

**ORANGE COUNTY PUBLIC SCHOOLS  
2018-2019 Instructional Grandfathered/Performance Salary Schedule**

<b>2018-19 Open Range Schedule</b>		
	<b>Minimum</b>	<b>Maximum</b>
<b>Tier 1 Range</b>	<b>\$40,000</b>	<b>\$43,725</b>
<b>Tier 2 Range</b>	<b>\$41,630</b>	<b>\$49,585</b>
<b>Tier 3 Range</b>	<b>\$47,920</b>	<b>\$56,978</b>
<b>Tier 4 Range</b>	<b>\$55,285</b>	<b>\$74,000</b>

**Returning Retirees**

*Initial placement of re-employed retired teachers with more than ten (10) years of experience shall be 12% above the entry teacher pay. Pay increases in subsequent years in accordance with the movement of other bargaining unit members which is contingent upon negotiated contractual provisions.*

<b>Advanced Degree Supplements*</b>		
<b>Master's</b>		<b>\$2,815</b>
<b>Specialist</b>		<b>\$4,317</b>
<b>Doctorate</b>		<b>\$5,693</b>

*\*Teachers will be paid for the highest degree earned in addition to the base pay for their Bachelor's degree. In order to receive credit for advanced degrees, (Master's, Specialist and Doctorate) employees must provide an official transcript of record showing the award of the earned degree to the Certification Department. Per the Student Success Act effective July 1, 2011, teachers hired by Orange County Public Schools on or after July 1, 2011, must possess an advanced degree in their area of certification to be eligible to receive credit.*