



June 29, 2022

Dear Orange County Schools Certified/Licensed Employees,

Congratulations on the completion of the 2022-2023 school year! As you are aware, all **Orange County Schools certified/licensed employees** who are paid on a teacher salary schedule, as well as assistant principals, receive a local supplement based on the scale below based on years of service in a teaching position **in Orange County Schools**:

Teacher Supplement Schedule:

- 0-5 years of service = 12%
- 6-13 years of service = 14%
- 14-20 years of service = 16%
- 20+ years of service = 18%

Assistant Principal Supplement Schedule:

- Elementary: Teacher Supplement + 1%
- Middle: Teacher Supplement + 3%
- High: Teacher Supplement + 5%

GOOD NEWS

We are pleased to announce that during the June 27, 2022 meeting of the Orange County Board of Education, the Board voted to place OCS certified/licensed employees on the same local supplement scale, **now based on the experience level listed on your North Carolina Educators License.**

WHAT'S NEXT

The Human Capital Office will review your North Carolina Educators License. If this review results in a change in your supplement payment, you will receive **written notification** from the Human Capital Office, noting your current local supplement pay and **new local supplement pay** reflecting years of service recorded on your North Carolina Educators License.

IMPORTANT POINTS TO NOTE

- Principals are not impacted by this change.
- The established supplement scale will remain the same.
- Effective date of change is **Friday, July 1, 2022.**
- This change applies to all currently employed certified/licensed staff and new hires.

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Please Note: Employees will not receive a separate check. The following is when certified/licensed employees will see a change in pay (if applicable):

- 10- and 11-month employees will see the new supplement reflected in the **Wednesday, August 31, 2022**, paycheck/direct deposit.
- For 10- and 11-month staff approved to work in the month of July, the change will be reflected in the **Friday, July 29, 2022** paycheck/direct deposit.
- 12-month employees will see the new supplement reflected in the **Friday, July 29, 2022**, paycheck/direct deposit.

Please contact Rhonda Rath, **Chief Finance Officer**, for payroll related inquiries, and Joyce Hatcher, **Chief Human Capital Officer**, for supplement questions by phone at **(919) 732-8126**.

Additionally, you can check your years of experience by logging into the [NCDPI Online Licensure System](#) (click to view your license).

Please Note: NCDPI has not recorded the bump in experience level yet. This typically happens during the month of July.

Thank you for your attention to this important matter.

The Office of Human Capital
Orange County Schools