

Per district, this schedule applies to all district teachers in 2014-15. The Tiers listed below have no relevance on pay and will be phased out. Salary increases/movement on this scale are based upon negotiated increases and performance rating. Experience is no longer a factor. There is pay for advanced degrees (as noted on p. 5 of the FAQs below). New hires are placed on a salary level based on experience but the district will not share that placement chart publicly.
 2014-15 and 2015-16 Instructional Grandfathered/Performance Salary Schedule

2014-2015 Open Range Schedule		
	<u>Minimum</u>	<u>Maximum</u>
Tier 1 Range	\$38,500	\$43,175
Tier 2 Range	\$41,080	\$49,035
Tier 3 Range	\$47,370	\$56,428
Tier 4 Range	\$54,735	\$70,750

2014-15 Increase

Effective	\$2,000
Highly Effective	\$3,100
All Others	\$500

Minimum increasing to \$39,000
 For 2015-16

Who is eligible to receive the salary increase and bonus? The Instructional base salary increase is based on 2013-14 Instructional Summative Evaluation Ratings (Highly Effective, Effective, etc.). Those ratings determine the 2014-15 base salary increase amount. In addition, for those Teachers who worked last school year in an OCPS benefitted position (2013-14) and still work here as a Teacher this school year (2014-15), as of the pending ratification date, a one-time bonus of \$1,000 will be paid in recognition of winning the Broad award. For your information, any and all salary increases must be bargained, ratified and approved prior to taking effect. This 2-year salary agreement was signed by the Collaborative Bargaining Leadership Team made up of employees from the District and the Classroom Teachers Association. The agreement has been approved by the School Board, pending ratification by Teachers.

What is a bonus? A bonus is a one-time lump sum payment that is non-recurring; think of receiving a one-time payout from a lottery win. Pending ratification and per eligibility (worked at OCPS last school year—2013-14--and work at OCPS this school year at the time of ratification), there will be a one-time **\$1,000 Broad Award bonus (lump sum)** in addition to the base salary increase.

What is a salary increase? A base salary increase is an increase in your bi-weekly earnings. On your pay statement, you will see your new annual salary at the bottom and your “Regular Wages” will reflect this higher amount. This new bi-weekly salary continues at the higher rate until the next salary agreement.

The bargained base salary increase includes an across the board (provided to all Teachers) portion of \$500. The remaining salary increase of \$1,500 for Effective and \$2,600 for Highly Effective is referred to as the performance salary increase (based upon 2013-14 Summative Evaluation Ratings).

So, if you were rated as Effective last school year (2013-14) at an Orange County Public School, you would receive a **\$2,000** base salary increase ($\$500 + \$1,500 = \$2,000$). If you were rated as Highly Effective last school year (2013-14) at an Orange County Public School, you would receive a **\$3,100** base salary increase ($\$500 + \$2,600 = \$3,100$).

2013-14 Evaluation Rating	Total Base Salary Increase
Effective	\$2,000
Highly Effective	\$3,100
All others	\$500

What does retroactive mean? Retroactive means an action that takes place prior to the current date. In this case, the salary increase is retroactive to the start of this school year (8-11-14), or return/hire date; whichever is later. You will see a “Previous Pay Periods” line on your pay statement that represents the retroactive amount. This amount makes up the difference between your old rate and the new rate for all of the previous pay periods up until and including your last pay check.

Will I have to give up my Professional Services Contract to receive the salary increase? No. For Orange County Public Schools, the current Open Range Salary Schedule is both the Grandfather AND the Performance Salary Schedule (more info below). This is why OCPS teachers who worked prior to July 1, 2014 without a break in service do NOT have to relinquish their Professional Services Contract (PSC) or their Continuing Contract (CC) and still be eligible to receive performance salary increases.

I was Highly Effective last school year (2013-14). I was told I would receive a base salary increase of \$3,100. However, on my check, the amount is far less than \$3,100. Where is the rest of the money?

