

**OAKLAND EDUCATION ASSOCIATION  
OAKLAND UNIFIED SCHOOL DISTRICT**

**ASSOCIATION PROPOSAL**

Article 24 - Compensation

April 25, 2023

The Oakland Education Association (“OEA” or “Association”) submits the following proposal to the Oakland Unified School District (“District” or “OUSD”), in order to make progress towards achieving truly joyful, safe, and racially just schools where everyone thrives and equity is centered in all decision-making:

*Effective November 1, 2022:*

- All OEA salaries increased by 10%
  - To be paid within 60 days of ratification
- One time stipend of \$10k for all OEA members who return in 2023-24
  - To be paid by Sept. 1, 2023

*Effective July 1, 2023:*

- All OEA salary schedules compacted in a manner consistent with OUSD’s March 16, 2023 proposal for TK-12 salary schedule compaction
- All OEA salary schedules increased in the following manner:
  - \$7,500 per cell for Steps 1-4
  - \$8,000 per cell for Steps 5-9
  - \$10,000 per cell for Steps 10 and above
- One time stipend of \$5k for all OEA members who return in 2024-25
  - To be paid by Sept. 1, 2024
- Agree to reopen negotiations for compensation for the 2024-2025 school year with bargaining sessions beginning no later than February 1, 2024

*The Association has proposed additional compensation topics, such as stipends, as part of other proposals.*