

Because this is a two-year agreement, we made the assumption that the information provided to us for our 2014-2015 analysis remained valid in 2015-2016. Last year, the district informed us that salary increases will be based on negotiated amounts, as well as evaluation rating. They also noted that the Tiers have no relevance on pay and will be phased out. In addition, they confirmed that initial salary placement is based upon experience, but the district would not share their new hire placement salary schedule.

District/CTA Salary Two-Year Agreement

On January 15, 2015 the Classroom Teachers Association and the district reached a two-year salary package.

The following salary increases for 2014-15 will be applied based on the 2013-14 final summative evaluation rating:

Highly Effective (HE)	\$3,100	74% of teachers
Effective (E)	\$2,000	14% of teachers
Those not E or HE	\$500	12% of teachers

The new salary will continue through the 2015-16 school year (second year).

Highly Effective and Effective teachers will receive between a 3 percent and an 8.1 percent increase.

In 2014-15, the new beginning teacher minimum is \$38,500. The minimum will increase to \$39,000 for the 2015-16 school year. (All teachers below the minimum will receive \$500 or be brought up to the new minimum, whichever amount is greater.)

There will be a \$1,000 "Broad Prize" bonus for all teachers who worked during the 2013-14 school year.

The 2014-15 Advanced Degree will be:

- \$70/year increase for a Master's degree (\$2,710)
- \$108/year increase for a Specialist degree (\$4,155)
- \$142/year increase for a Doctorate degree (\$5,480)

2015-16 Advanced Degree increase will be:

- \$35/year increase for a Master's degree (\$2,745)
- \$54/year increase for a Specialist degree (\$4,209)
- \$71/year increase for a Doctorate degree (\$5,551)

Supplement payments will increase an average of 3 percent for 2015-16.

Professional Development will increase from \$17 per hour to \$20 per hour upon ratification.

Title I bonuses will continue for the 2014-15 school year.

There will be no retroactive pay for any teacher who leaves the district prior to final ratification.

The total value of the two-year offer from the School Board is \$56 million over the two-year period.

Orange County Public Schools

2015-16 Instructional Grandfather/Performance Salary Schedule

2015-2016 Open Range Schedule		
	<u>Minimum</u>	<u>Maximum</u>
Tier 1 Range	\$39,000	\$43,175
Tier 2 Range	\$41,080	\$49,035
Tier 3 Range	\$47,370	\$56,428
Tier 4 Range	\$54,735	\$70,750

2015-2016 Advanced Degree Salary Supplements

Advanced Degree	Amount
Master's	\$2,745
Specialist	\$4,209
Doctorate	\$5,551

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) teachers 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.