

Frequently Asked Questions 2022-23 OESPA Increases

Q. When will I see the 2022-23 increase in my paycheck?

A. The increases are pending ratification Aug. 12, 2022. If the 2022-23 contract is ratified, we are targeting the increases being on your Aug. 24 or Aug. 31, 2022 paycheck, depending on your payroll area.

Q. Will I receive retro pay?

A. If the contract is ratified:

- 1) 12-month employees will see retro pay on the Aug. 24, 2022 paycheck back to their first duty day for 2022-23.
- 2) Most 10-month employee will have the increase in their first paycheck for the 2022-23 school year, so there will be no retro. However, Pay Areas 82 and 84 will receive retro pay on the Aug. 24, 2022 paycheck to make up the difference from their first check dated Aug. 17, 2022.

Q. How was my new hourly rate calculated?

A. There are several steps to determine your new base salary:

1) Structural Change

With going to a new minimum for OCPS of \$15.00/hour, our goal included getting to \$15.00 while maintaining our hierarchical Classified Salary Schedule. The new schedule can be found on the last page of the Tentative Agreements, [click here](#).

Anyone who was at pay grade minimum in the old structure will be at pay grade minimum in the new structure.

In addition, the entire structure had to be built as new, so anyone who's hourly rate was up to 5% above the minimum in the old structure would be kept at the same percentage above the minimum in the new structure, up to 5%.

- a) If you were more than 5% above the minimum and your current rate is **greater** than the new minimum, please see step 2.
- b) If you were more than 5% above the minimum and your current rate is **less** than the new minimum, you only qualify for the new minimum in this step.

2) Prevent new hires from coming in at a higher rate

This has generally not been an issue in the past because the structural change and increases were always enough to keep current employees pay rates above new hires. However, because going from \$10.75 to \$15.00 is such a significant increase, these normal methods will not work this year. To prevent this from happening, if your percentage above the minimum was above 5% in the old structure, we will put you at 5% above the minimum in the new structure.

- a) If your percentage was 5% or less, you will not qualify for this step as you qualified for Step 1, the Structural Change.

- b) If you were more than 5% above the minimum and your current rate is **greater** than the new 5% above the new minimum, you do not qualify for anything in this step.

3) 6% Increase

Anyone who worked in a Classified position one day over half in the 2021-22 school year, qualifies for a minimum increase of 6%, if the first two steps provided you with less than a 6% increase.

- a) If you did not work one day over half in 2021-22, you do not qualify for this increase, but you would be eligible for the Step 1 and/or Step 2 increases.
- b) If your Structural Change was more than 6%, you would not receive anything additional in this step.

Q. I was promoted/demoted after my first duty day. How will my new rate be calculated?

A. The increase is based on the salary information in SAP effective your first duty day for the 2022-23 School Year. Any position change that is on or after your first duty day will be calculated **after** this pay change.

Q. I am no longer working for OCPS, will I still receive the increase?

To receive the structure adjustment and/or 6% increase, employees must be in a benefited position and be in an active employment status on the day the raises are paid.

Q. I retired, will I still receive the increase?

To receive the structure adjustment and/or 6% increase, employees must be in a benefited position and be in an active employment status on the day the raises are paid.

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

A. For the 2022-23 school year, the bonus will be paid Jan. 18 or 25, 2023, depending on your Payroll Area and for the 2023-24 school year, the bonus will be paid in January 2024. The January 2024 dates of payout will be determined when the Payroll Calendars are created for 2023-24.

Below is the OESPA retention bonus chart:

OESPA Amounts	
ALL OCPS years	
Years with OCPS	Bonus Amount
<2	\$0
2-4	\$250
5-9	\$500
10-14	\$1,000
15-19	\$1,425
20-24	\$1,900
25-29	\$2,375
30+	\$2,850

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

A. Paying the retention bonus in January 2023 and January 2024 maximizes the payout amount for each employee.

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

A. Yes. Any Classified employee who works during the 2022-23 school and retires before the January 2023 payout date will receive the retention bonus for 2022-23.

If you have further questions, please contact the Compensation Services Office at CompensationQuestions@ocps.net.