

Salary

Kyle Arnone

Director, AFT Center for Collective Bargaining

Rules

Component	Parameter	Eligibility
COLA	No more than 50% of Effective	All
Effective	At least 50% but no greater than 75% of Highly Effective	Educators rated as "Effective"
Highly Effective	No rule relating to Performance Schedule	Educators Rated as "Highly Effective"

Proposals

	COLA	Effective	Highly Effective
Union	3.00%	+ 6% or	+ 8%
District	2.00%	+ 5.75% or	+ 7.7%

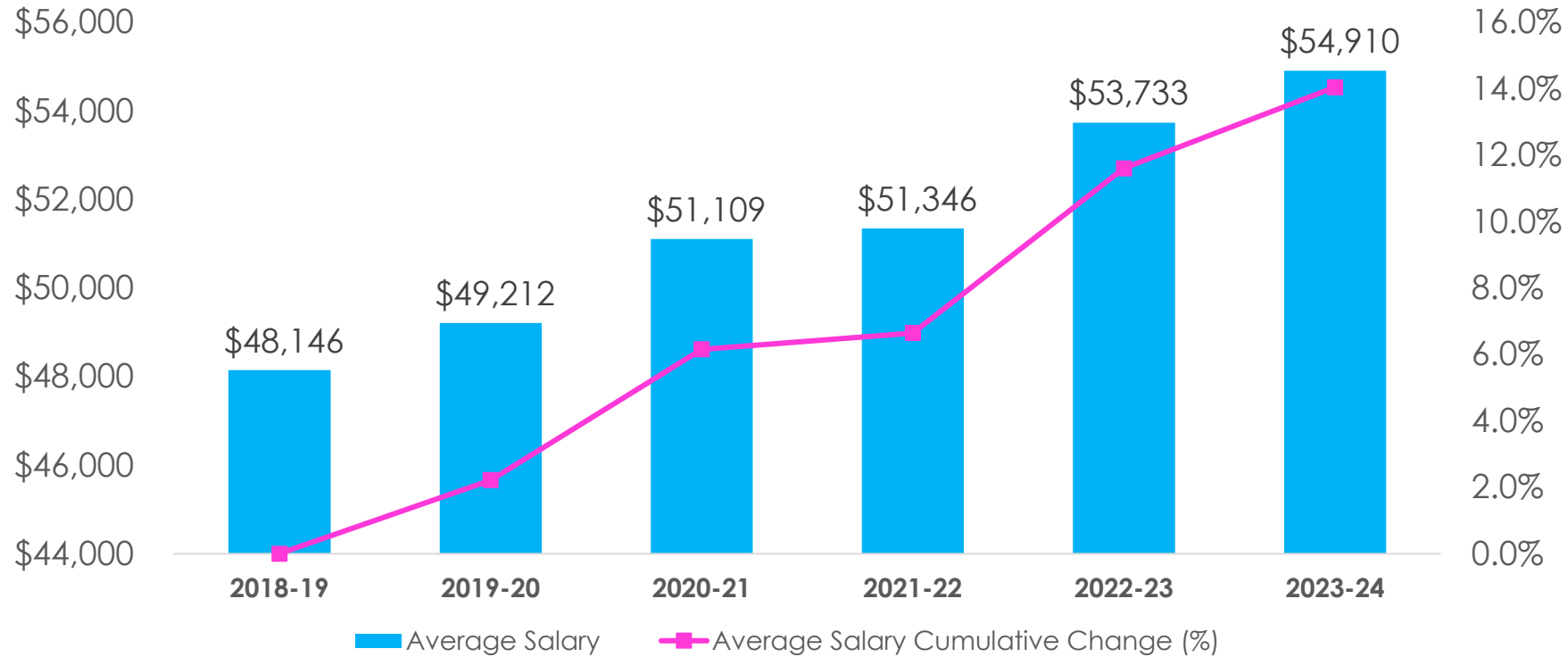
Note: Since the COLA may be up to 50% of the salary adjustment for Effective, OCPS could increase COLA to 2.875% without needing to adjust Effective and Highly Effective.

