



## OUEA Bargaining Update

2018-2019  
Mar. 4, 2019  
Issue 13

# BARGAINING GOES NOWHERE!

In April 2018, both parties publicly announced their interests for negotiations. Below are excerpts from each side’s Sunshine proposals pertaining to compensation.

The District: “an interest that salaries and benefits are competitive with other comparable Unified school districts in Orange County...”

OUEA: “provide salaries that are competitive and improve Orange Unified’s ranking with other Orange County districts...”

**OUEA’s current salary proposal is 2.5%, which will place us narrowly above the median.**

| Salary matrix                     | Current OUSD salary | Median of the 8 districts | OUSD’s % from the median | OUSD current ranking |
|-----------------------------------|---------------------|---------------------------|--------------------------|----------------------|
| step 1/ col 1                     | \$52,142            | \$53,118                  | 1.87%                    | 6                    |
| step 5/ col 2                     | \$63,625            | \$65,230                  | 2.52%                    | 7                    |
| step 10/ col 3                    | \$81,839            | \$84,132                  | 2.80%                    | 7                    |
| step 13/ col 4                    | \$91,940            | \$93,166                  | 1.33%                    | 6                    |
| MAX w/MA                          | \$106,421           | \$109,911                 | 3.28%                    | 8                    |
| <b>Average to MEDIAN is 2.36%</b> |                     |                           |                          |                      |

**The District is offering 1.5%.  
This keeps us below the median and is not aligned with their  
Sunshine proposal!**

**Next School Board meeting is scheduled for  
Thursday, March 14, 2019 @ 7pm**

Your OUEA bargaining team