

2022-23 Instructional Compensation FAQs

Q. When will I receive the 2022-23 and 2023-24 retention supplement?

A. For the 2022-23 school year, the supplement will be paid on January 18, 2023, and for the 2023-24 school year, the supplement will be paid in January 2024. The January 2024 date of payout will be determined when the Payroll Calendars are created for 2023-24.

Years of Experience	Amount
5-9 Years	\$500
10-14 Years	\$1,000
15-19 Years	\$1,500
20-24 Years	\$2,000
25-29 Years	\$2,500
30 + Years	\$3,000

Q. Why is the retention supplement being paid out in January 2023 and January 2024?

A. Paying the retention supplement in January 2023 and January 2024 maximizes the payout amount for each employee. By paying out in January 2023, approximately 2,500 teachers will advance to the next experience band. Both CTA and the District agreed to these dates for payout.

Q. I am scheduled to retire during the 2022-23 school year, but before the January 2023, retention supplement payout date. Will I receive the retention supplement for the 2022-23 school year?

A. Yes, any teacher who works during the 2022-23 school and retires before the January 2023 payout date will receive the retention supplement for 2022-23.

Q. Is the starting salary for teachers changing?

A. Yes, the starting salary is increasing to \$48,400.

Q. Is the starting salary for school psychologists changing?

A. Yes, the starting salary is increasing to \$57,150.

Q. Are the supplement amounts for advanced degrees increasing?

A. Yes. The new supplements are as follows:

- Master's Degree \$3,405
- Specialist Degree \$5,224
- Doctorate Degree \$6,888

Q. What is the state formula for calculating teacher raises?

A. The State formula for determining salary increases for teachers is based on performance. A Cost of Living Adjustment (COLA) can be given to every teacher; however, any additional increase must be based on performance.

The salary adjustment for a “highly effective” teacher must be at least 25 percent greater than the highest annual salary adjustment available to an employee of the same classification through any other salary schedule adopted by the district.

The annual salary adjustment for a teacher rated as “effective” must be equal to at least 50 percent and no more than 75 percent of the annual adjustment provided for a “highly effective” employee of the same classification.

There is no annual salary adjustment, other than a COLA, for an employee who receives a rating other than “highly effective” or “effective” for the year.

Q. What is the \$900 Cost of Living Adjustment or COLA?

A. This is the salary increase every teacher can receive regardless of their evaluation rating.

Q. How is it determined if a teacher will receive the additional \$1,800 or \$2,425 increase in salary?

A. The \$1,800 is the additional salary adjustment for all teachers rated as “effective” on their overall performance rating for the 2021-22 school year.

The \$2,425 is the additional salary adjustment for all teachers who received a performance rating of “highly effective” for the 2021-22 school year. These adjustments meet the criteria outlined in the formula described above.

Q. Will I get an increase if I do not have an evaluation rating for 2021-22?

A. Yes. With the change in starting salary, all employees will receive the COLA increase of \$900.

Q. When will teachers receive their money?

A. Salary increases will need to be ratified by a vote of the entire instructional bargaining unit which includes non-members and members teachers of the Orange County Classroom Teachers Association (CTA). Ballots will be counted beginning at 1:00 PM July 28, 2022. If ratified, all instructional personnel will receive the COLA increase effective the first duty day of the 2022-23 contract year on the August 17, 2022, paycheck.

Increases based on performance will 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. This fulfills the State requirements.

**IMPLEMENTATION OF CTA CONTRACT TENTATIVE AGREEMENT
RATIFIED JULY 28, 2022**

Check Date	Activity
August 17, 2022	COLA Salary Increase Retroactive to first duty day of the 2022-23 school year <ul style="list-style-type: none"> • PA 93* (Instructional) August 2, 2022 • PA 94* (School Psychologist) July 21, 2022
TBD	Performance Pay Salary Increase Retroactive to first duty day of the 2022-23 school year <ul style="list-style-type: none"> • PA 93* (Instructional) August 2, 2022 • PA 94* (School Psychologist) July 21, 2022

* PA – Payroll Area

**IMPLEMENTATION OF CTA CONTRACT PROVISION
APPENDIX A-5 – Retention Supplement
(Ratified February 11, 2022)**

Check Date	Activity
April 13, 2022	Based on OCPS instructional experience credit through 2021-22
January 18, 2023	Based on OCPS instructional experience credit through 2022-23
January, 2024*	Based on OCPS instructional experience credit through 2023-24

* Actual date of payout will be determined when the Payroll Calendars are created for 2023-24