

SALARY INCREASES THROUGH 1/1/16

| Placement | Current Salary | New Salary 7/1/14 2% increase | New Salary 2/1/15 1% increase | Salary 7/1/15 2.5% increase | 3% Projected Increase May Revise | Salary 1/1/16 2.5% increase | Total Salary Schedule Increase | Retro Check (estimate) |
|-----------------|----------------|-------------------------------|-------------------------------|-----------------------------|----------------------------------|-----------------------------|--------------------------------|------------------------|
| BA + 30, Step 1 | \$40,571.01 | \$41,382.43 | \$41,796.25 | \$42,841.16 | \$44,126.40 | \$45,229.56 | \$4,658.55 | \$1,020.40 |
| BA + 45 Step 5 | \$46,180.85 | \$47,104.47 | \$47,575.51 | \$48,764.90 | \$50,227.85 | \$51,483.54 | \$5,302.69 | \$1,161.49 |
| BA + 60 Step 10 | \$55,414.85 | \$56,523.15 | \$57,088.38 | \$58,515.59 | \$60,271.06 | \$61,777.83 | \$6,362.98 | \$1,393.74 |
| BA + 75 Step 12 | \$60,026.43 | \$61,226.96 | \$61,839.23 | \$63,385.21 | \$65,286.77 | \$66,918.93 | \$6,892.50 | \$1,509.72 |
| Maximum | \$72,352.89 | \$73,799.95 | \$74,537.95 | \$76,401.40 | \$78,693.44 | \$80,660.77 | \$8,307.88 | \$1,819.75 |

The chart above gives you the estimated salaries members will receive if this agreement is ratified based on five (5) representative cells on the salary schedule. It represents the best information we have at the present time based on the calculations of several groups responsible for analyzing the what the projected increases will be.

We know the compensation agreement appears confusing. It has one core principle. **If OUSD receives additional money from the state that it can spend on salaries for OEA members, it must do so**, and do so before it spends that money on anything else. We covered every base we could think of to implement that principle. That's the reason there's so much detail and so many examples.

Here is the immediate effect on your salary. You will receive a salary schedule increase of 5.5% effective July 1, 2015. In addition, should the budget presented by the Governor this May pass with little change, there will also be an additional increase of at least 3% effective July 1, 2015. There will also be an additional 2.5% salary schedule increase on January 1, 2016 (1.65% of that for increased work beginning in September of 2016). If funding comes in as anticipated, there will be an additional, likely small, increase on January 1, 2016. Lastly, if state funding increases as projected, there will be another increase effective July 1, 2016.

In addition to these salary increases, which will likely total **more than 14%** over the period covered by the contract, there will be at least one, and possibly several, one time payments. You will receive a check for approx. 2 1/2 % retroactive to July 1, 2014. On top of that, you will almost certainly receive an additional payment for one-time money received by the District for 2014-15 as part of the 2015-16 state budget process. If there are any one-time funds received by the District for 2015-16, you will receive a portion of that on January 1, 2016. And the same is true for any one-time funds received for 2016-17.