

TENTATIVE AGREEMENT #1 – SALARY
Article XVI, Appendices A Salary Structure for Performance Pay and A-2
Supplement Schedule
November 8, 2019

ARTICLE XVI
SALARY

- A. Salaries shall be as set forth in Appendix A, which is incorporated into, and hereby made a part of this Contract and shall be retroactive to the beginning of the current school year. For school year ~~2017-18~~ 2018-19, there will be no retroactive pay for any teacher who leaves the district prior to final ratification.
1. There will be ~~an across the board increase~~ a cost of living adjustment of ~~\$550~~700 for all personnel regardless of instructional practice score.
 2. Teachers with a summative performance rating of Effective shall receive an additional ~~\$1,100~~1,400.
 3. Teachers with a summative performance rating of Highly Effective shall receive an additional ~~\$1,525~~2,100.
 4. The ~~across the board payment~~ cost of living adjustment shall be paid beginning with the first check after ratification of this Contract. Raises based on performance shall be paid after the Student Growth scores have been finalized and combined with the Instructional Practice score to create the Summative Evaluation score. This will occur after all assessment scores used in the calculation of local student learning growth models are received by the district, verified, and final calculations completed.
- H. Employees shall be paid entry salary with no experience until such time as verification for experience is received by the Board. Upon verification of experience any adjustment of salary shall be made by the end of the next payroll period. Any salary adjustment for experience credit shall be retroactive to the first duty day of the employee's primary contract, in the fiscal year in which the verification is received.
5. Former employees who are re-hired, other than those who retired from the District, shall return to their previous salary less any differential as outlined in Article XVI. B., or be placed on the new teacher entry placement schedule, whichever is greater.

TENTATIVE AGREEMENT #1 – SALARY
Article XVI, Appendices A Salary Structure for Performance Pay and A-2
Supplement Schedule
November 8, 2019

APPENDIX A

Salary Structure for Performance Pay
for All Instructional Personnel Except School Psychologists

2018-19 Open Range Schedule		
	Minimum	Maximum
Tier 1 Range	\$40,000-40,700	\$43,725-76,825
Tier 2 Range	\$41,630	\$49,585
Tier 3 Range	\$47,920	\$56,978
Tier 4 Range	\$55,285	\$74,000

- ~~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 Level A and based on degree or its equivalent. The degree or its vocational equivalent is as defined in Article VIII, Section ~~M~~.
- New hires shall be placed on the schedule at the same level as teachers with comparable years of instructional experience.

Salary Structure for Performance Pay
for School Psychologists

<u>Open Range Schedule</u>	
<u>Minimum</u>	<u>Maximum</u>
<u>\$56,250</u>	<u>\$99,255</u>

TENTATIVE AGREEMENT #1 – SALARY
Article XVI, Appendices A Salary Structure for Performance Pay and A-2
Supplement Schedule
November 8, 2019

APPENDIX A-2
SUPPLEMENT SCHEDULE

~~2018-19~~ ADVANCED DEGREES SUPPLEMENTS

Masters: \$2,8152,864

Specialist: \$4,3174,393

Doctorate: \$5,6935,793

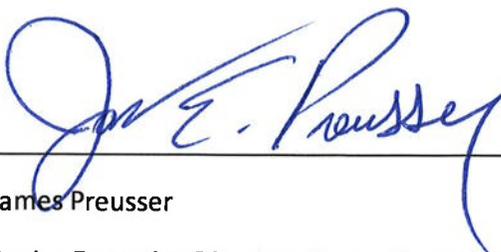
In order to receive credit for advanced degrees, (Masters, Specialist and Doctorate) employees must provide an official transcript of record showing the award of the earned degree to Employment Services.

Eleven month employees add 0.10 to the above amounts.

Twelve month employees add 0.20 to above amounts.

STATUS: As of 11/08/2019, tentatively agreed to and closed.

For Orange County Public Schools:



James Preusser
Senior Executive Director, Human Resources

For Orange County Classroom Teachers Association:



Wendy L. Doromal
President