$42,970.90
4	25	3	\$70,999.00	\$212,997.00	\$92,484.45	\$277,453.35	\$64,456.35
4	26	1	\$72,788.00	\$72,788.00	\$95,952.62	\$95,952.62	\$23,164.62
4	30	1.6	\$72,788.00	\$116,461.00	\$95,952.62	\$153,524.19	\$37,063.19
4	31	6	\$72,788.00	\$436,728.00	\$95,952.62	\$575,715.72	\$138,987.72
5	1	6	\$49,702.00	\$298,212.00	\$54,972.41	\$329,834.46	\$31,622.46
5	2	8	\$51,478.00	\$411,824.00	\$57,309.07	\$458,472.56	\$46,648.56
5	3	16	\$53,255.00	\$852,080.00	\$59,458.16	\$951,330.56	\$99,250.56
5	4	12	\$55,032.00	\$660,384.00	\$61,687.84	\$740,254.08	\$79,870.08
5	5	9	\$56,809.00	\$511,281.00	\$64,001.14	\$576,010.26	\$64,729.26
5	6	9	\$58,573.00	\$527,157.00	\$66,401.18	\$597,610.62	\$70,453.62
5	7	6	\$60,363.00	\$362,178.00	\$68,891.22	\$413,347.32	\$51,169.32
5	8	7.4	\$62,127.00	\$459,740.00	\$71,474.64	\$528,912.34	\$69,172.34
5	9	7	\$63,904.00	\$447,328.00	\$74,154.94	\$519,084.58	\$71,756.58
5	10	6	\$65,668.00	\$394,008.00	\$76,935.75	\$461,614.50	\$67,606.50
5	11	6	\$67,458.00	\$404,748.00	\$79,820.84	\$478,925.04	\$74,177.04
5	12	7.6	\$69,222.00	\$526,087.00	\$82,814.12	\$629,387.31	\$103,300.31
5	13	9.4	\$70,999.00	\$667,391.00	\$85,919.65	\$807,644.71	\$140,253.71
5	14	4.8	\$72,788.00	\$349,382.00	\$89,141.64	\$427,879.87	\$78,497.87
5	15	5	\$72,788.00	\$363,940.00	\$92,484.45	\$462,422.25	\$98,482.25
5	16	3	\$72,788.00	\$218,364.00	\$92,484.45	\$277,453.35	\$59,089.35
5	17	4.4	\$72,788.00	\$320,267.00	\$92,484.45	\$406,931.58	\$86,664.58
5	18	6.6	\$72,788.00	\$480,401.00	\$92,484.45	\$610,397.37	\$129,996.37
5	19	4	\$72,788.00	\$291,152.00	\$92,484.45	\$369,937.80	\$78,785.80
5	20	5	\$72,788.00	\$363,940.00	\$92,484.45	\$462,422.25	\$98,482.25
5	21	2	\$74,552.00	\$149,104.00	\$95,952.62	\$191,905.24	\$42,801.24
5	22	1	\$74,552.00	\$74,552.00	\$95,952.62	\$95,952.62	\$21,400.62
5	23	1	\$74,552.00	\$74,552.00	\$95,952.62	\$95,952.62	\$21,400.62
5	24	3	\$74,552.00	\$223,656.00	\$95,952.62	\$287,857.86	\$64,201.86
5	25	2	\$74,552.00	\$149,104.00	\$95,952.62	\$191,905.24	\$42,801.24
5	26	2	\$76,329.00	\$152,658.00	\$99,550.84	\$199,101.68	\$46,443.68
5	28	2	\$76,329.00	\$152,658.00	\$99,550.84	\$199,101.68	\$46,443.68
5	29	1	\$76,329.00	\$76,329.00	\$99,550.84	\$99,550.84	\$23,221.84
5	30	1	\$76,329.00	\$76,329.00	\$99,550.84	\$99,550.84	\$23,221.84
5	31	9	\$76,329.00	\$686,961.00	\$99,550.84	\$895,957.56	\$208,996.56
6	1	9	\$55,032.00	\$495,288.00	\$57,171.31	\$514,541.79	\$19,253.79
6	2	13	\$56,809.00	\$738,517.00	\$59,458.16	\$772,956.08	\$34,439.08
6	3	16	\$58,573.00	\$937,168.00	\$61,687.84	\$987,005.44	\$49,837.44
6	4	11	\$60,363.00	\$663,993.00	\$64,001.14	\$704,012.54	\$40,019.54
6	5	17.8	\$62,127.00	\$1,105,861.00	\$66,401.18	\$1,181,941.00	\$76,080.00
6	6	12	\$63,904.00	\$766,848.00	\$68,891.22	\$826,694.64	\$59,846.64
6	7	16	\$65,668.00	\$1,050,688.00	\$71,474.64	\$1,143,594.24	\$92,906.24

