

**ORANGE COUNTY PUBLIC SCHOOLS
2016-2017 Instructional Grandfathered/Performance Salary Schedule**

2016-17 Open Range Schedule		
	Minimum	Maximum
Tier 1 Range	\$39,500	\$43,175
Tier 2 Range	\$41,080	\$49,035
Tier 3 Range	\$47,370	\$56,428
Tier 4 Range	\$54,735	\$72,600

Returning Retirees

Initial placement of re-employed retired teachers with more than ten (10) years of experience shall be 12% above the entry teacher pay. Pay increases in subsequent years in accordance with the movement of other bargaining unit members which is contingent upon negotiated contractual provisions.

Advanced Degree Supplements*		
Master's		\$2,780
Specialist		\$4,263
Doctorate		\$5,622

**Employees 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) employees must provide an official transcript of record showing the award of the earned degree to the Certification Department. Per the Student Success Act (SB 736) 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.*



OPEN RANGE

Q: What is the Open Range salary structure?

A: The Open Range was first introduced in the CTA contract ratified April 10, 2012.

[Instructional Open Range Schedule](#)

The OCPS Administrative and Classified structures are also open ranges. There are no predetermined future salaries based on years of **experience**. This was part of the district's strategy to comply with the Student Success Act and be able to treat all of our teachers equitably.

Q: How will my pay be slotted in the "Open Range?"

A: All teachers were moved to the Open Range in conjunction with the 2013-14 salary increase. You will remain at the new salary until the next negotiated salary increase. Being on the Open Range does not impact your salary.

Q: How will new teachers be placed on the "Open Range?"

A: Currently new teachers will be placed at the same salary as teachers with the same years of **experience**, but without the performance add-on.

Q: What do the four Tiers mean?

A: Salary ranges typically have minimum, midpoints, and maximum ranges, as well as first, second, third and fourth quartiles. This open range has four overlapping tiers.

Future use of tiers could be placement of hard-to-fill jobs, initiate a master teacher program, etc., all of which would have to be bargained. The previous bargaining team discussed acceleration through the tiers based on performance.

Q: Why is there a salary overlap in the tiers?

A: It is not uncommon to have overlapping salary ranges and we didn't want to limit any ideas for deciding how the tiers could be utilized. Decisions how the tiers will be used will be bargained with the CTA.

Q: How do I move through an Open Range schedule?

A: Teachers will move through the range based on previous years' performance or a combination of performance and ATB (across the board - % or flat amount) increases.

Q: Why have an Open Range?

A: Having implied future increases limited what the district could do financially and remain in compliance with Florida law.

<http://www.flsenate.gov/Session/Bill/2011/0736/BillText/er/PDF>

The district will not have to maintain both a grandfathered schedule and a performance salary schedule. Because the grandfathered schedule is the performance schedule and all teachers are on it, no one has to "move" to the performance schedule, so no teacher has to give up PSC.