Salary Compression

Experience Band	Headcount	Percent	Avg. Salary	Increase over 0-4 years exp. band
0-4 years	4,020	28%	\$ 49,938	
5-9 years	2,775	19%	\$ 51,464	\$ 1,526
10-14 years	1,953	14%	\$ 53,661	\$ 3,723
15-19 years	2,226	15%	\$ 56,007	\$ 6,069
20-24 years	1,655	11%	\$ 59,338	\$ 9,400
25-29 years	1,029	7%	\$ 63,421	\$ 13,483
30+ years	785	5%	\$ 72,236	\$ 22,298
TOTAL	14,443	100%	\$ 54,910	

Average Teacher Salary

Orange County Public Schools Average Teacher Salary



Source: 2018-23, Florida Department of Education; 2023-24, Orange County Public Schools response to information request

Inflation Data

- The Bureau of Labor Statistics (BLS) does not collect inflation data for the Orlando metropolitan or Orange County areas
- However, BLS does collect data for the Tampa-St. Petersburg-Clearwater area.
- **How similar is Orange County to Hillsborough County in terms of the cost of living?**

Florida Price Level Index (FLPI)

The 2022 Florida Price Level Index

January 31, 2023

Jim Dewey

Director of Economic Analysis

Florida Polytechnic University

The Florida Price Level Index (FPLI) was established by the Legislature as the basis for the District Cost Differential (DCD) in the Florida Education Finance Program (FEFP). The FPLI is a comparable wage index representing the relative cost of personnel among Florida's school districts. The FPLI is based on data for hundreds of occupations across Florida's 67 counties collected by the Florida

Department of Economic Opportunity's Bureau of Workforce Statistics and Economic Research as part of the U.S. Bureau of Labor Statistics' Occupational Employment and Wage Statistics survey (OEWS). Table 1 presents the 2022 FPLI, along with the 2021 and 2020 indices.¹

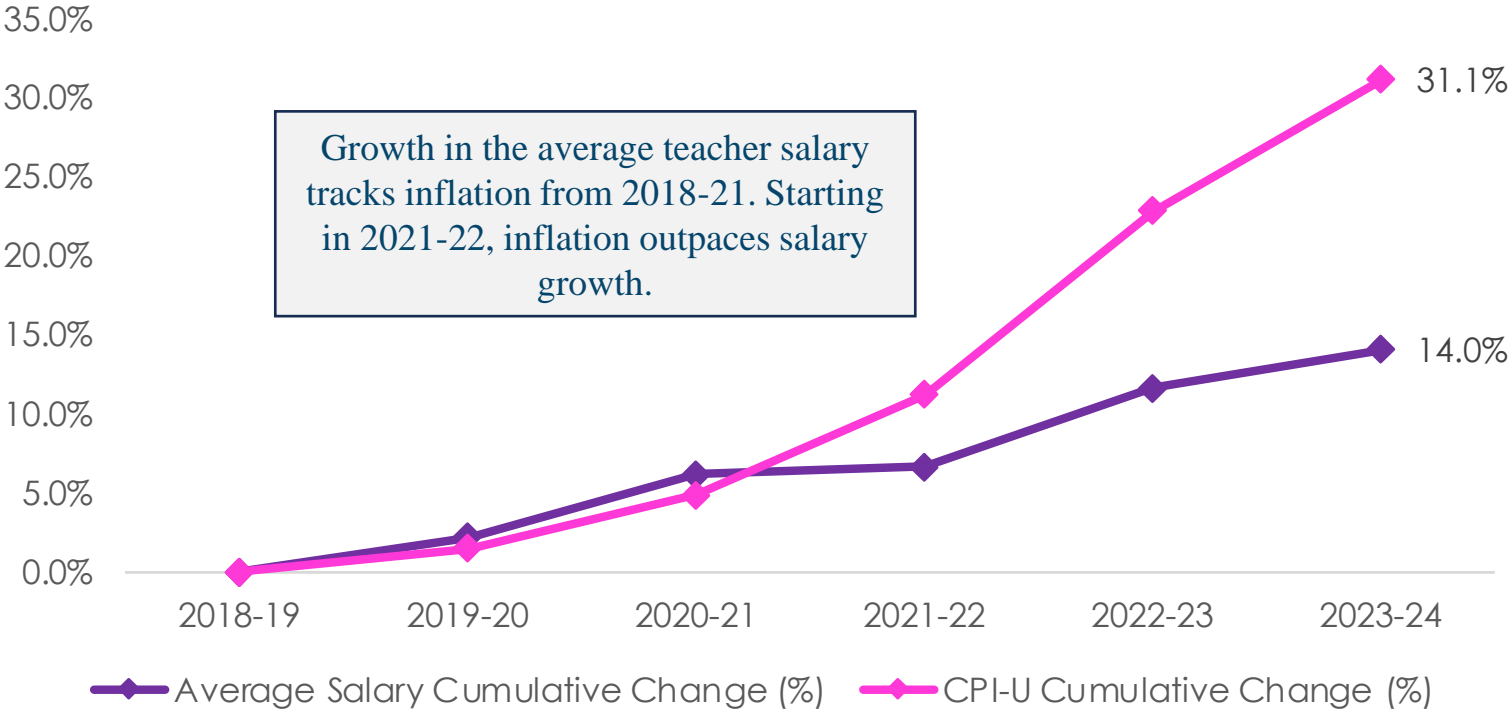
Orange v. Hillsborough

County	2022	2021	2020
Hillsborough	101.60	101.33	100.73
Orange	101.25	101.50	100.78

