District/CTA Salary Two-Year Agreement

On January 15, 2015 the Classroom Teachers Association and the district reached a two-year salary package.

The following salary increases for 2014-15 will be applied based on the 2013-14 final summative evaluation rating:

<table>
<thead>
<tr>
<th>Highly Effective (HE)</th>
<th>$3,100</th>
<th>74% of teachers</th>
</tr>
</thead>
<tbody>
<tr>
<td>Effective (E)</td>
<td>$2,000</td>
<td>14% of teachers</td>
</tr>
<tr>
<td>Those not E or HE</td>
<td>$500</td>
<td>12% of teachers</td>
</tr>
</tbody>
</table>

The new salary will continue through the 2015-16 school year (second year).

Highly Effective and Effective teachers will receive between a 3 percent and an 8.1 percent increase.

In 2014-15, the new beginning teacher minimum is $38,500. The minimum will increase to $39,000 for the 2015-16 school year. (All teachers below the minimum will receive $500 or be brought up to the new minimum, whichever amount is greater.)

There will be a $1,000 “Broad Prize” bonus for all teachers who worked during the 2013-14 school year.

The 2014-15 Advanced Degree will be:

- $70/year increase for a Master’s degree ($2,710)
- $108/year increase for a Specialist degree ($4,155)
- $142/year increase for a Doctorate degree ($5,480)

2015-16 Advanced Degree increase will be:

- $35/year increase for a Master’s degree ($2,745)
- $54/year increase for a Specialist degree ($4,209)
- $71/year increase for a Doctorate degree ($5,551)

Supplement payments will increase an average of 3 percent for 2015-16.

Professional Development will increase from $17 per hour to $20 per hour upon ratification.

Title I bonuses will continue for the 2014-15 school year.

There will be no retroactive pay for any teacher who leaves the district prior to final ratification.

The total value of the two-year offer from the School Board is $56 million over the two-year period.
Teachers will be paid for the highest degree earned in addition to the base pay for their Bachelor's degree. In order to receive credit for advanced degrees, (Master's, Specialist and Doctorate) teachers must provide an official transcript of record showing the award of the earned degree to the Certification Department. Per the Student Success Act effective July 1, 2011, teachers hired by Orange County Public Schools on or after July 1, 2011, must possess an advanced degree in their area of certification to be eligible to receive credit.