



# Frequently Asked Questions

## Support Ratification 2025-2026

### **Important facts that you need to know:**

#### **What is the starting salary for support professionals in VCS?**

The new minimum salary is **\$15.00 per hour.** This is the result of legislation passed during the 2022 legislative session and was implemented in VCS effective July 1, 2022. All educational professionals are earning at least \$15 per hour.

#### **What is the percentage of my increase?**

As a result of negotiations, all support staff with a good year of service will receive a minimum 2% salary increase. With the exception of newly hired personnel, each individual will advance one step on the salary schedule which will result in the percentage increase. New hires to VCS will remain on the starting salary (step 0).

#### **I've worked in the district for years, why am I on a step that is not the same as my years of service?**

When the law changed in 2022, the salary schedule was adjusted to reflect the new base salary of \$15 per hour, and the schedule had to be restructured. Therefore, the salary schedule shifted to reflect the new starting point or base salary. The steps in the schedule DO NOT equal years of service. They are simply markers on the schedule that correspond to an hourly rate.

#### **How is it fair that I'm on a step that is less than my years of service? Am I losing credit for my years working for VCS?**

Years of service are tracked by the Human Resources Department and not payroll. Although the two departments work together, credit for years of service is determined by HR. The salary schedule is a document that is used to identify the rates of pay for employees within the bargaining unit. Personnel are placed within the salary schedule. The placement on the salary schedule (step) does not equal years of service. Years of service can be confirmed on Focus on the Staff Experience tab.

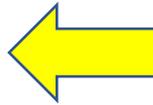
#### **How do I use the form that was sent by VUE?**

Please refer to the section-by-section breakdown below to explain the total salary increase. The Calculate Your Increase form has been created to provide assistance.

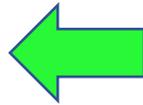
# Calculate Your Increase

We would like to provide a few clarifications about the information on this form.

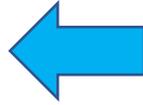
Calculate Your Increase?																	
<b>Step 1: Verify your current rate of pay</b>																	
Go to Focus on the VCS website, click the Staff Experience tab. (The district not yet updated this part of Focus. If you have worked in VCS for more than 1 year, it is likely that you will need to add 1 to the current years of service.)																	
<b>Step 2: Locate your rate of pay on the current salary schedule</b>																	
Using the Office Specialist or Paraprofessional Salary Schedule document, locate your salary (or step) from last year based upon your position and level (OS I, OS II, OS III, Para 2, Para 3, Para 4)																	
<b>Step 3: Calculate Your Increase</b>																	
Using the Office Specialist or Paraprofessional Salary Schedule document, locate your new rate by advancing one step on the schedule and looking in the "Proposed" Column to the right.																	
<b>Step 4: Calculate Your Longevity Increase (if eligible)</b>																	
Calculate your Longevity increase by locating your total COMPLETED years of VCS service in the "Longevity Proposal" document. The supplement value is in the "Rate" column																	
<table border="1"> <thead> <tr> <th colspan="2">Longevity Schedule</th> </tr> <tr> <th>Years of Service</th> <th>Rate</th> </tr> </thead> <tbody> <tr> <td>5-10 years</td> <td>\$150</td> </tr> <tr> <td>11-14 years</td> <td>\$300</td> </tr> <tr> <td>15-19 years</td> <td>\$600</td> </tr> <tr> <td>20-24 years</td> <td>\$800</td> </tr> <tr> <td>25- 29 years</td> <td>\$1,000</td> </tr> <tr> <td>30 or more years</td> <td>\$1,200</td> </tr> </tbody> </table>		Longevity Schedule		Years of Service	Rate	5-10 years	\$150	11-14 years	\$300	15-19 years	\$600	20-24 years	\$800	25- 29 years	\$1,000	30 or more years	\$1,200
Longevity Schedule																	
Years of Service	Rate																
5-10 years	\$150																
11-14 years	\$300																
15-19 years	\$600																
20-24 years	\$800																
25- 29 years	\$1,000																
30 or more years	\$1,200																
<b>Step 5: Calculate 1% of your base salary (base x .01)</b>																	
Calculate your stipend by multiplying your base pay by 1%. Click on Vportal on the VCS website, click the Focus tile, on the ERP setting, click the handshake icon at the upper left of the screen, click "my information", click "employee summary" - look at the "salary" table, your "contract" amount is your annual salary. Multiply your base salary by .01 (base x .01). This is your stipend amount.																	
<b>Step 6: Calculate your total increase for 2025-26</b>																	
Calculate your total increase by adding the values in all of the columns																	
<b>DISCLAIMER- YOUR STEP PLACEMENT IS NOT EQUIVALENT TO YOUR YEARS OF SERVICE!</b>																	



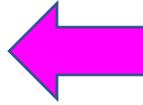
Your current salary on Focus will reflect your current rate of pay.



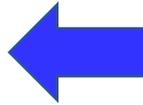
The Salary Schedule Documents (see below) were used during the bargaining process to identify the current and proposed salary increases (last year to this year) for OS and Para personnel. Please look for your job title (OS or Para) and then your level (I, II, III, 2,3,4, w/ or w/out CDA). The new rate of pay will be determined by locating your current step, looking to the column to the right and moving down a step.



Longevity will be provided to eligible support staff. Longevity credit is earned for all years of VCS service.