Note: The statewide average is indexed to 100. In other words, in 2022, Hillsborough was 1.6% more expensive than the statewide average and Orange was 1.25% more expensive than the statewide average. Hillsborough and Orange tracked each other closely over the last three years for which data is available

Inflation v. Average Teacher Salary

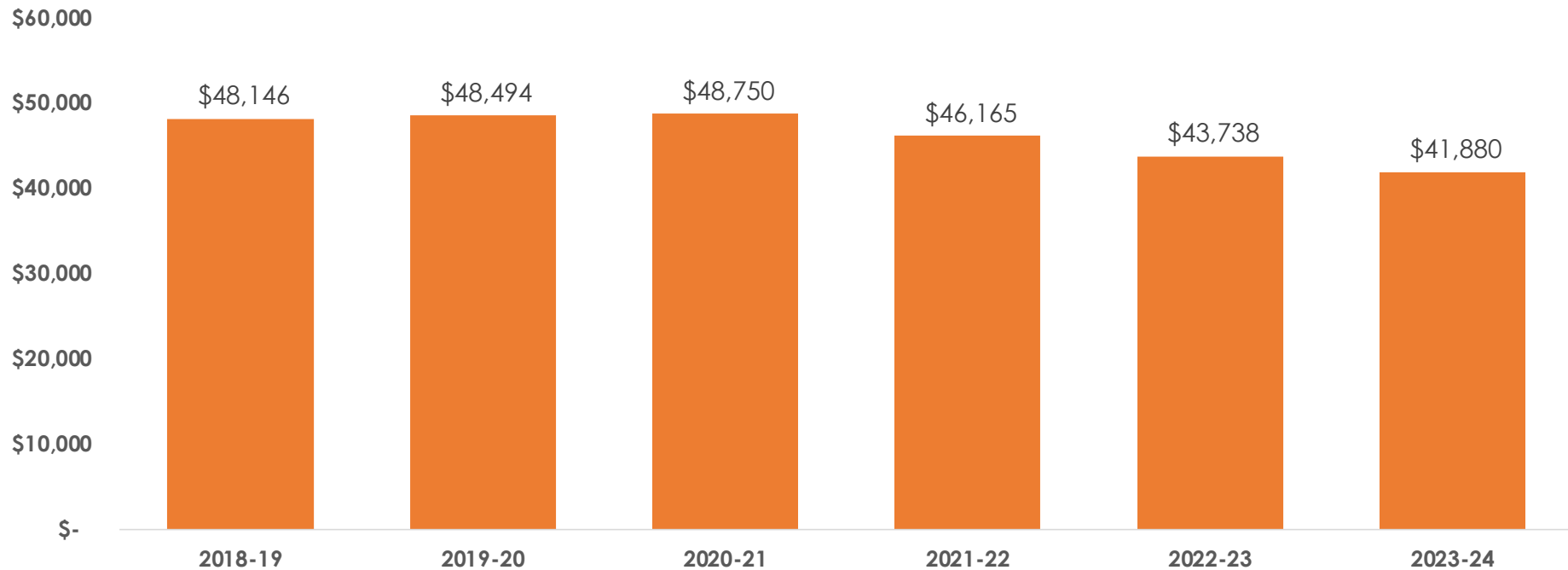
Cumulative Growth in OCPS Average Teacher Salary Compared to Growth in Inflation (CPI-U)



Source: Salary, Florida Department of Education; Inflation, BLS Tampa-St. Petersburg-Clearwater, FL

