

## APPENDIX A-5

### RETENTION SUPPLEMENT FOR INSTRUCTIONAL EMPLOYEES

The Orange County Classroom Teachers Association, the Orange County School Board and the Superintendent recognize and value the work performed by the instructional employees of Orange County Public Schools and wish to demonstrate their appreciation by awarding instructional personnel with a three-year retention supplement. This supplement will be funded through the ESSER III/American Rescue Plan funding.

This supplement as outlined below will be distributed to all eligible, instructional personnel based on cumulative years of instructional employment in a benefited position with the District as of the initial date of payout for each year of the three-year program. All eligible, instructional personnel must have an active employment status on the date(s) the supplement is paid. Those employees who retire between the date of execution of the Resolution of Disputed Issue – Retention Supplement and the date(s) of payout who otherwise are eligible to receive the supplement will be included.

The supplement is scheduled to be paid in three (3) annual installments. The District will distribute the supplement during the 2021-22, 2022-23, and 2023-24 school years. The dates of distribution to be determined upon ratification.

	5 - 9 Years	10 – 14 Years	15 - 19 Years	20 - 24 Years	25 - 29 Years	30+ Years
Supplement	500	1,000	1,500	2,000	2,500	3,000