

APPENDIX A
INSTRUCTIONAL SALARY SCHEDULE
2005-2006

Years of Experience	Bachelors Degree
0	\$33,547
1	\$33,941
2	\$34,047
3	\$34,125
4	\$34,336
5	\$34,973
6	\$35,623
7	\$36,224
8	\$36,835
9	\$37,456
10	\$38,090
11	\$38,578
12	\$39,389
13	\$40,079
14	\$40,758
15	\$41,544
16	\$42,782
17	\$44,798
18	\$47,000
19	\$50,470
20-24	\$53,750
25	\$54,500
25A	\$54,500

Advanced Degrees

Masters: \$2,340

Specialists: \$3,588

Doctorate: \$4,732

Note: In order to receive credit for advanced degrees, (Masters, Specialists or Doctorate) employees must provide an official transcript of record showing the award of the earned degree to Personnel Services.

Eleven month employees: Add .10 of Salary

Twelve month employees: Add .20 of Salary

Non Degreed Registered Nurses: 3 years of work experience shall serve in lieu of a Bachelor's Degree.

Adjuncts/Technical Adult: Placement at Step 0 and based on degree or its equivalent.

The degree or its vocational equivalent is as defined in Article VIII, Section M.

In order to receive credit for advanced degrees, (Masters, Specialist and Doctorate) employees must provide an official transcript of record showing the award of the earned degree to Personnel Services.

5% Pay for Performance Supplement: A one time supplement equal to 5% of their regular salary will be made to the instructional employee who has met the qualifications. This supplement is in addition to their regular salary. Instructional personnel must meet all requirements to be eligible for this supplement. Specific directions regarding eligibility are found in the 2005-06 Assessment Systems Procedures Manual.

APPENDIX A-1 MERIT AWARDS

The Merit Awards plan will include:

- A. The total amount for Merit Awards for 2005-2006 shall be \$100,000.00.
- B. Teacher of the Year
 - 1. The amount of \$75,000 will be divided equally among teachers of the year at each work site and candidates for National Board for Professional Teaching Standards. Teachers of the Year finalists will not be eligible for both awards. Final determination of the amount of the award will be made after the annual deadline of June 15.
 - 2. Each of the five finalists for Orange County Teacher of the Year shall receive a \$5,000.00 one-time merit award. This award will be presented at the annual Teacher of the Year Awards Ceremony.
- C. National Board for Professional Teaching Standards
 - 1. Any teacher showing documentation of submission of a completed portfolio by June 15 of the current school year to the National Board for Professional Teaching Standards shall receive a one-time merit award equal to B.1. above.
 - 2. Documentation of submission of the portfolio shall be a copy of the Portfolio Receipt Acknowledgment from the National Board for Professional Teaching Standards. This copy should be sent to the designated district office.
- D. State Bonuses

State bonus money will be distributed in a timely manner and in a lump sum unless otherwise specified.