All increase amounts communicated (\$500 or \$2,000 or \$3,100) represent an entire annual (over 22 pay periods) school year, prior to withholdings, taxes and deferment. So, when payout occurs, you will NOT see the full increase because you are still in the current school year and have more pay checks coming with your new bi-weekly salary. You will receive a retro amount based upon your work days in this school year (2014-15) up until the previous pay period. In addition, if you defer a portion of your pay check to cover your summer, this portion of the retro amount will also be deferred, therefore lowering your retro amount.

What is salary deferment? As a 10-month employee, you have the option of setting aside a portion of your bi-weekly salary to cover the summer months when you will not be working. There are two types of deferment: 1) through OCPS or 2) through the credit union. For the OCPS deferment plan, Instructional employees may choose a percentage to be deferred on each check, 11%, 12%, 13% or 14% of the gross contractual salary. A deferred payment (payout is the day after the last paycheck) will be generated to compensate employees for the funds deducted throughout the school year. For the credit union deferment, funds will be available in your deferment account effective July 1, 2015.

Those currently enrolled in the deferred payment schedule will remain in the deferred status for the next fiscal year unless a new form is submitted.

When will the salary increase be paid? When will the Broad Award Bonus be paid? High taxes will cancel out any increase. The increase and bonus cannot be paid until after ratification. CTA will be sending out ballots to your work location so that you may vote. The deadline that all ballots are due to CTA for counting is March 9, 2015. The target date for the Broad Bonus is March 25, 2015 and the target date for the salary increase is April 8, 2015. Payout will be added to your regular pay check. All respective withholdings and taxes will be applied. The District has no control over them. To view your current W-4 tax withholdings, please utilize the Employee Self Service portal found on the OCPS website.

If a Teacher worked and received an OCPS Summative Evaluation rating in 2013-14 and worked any time this school year (2014-15) as a Teacher, but moved to Administration or Classified, then the retroactive salary increase would only cover the period of time as s/he was in an Instructional position.

Will my salary decrease after this year (will I lose this performance salary increase)? No. You will continue earning this new salary (effective 2014-15) through the entire 2015-16 school year. The District and CTA will begin bargaining salary increases for the 2016-17 school year starting in the summer of 2016. At that time, whatever is bargained and agreed to will be on top of your new salary. You will never lose your performance salary increase.

I was Highly Effective last school year (2013-14). I understand I will receive a \$3,100 salary increase. If I am Highly Effective this school year (2014-15), will I receive an additional \$3,100 salary increase for the next school year? No. This agreement is a two-year deal. You will receive the agreed to salary increase all upfront, one time, for both the 2014-15 school year and the 2015-16 school year. The District and CTA will begin bargaining salary increases for the 2016-17 school year starting in the summer of 2016.

Due to my 2013-14 evaluation rating as Effective, will I receive half of it (\$1,000) for 2014-15 and the other half (\$1,000) in 2015-16 in addition to the one-time Broad Award Bonus of \$1,000? No. You will receive the entire \$2,000 salary increase, retroactive to the start of this school year or return date (whichever is later). Your salary will remain the same throughout the entire 2015-16 school year.

I worked as an OCPS Teacher last year (2013-14) and then left. I was rehired sometime this school year (2014-15). Will I receive the Broad Award Bonus and salary increase? It depends. If you have a 2013-14 evaluation rating and were rehired *before* Teacher contract ratification, then you will receive the one-time Broad Award Bonus *and* base salary increase. If you are hired *after* the Teacher contract ratification, you will only receive the base salary increase (not the Broad Award Bonus) effective on your first day of work.

I worked at OCPS last year (2013-14) and was Highly Effective. I returned to OCPS this year (2014-15), but am no longer employed by OCPS. Will I receive any bonus or salary increase for the time I worked this school year (2014-15)? No. Eligibility requires the Teacher to be active in Payroll at the time of ratification. There will be no retroactive payment to those who terminated or retired prior to ratification. This was agreed upon by the bargaining team.

