

## **MEASURE G1 – FAQ FOR CHARTER SCHOOL EMPLOYEES**

### **Q: What is Measure G1?**

A: Measure G1 is a ballot measure that Oakland voters approved in 2016. Known formally as the Oakland Unified School District's District-wide Teacher Retention and Middle School Improvement Act, Measure G1 is intended to provide critical, temporary revenue to Oakland schools by levying an annual property tax of \$120 per parcel.

### **Q: What is the revenue used for?**

G1 revenue is used for two purposes:

1. Salary increases
2. Middle school programs that improve retention, increase access to arts, music, and world languages, or create safer learning environments

### **Q: How is revenue allocated to schools?**

Beginning with the 2018-2019 school year, each school gets a proportional amount of available G1 revenue based on their projected enrollment as adjusted by Local Control Funding Formula (LCFF) factors. This amount is then divided as follows:

1. Salary increases (65% of available revenue)
2. Middle school programs (35% of available revenue)

### **Q: Who is eligible to receive the salary increase?**

Salary increase shall be granted to any union-represented charter school employees and/or any charter school employees who, in a given school year, spends at least 75% of their assignment at the site of an Oakland charter school employer.

### **Q: How long will the Measure G1 revenue be provided to schools?**

Measure G1 revenue will be levied and distributed every year for 12 years, beginning with the 2018-19 school year.

### **Q: I am a part-time and/or hourly employee. Am I eligible to receive the salary increase?**

Yes. Your salary increase will be awarded on a *pro rata* basis.

### **Q: I am an independent contractor who works for a charter school in Oakland. Am I eligible to receive the salary increase?**

No. Only employees of charter schools are eligible.

### **Q: How should the salary revenue distributed among staff at each school?**

A: For each charter school employer, the salary increases will be distributed in equal proportion to each eligible employee. Distribution shall be based on each eligible employee's total actual salary earned at the end of the school year.

**Q: I was sick during a portion of the school year. Am I eligible?**

A: Yes, you will receive the salary increase based on your entire actual salary for the school year, including any earnings from sick leave.

**Q: When will I receive my salary increase?**

Per the Measure G1 Commission's administrative guidelines, Charter schools must issue the salary increase by June 30 of the school year worked.

**Q: I separated from my school mid-year. Am I eligible to receive the salary increase?**

To be eligible, you must be employed on the last day of the school year.

**Q: I started mid-year. Am I eligible?**

A: Yes. Your salary increase will be awarded on a *pro rata* basis.

**Q: Is this money creditable income towards my pension?**

It depends. You should consult with your STRS or CalPERS representative.

**Q: I split my time between two charter schools – one is based in Oakland; the other is not – will I be eligible for the salary increase?**

A: Yes, on a *pro rata* basis for only your work in the Oakland school.

**Q: My school is authorized by the county rather than OUSD. Am I still eligible?**

A: Yes, schools authorized by OUSD and the county are eligible to receive the salary increase.

**Q: Should the increase be on the salary schedule or off schedule (bonus) ?**

A: The measure does not specify. In negotiations with its unions, OUSD has proposed to place the salary increase on the salary schedule. However, Charter schools may choose an off schedule payment instead as these funds may fluctuate annually.

**Q: Will both Charter schools and OUSD school employees receive salary increases?**

A: Yes. Measure G1 applies to both. OUSD is currently in negotiations with its unions regarding the distribution of these funds to employees. It is anticipated that these funds will be distributed to employees towards the end of March.

**Q: I would like to get more involved with Measure G1. What can I do?**

A: The Measure G1 Commission is responsible for overseeing the administration of Measure G1 revenue. These meetings are open to the public and streamed live online. Members of the public may attend and comment on agenda matters or present new topics.