

TA# 1

HCSB – Counter to Instructional Salary Improvements - 7.22.26

Classroom Teacher and Other Instructional Personnel Salary Increase Allocation

The total amount of the 2026-27 **Classroom Teacher and Other Instructional Personnel Salary Increase Allocation \$1,645,532.00** (less applicable fringes) – estimated at **\$2,000.00** per eligible staff member, shall be distributed as follows regarding increases to base salaries:

House Bill 5001-E *The growth allocation, or 1.06 percent of a school district's or charter school's 2026-27 FEFP Conference Calculation Base Funding, shall be used for school districts and charter schools to provide salary increases to full-time classroom teachers and certified prekindergarten teachers funded in the Florida Education Finance Program with at least ten years of full-time teaching experience in a Florida public school. The amount of such an increase may not exceed \$3,000.*

If the growth allocation amount is insufficient to provide \$3,000 per eligible teacher, then the allocation should be used to provide the highest increase per teacher achievable.

Instructional staff members must be actively employed as classroom teachers as of the first day of the 26-27 contracted school year and remain in that classification through disbursement to qualify for payment.

Eligible instructional staff members who return for the 2026-2027 school year and are subsequently terminated or voluntarily separated from the district or school prior to distribution, are entitled to the portion of the salary increase he or she would have received if the raise had gone into effect at the beginning of the school year.

Employees who have questions about their eligibility concerning their years of experience in Florida public schools must put a verification request in writing to the Human Resources Department by August 31, 2026.

We commit to returning to the bargaining table, with dates agreed upon by both parties, to discuss other compensation for remaining instructional staff not included in this agreement.

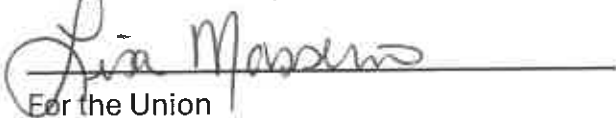


For the Board, Chief Negotiator

Matthew Goldrick, Director of Labor Relations & Professional Standards

7/22/26

Date



For the Union

7/22/26

Date