I worked as a Teacher last year (2013-14) in another Florida district (Public School or Charter School) and received a summative evaluation rating. I was hired or rehired by OCPS this school year (2014-15). Will I receive a salary increase and bonus? Yes. You will receive a \$500 base salary increase. In addition, if you provide documentation of your 2013-14 Summative Evaluation from a Florida district only (Public or Charter), you will be eligible for a one-time FL recruitment bonus at the time that your documentation has been reviewed and verified:

2013-14 Evaluation Rating = Effective \$1,000 (paid one time lump sum)

OR

2013-14 Evaluation Rating = Highly Effective \$1,550 (paid one time lump sum)

Where do I send a copy of my 2013-14 evaluation (only from FL Public and FL Charter Schools for 2013-14)? You may send it to:

Jason Duke
Compensation Services
445 West Amelia Street
Orlando, FL 32801

Or, scan and email it to: Jason.duke@ocps.net

Or, fax it to 407-317-3345

I worked as a Teacher last year (2013-14) in a Private School or a school from outside the State of Florida or outside the United States. I was hired or rehired by OCPS this school year (2014-15). Will I receive a salary increase and bonus? You will only receive a \$500 base salary increase. You would not be eligible for the Broad Award Bonus, nor the FL recruitment bonus.

I worked as a Teacher in 2012-13, but not last year (2013-14). Can you use my 2012-13 evaluation rating for the increase? No. All salary increases are based upon 2013-14 Summative Evaluation ratings.

I am a brand new OCPS Teacher this school year (2014-15) with no prior teaching experience. Will I receive a salary increase and bonus? You will not receive a bonus. You will only receive a salary increase to the new minimum salary (\$38,500). Effective next school year (2015-16), the new minimum will be \$39,000 and those earning below will be raised to it.

What is the Grandfathered Salary Schedule? It is the salary schedule prior to July 1, 2014.

What is the Performance Salary Schedule? It is the salary schedule as of July 1, 2014.

What is the Open Range Salary Schedule? It is the salary schedule prior to July 1, 2014 *and* the one that continues past July 1, 2014. It has a minimum salary and a maximum salary with a range of salaries in between. There is no differentiation tied into the tiers at this time.

Again, for Orange County Public Schools, the Open Range Salary Schedule is both the Grandfather AND the Performance Salary Schedule. There is only one salary schedule for all Teachers at OCPS. This is why OCPS teachers who worked prior to July 1, 2014 without a break in service do NOT have to relinquish their Professional Services Contract (PSC) or their Continuing Contract (CC) and still be eligible to receive performance salary increases. No OCPS teacher has to give up his/her contract to receive a salary increase and/or bonus.

I work as a Half-Time Teacher this school year (2014-15). I fulfill the eligibility requirements. What will I receive? You will receive the full \$1,000 Broad Award Bonus. Also, you will receive half of the total base salary increase (Effective = \$1,000 or Highly Effective = \$1,550).

My base salary increase is a little more than the \$2,000 or \$3,100. Why? This is due to the increase to all Advanced Degree Supplements.

School Year	Advanced Degree	Increase Amount	Total Annual
2014-15	Master's	\$70	\$2,710
	Specialist	\$108	\$4,155
	Doctorate	\$142	\$5,480
2015-16	Master's	\$35	\$2,745
	Specialist	\$54	\$4,209
	Doctorate	\$71	\$5,551

I have a question or a concern not addressed in this FAQ. How should I contact Compensation Services? There is an email specific to Instructional compensation.

Teacher_Comp_Questions@ocps.net.

I have a Payroll specific question or a concern not addressed in this FAQ. How can I contact Payroll Services? You may call 407-317-3260. Or, you may view Payroll Services' Intranet site at:

<https://www.ocps.net/intranet/fs/payroll/Pages/default.aspx>

I have a Retirement specific question or a concern not addressed in this FAQ. How can I contact Retirement Services? You may call 407-317-3227. Or, you may view Retirement Services' Intranet site at:

<https://www.ocps.net/fs/risk/retirement/Pages/default.aspx>