Column	Step	FTE	Current Schedule		Proposed Schedule		Additional Cost
			Salary	Total Cost	Salary	Total Cost	
6	8	23	\$67,458.00	\$1,551,534.00	\$74,154.94	\$1,705,563.62	\$154,029.62
6	9	18.5	\$69,222.00	\$1,280,607.00	\$76,935.75	\$1,423,311.38	\$142,704.38
6	10	27.5	\$70,999.00	\$1,952,472.00	\$79,820.84	\$2,195,073.10	\$242,601.10
6	11	30.6	\$72,788.00	\$2,227,313.00	\$82,814.12	\$2,534,112.07	\$306,799.07
6	12	31.5	\$74,552.00	\$2,348,388.00	\$85,919.65	\$2,706,468.98	\$358,080.98
6	13	30	\$76,329.00	\$2,289,870.00	\$89,141.64	\$2,674,249.20	\$384,379.20
6	14	21.5	\$78,106.00	\$1,679,279.00	\$92,484.45	\$1,988,415.68	\$309,136.68
6	15	21	\$79,883.00	\$1,677,543.00	\$95,952.62	\$2,015,005.02	\$337,462.02
6	16	15	\$79,883.00	\$1,198,245.00	\$95,952.62	\$1,439,289.30	\$241,044.30
6	17	22.8	\$79,883.00	\$1,821,332.00	\$95,952.62	\$2,187,719.74	\$366,387.74
6	18	24.4	\$79,883.00	\$1,949,145.00	\$95,952.62	\$2,341,243.93	\$392,098.93
6	19	24	\$79,883.00	\$1,917,192.00	\$95,952.62	\$2,302,862.88	\$385,670.88
6	20	33	\$79,883.00	\$2,636,139.00	\$95,952.62	\$3,166,436.46	\$530,297.46
6	21	22.6	\$81,647.00	\$1,845,222.00	\$99,550.84	\$2,249,848.98	\$404,626.98
6	22	13.9	\$81,647.00	\$1,134,893.00	\$95,952.62	\$1,333,741.42	\$198,848.42
6	23	18	\$81,647.00	\$1,469,646.00	\$95,952.62	\$1,727,147.16	\$257,501.16
6	24	20	\$81,647.00	\$1,632,940.00	\$95,952.62	\$1,919,052.40	\$286,112.40
6	25	16	\$81,647.00	\$1,306,352.00	\$95,952.62	\$1,535,241.92	\$228,889.92
6	26	22.7	\$83,437.00	\$1,894,020.00	\$103,284.00	\$2,344,546.80	\$450,526.80
6	27	11.8	\$83,437.00	\$984,557.00	\$103,284.00	\$1,218,751.20	\$234,194.20
6	28	21	\$83,437.00	\$1,752,177.00	\$103,284.00	\$2,168,964.00	\$416,787.00
6	29	10	\$83,437.00	\$834,370.00	\$103,284.00	\$1,032,840.00	\$198,470.00
6	30	7.8	\$83,437.00	\$650,809.00	\$103,284.00	\$805,615.20	\$154,806.20
6	31	80.8	\$83,437.00	\$6,741,710.00	\$103,284.00	\$8,345,347.20	\$1,603,637.20
TOTAL:							\$19,543,586.00

Sources: California Dept. of Education, 2016-17 Certificated Salaries and Benefits (J-90);
Oakland Education Association Salary Schedule Proposal
(<http://files.constantcontact.com/3cb1c19b001/69a48e28-f8bc-4013-883e-f5a1f7a09a90.pdf>)

Notes: Step-column pairs with 0 FTE omitted.