Inflation-Adjusted Avg. Teacher Salary

Inflation-Adjusted OCPS Average Teacher Salary,
2018-19 to 2023-24

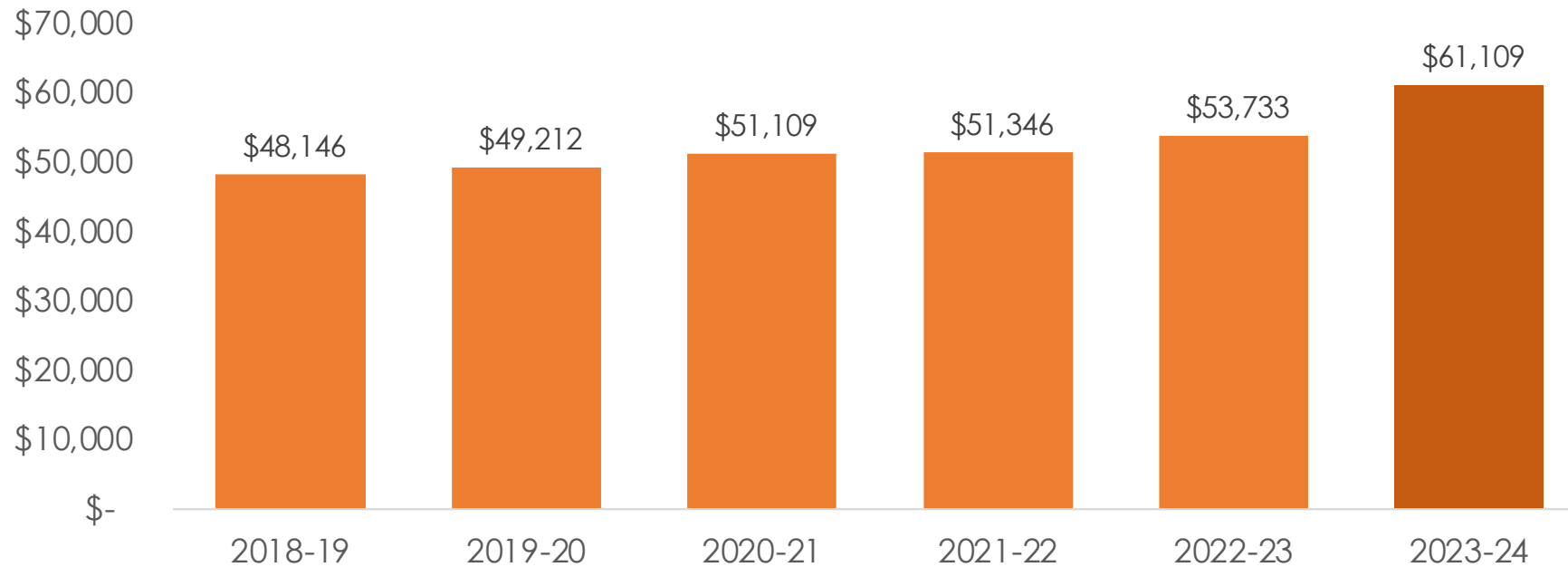


The average teacher has seen their purchasing power deteriorate by \$6,265 from 2018-19 to 2023-24.

Sources: Salary, Florida Department of Education; Inflation (CPI-U), BLS Tampa-St. Petersburg-Clearwater, FL. For index, 2018-19=1.00.

Avg. Teacher Salary with CTA-Proposed Salary Adjustments

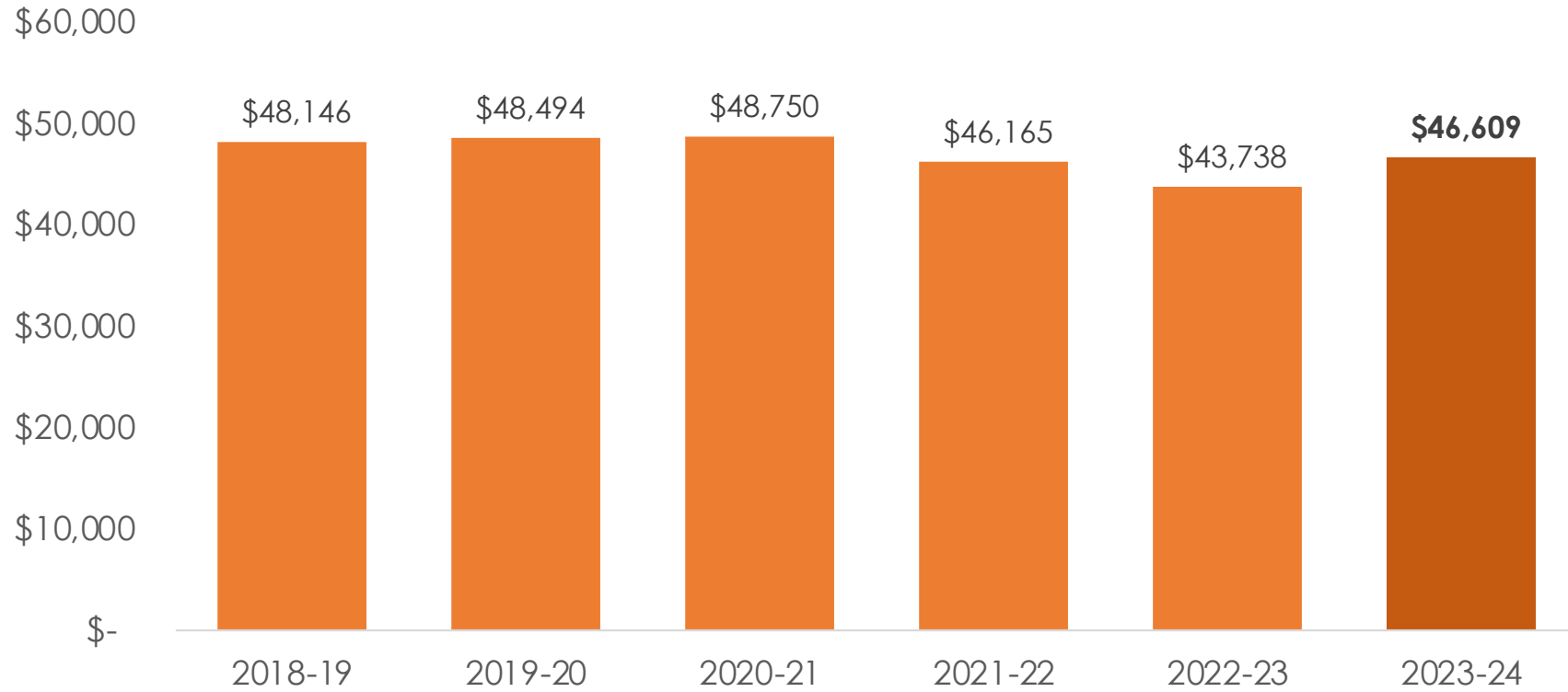
OCPS Average Teacher Salary with OCCTA-Proposed Salary Adjustments



