

Substitutes' 3%

Substitutes will receive a 3% increase retroactive to July 1st, as soon as possible.

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Because there was an attempt to increase the daily substitute rate beyond the originally negotiated 3%, the July 1st raise was delayed. There will not be any immediate increase in the 3% amount; however, substitutes will receive a 3% increase retroactive to July 1st, as soon as possible. OEA still hopes to see an additional increase in the substitute rates this year and will be working with OUSD to that end.

Watch for the Deferred Pay Program

If you want to receive twelve checks per year, instead of ten, you need to sign up for the Deferred Pay Plan with OUSD. Some ten-month, bargaining unit members do not like facing July and August without a pay check, so they opt to have 1/6 of each month's salary deferred, in order to receive a July and August check. All of the withholding is still taken out of the ten regular checks, so there is no withholding, nor STRS or OEA/CTA/NEA dues withheld from the July and August checks. Watch for the announcement of this option from the Payroll Department. Normally, you must make this choice by the end of October.

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To contact us:

Oakland Education Association

Phone: (510) 763-4020
Fax: (510) 763-6354