

Who is eligible to receive this salary increase? The Instructional performance salary increase is based on 2017-18 OCPS Instructional Final Summative Evaluation Ratings (Highly Effective, Effective, etc.). Those ratings determine the 2018-19 base salary increase amount, as bargained and agreed upon by the Classroom Teachers Association and the District. OCPS Teachers who received a 17-18 OCPS evaluation rating and returned to OCPS in 18-19 in an Instructional role are eligible for the salary increase.

What is a salary increase? A salary increase is an increase in your bi-weekly earnings. On your pay statement, you will see your new annual salary at the bottom and your “Regular Wages” will reflect this higher amount. This new bi-weekly salary continues until the next salary agreement, TBD.

The 2018-19 bargained salary increase included an across the board (provided to all OCPS Teachers who worked as OCPS Instructional in 17-18 and returned in 18-19) portion of \$550. The remaining salary increase of \$1,100 for Effective or \$1,525 for Highly Effective is referred to as the performance salary increase (based upon 2017-18 OCPS Final Summative Evaluation Ratings).

So, if you were rated as Effective last school year (2017-18) at an Orange County Public School, you would receive a total **\$1,650** base salary increase ($\$550 + \$1,100 = \$1,650$).

If you were rated as Highly Effective last school year (2017-18) at an Orange County Public School, you would receive a total **\$2,075** base salary increase ($\$550 + \$1,525 = \$2,075$).

2017-18 OCPS Evaluation Rating	Total Base Salary Increase
Effective	\$1,650
Highly Effective	\$2,075

What does retroactive mean? Retroactive means an action that takes place prior to the current date. In this case, the salary increase is retroactive to the start of this school year (8-6-18), or return/hire date; whichever is later. You will see a “Previous Pay Period” line on your pay statement that represents the retroactive amount. *This lump sum amount makes up the difference between your old rate and the new rate for all of the previous duty work days up to and including your last pay check.*

I was Highly Effective last school year (2017-18). I was told I would receive a performance increase of \$1,525. However, on my check, the amount is far less than \$1,525. Where is the rest of the money?

All increase amounts communicated reflect an entire school year (over 22 pay periods, 196 duty days). So, when the retro payout occurs, you will NOT see the full increase because you are still in the current school year and have more pay checks coming with your new bi-weekly salary. You will receive a retro amount based upon your worked duty days in this school year (2018-19) up until the previous pay period.

I am in a Non-Instructional role this 18-19 year, but was an OCPS Teacher last year with a final 17-18 evaluation rating of Effective. Will I receive the increase? If a Teacher worked and received an OCPS Final Summative Evaluation rating in 2017-18 and worked any time this school year (2018-19) as a Teacher, but moved to Administration or Classified, then the retroactive salary increase would only cover the period of time as s/he was in an Instructional position this school year (18-19). So, it would be the total increase amount divided over the number of duty days worked in 18-19 as Instructional.

I worked at OCPS last year (2017-18) and was Highly Effective. I am no longer employed by OCPS. Will I receive any salary increase? No. Since it is a salary increase, paid over the course of the school year, it is divided over the number of duty days worked this 18-19 school year. You will not receive the total salary increase amount after separation of employment.

I worked at OCPS last year (2017-18) and was Highly Effective. If I leave prior to the end of this 18-19 school year, will I receive the remaining increase payment? No. Since it is a salary increase, paid over the course of the school year, it is divided over the number of duty days worked this 18-19 school year. You will not receive the remaining salary increase amount after separation of employment.

I work as a Half-Time Teacher this school year (2018-19). I fulfill the eligibility requirements. What will I receive? You will receive half of the total base salary increase (Effective = \$825 or Highly Effective = \$1,038) due to half-time status.

My total 18-19 salary increase is a little more than the \$1,650 or \$2,075. Why? This is due to the increase of 1.27% to all Advanced Degree Supplements.

School Year	Advanced Degree	Increase Amount	18-19 Annual Amount
2018-19	Master's	\$35	\$2,815
	Specialist	\$54	\$4,317
	Doctorate	\$71	\$5,693

I have a Payroll specific question or a concern not addressed in this FAQ. How can I contact Payroll Services? You may call 407-317-3260. Or, you may view Payroll Services' Intranet site at:

<https://www.ocps.net/intranet/fs/payroll/Pages/default.aspx>

