



# OAKLAND EDUCATION ASSOCIATION

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October 17, 2016

Dear OUSD School Board Directors,

As those elected to set the priorities within OUSD, we ask for you to provide a solution to the dispute which has arisen regarding the amount of the salary schedule increase due Oakland Education Members during the 2016-17 school year.

The agreement specifies the documents to be used and the times when the increases are to be calculated and applied. Based on those documents, both parties agreed on September 16, 2016 that an increase of 3.75% should be applied to all rates and schedules of OEA members effective July 1, 2016. This represented 90% of the amount generated by the salary formula to which the parties had previously agreed. The reason for "holding back" 10% of the projected increase was to "assure that the expected funding is realized." No other provision for altering the amount of the increase is provided. There was also agreement that a one-time off-schedule payment of 1.63% would be made as well.

On September 27, Oakland Unified announced that, due to unmet projections in student enrollment, a revision of the negotiated salary increases for OEA and other OUSD union members would be imposed:

- 3.07% (vs. the promised **3.75%**) increase effective July 1, 2016;
- 0.34% (vs. 0.42% "if the expected funding is realized") effective January 1, 2017;
- 1.25% (vs. the promised 1.63%) one-time off schedule increase.

During the 2015-16 school year, we utilized the same specified documents and time frames to calculate the salary schedule increases. When ADA increased by 151 as stated in the second interim report, and by an additional 39 (for a total of 190) in the third interim report, OEA did not claim any entitlement to the additional revenues produced. We honored the agreement we had made. We expect no less from you now.

We respectfully request that you direct the superintendent and staff to implement the full 3.75% salary schedule increase effective July 1, 2016 and the full 1.63% one-time off-schedule increase as well. It is the only response that honors your stated district value of integrity.

Sincerely,

Executive Board of the Oakland Education Association