Note: Assumes 90% Highly Effective and 10% Effective.

Inflation-Adjusted Avg. Teacher Salary with CTA-Proposed Salary Adjustments

Inflation-Adjusted Salary Average Teacher Salary with CTA-Proposed Salary Adjustment



Even with the CTA-proposed salary adjustments, the inflation-adjusted average teacher salary does not catch up to pre-pandemic average salary.

Spending on Substitutes Nearly Tripled from FY2021 to FY2023

OCPS Spending on Substitutes, FY2021-FY2023



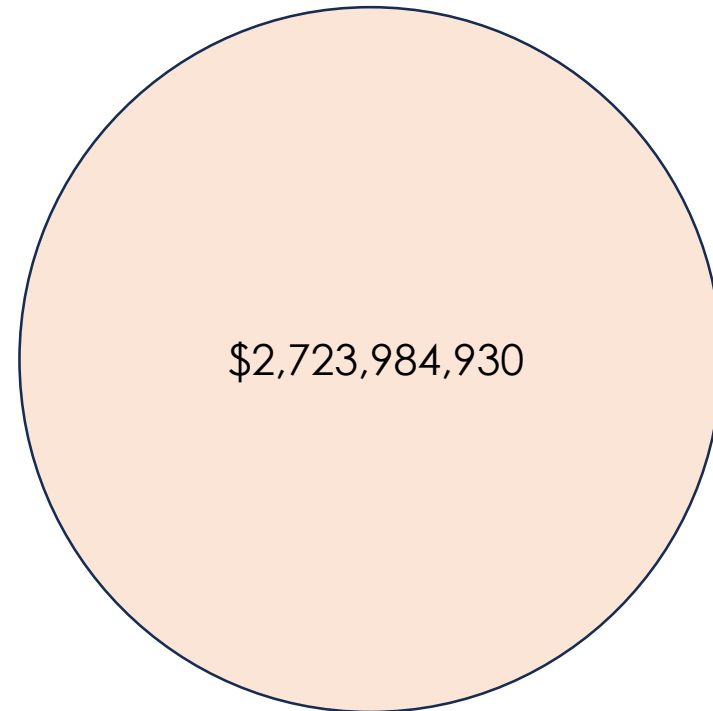
Source: OCPS response to information request (8/2/2023)

Cost difference between the Union and District

	<u>Union</u>	<u>District</u>
Base Salary Adjustment	\$ 85,665,975	\$ 75,393,990
Salary-related Benefits	<u>20,793,702</u>	<u>18,300,383</u>
Total	<u>\$ 106,459,677</u>	<u>\$ 93,694,373</u>
Gap		\$ 12,765,304

Cost difference between the Union and District

FY2024 General Fund Final Budget



A cost difference of **\$12.8 million** represents 0.47% of the FY24 Operating Budget

Source: OCPS, Public Hearing FY2024 Final Budget