Calculate your stipend by multiplying your base pay by 1%. Multiply your base salary by .01 (base x .01). This is your stipend amount.



Complete the calculations to determine your total compensation package for the 2025-26 year. Please remember that the increases are dependent upon ratification and board approval.

## Where are the Salary Schedules?

See the proposed Support Staff Salary Schedules below:

FY26 Proposed VUE Support Office Specialist Schedule									
Step	Office Specialist I	Proposed Off Spec I	Step Increase	Office Specialist II	Proposed Off Spec II	Step Increase	Office Specialist III	Proposed Off Spec III	Step Increase
0	15.00	15.00		15.25	15.25		16.50	16.50	
1	15.30	15.30	2.0%	15.56	15.56	2.0%	16.83	16.83	2.0%
2	15.69	15.69	2.5%	15.94	15.94	2.4%	17.25	17.17	2.0%
3	16.10	16.05	2.3%	16.35	16.26	2.0%	17.70	17.60	2.0%
4	16.15	16.42	2.0%	16.40	16.68	2.0%	17.75	18.05	2.0%
5	16.20	16.47	2.0%	16.50	16.73	2.0%	17.80	18.11	2.0%
6	16.25	16.52	2.0%	16.55	16.83	2.0%	17.90	18.16	2.0%
7	16.30	16.58	2.0%	16.60	16.88	2.0%	18.00	18.26	2.0%
8	16.40	16.63	2.0%	16.70	16.93	2.0%	18.20	18.36	2.0%
9	16.45	16.73	2.0%	16.75	17.03	2.0%	18.50	18.56	2.0%
10	16.50	16.78	2.0%	16.80	17.09	2.0%	18.80	18.87	2.0%
11	16.60	16.83	2.0%	16.90	17.14	2.0%	19.10	19.18	2.0%
12	16.65	16.93	2.0%	17.00	17.24	2.0%	19.50	19.48	2.0%
13	16.70	16.98	2.0%	17.05	17.34	2.0%	19.90	19.89	2.0%
14	16.80	17.03	2.0%	17.10	17.39	2.0%	20.30	20.30	2.0%
15	16.90	17.14	2.0%	17.40	17.44	2.0%	20.70	20.71	2.0%
16	17.10	17.24	2.0%	17.60	17.75	2.0%	21.10	21.11	2.0%
17	17.30	17.44	2.0%	17.90	17.95	2.0%	21.60	21.52	2.0%
18	17.60	17.65	2.0%	18.20	18.26	2.0%	22.10	22.03	2.0%
19	18.00	17.95	2.0%	18.50	18.56	2.0%	22.60	22.54	2.0%
20	18.40	18.36	2.0%	18.80	18.87	2.0%	23.10	23.05	2.0%
21	18.70	18.77	2.0%	19.20	19.18	2.0%	23.50	23.56	2.0%
22	19.10	19.07	2.0%	19.50	19.58	2.0%	24.20	23.97	2.0%
23	19.50	19.48	2.0%	19.80	19.89	2.0%	24.80	24.68	2.0%
24	19.90	19.89	2.0%	20.30	20.30	2.5%	25.30	25.30	2.0%
25	20.40	20.30	2.0%	20.80	20.71	2.0%	25.80	25.81	2.0%
26	20.80	20.81	2.0%	21.20	21.22	2.0%	26.40	26.32	2.0%
27	21.10	21.22	2.0%	21.60	21.62	2.0%	26.90	26.93	2.0%
28	21.50	21.52	2.0%	22.00	22.03	2.0%	27.40	27.44	2.0%
29	21.90	21.93	2.0%	22.30	22.44	2.0%	28.00	27.95	2.0%
30	22.30	22.34	2.0%	22.70	22.75	2.0%	28.50	28.56	2.0%
31	22.80	22.75	2.0%	23.00	23.15	2.0%	29.10	29.07	2.0%
32	23.20	23.26	2.0%	23.40	23.46	2.0%	29.70	29.68	2.0%
33	23.70	23.66	2.0%	23.80	23.87	2.0%	30.30	30.29	2.0%
34	24.00	24.17	2.0%	24.30	24.28	2.0%	30.90	30.91	2.0%
35	24.30	24.48	2.0%	24.80	24.79	2.0%	31.50	31.52	2.0%
36	24.70	24.79	2.0%	25.40	25.30	2.0%	32.10	32.13	2.0%
37	25.30	25.19	2.0%	25.90	25.91	2.0%	32.50	32.74	2.0%
38	25.80	25.81	2.0%	26.40	26.42	2.0%	33.40	33.15	2.0%
39	26.30	26.32	2.0%	27.00	26.93	2.0%	34.20	34.07	2.0%
40	26.70	26.83	2.0%	27.50	27.54	2.0%	35.00	34.88	2.0%
41		27.23	2.0%		28.05	2.0%		35.70	2.0%

Office Specialist Salary Schedules:  
 new rates of pay are listed in the blue "proposed" column.

To determine your increase, find your current step, look to the Proposed column on the right and move down one step. For example, OS I step 21 is currently earning \$18.70 will move to step 22 and earn \$19.07 if the agreement is ratified.

Paraprofessional Salary Schedule: new rates of pay are listed in the yellow “proposed” column.

Paraprofessional with NO CDA									
Step	Para 2 HQ	Proposed Para 2 HQ	Step Increase	Para 3 HQ	Proposed Para 3 HQ	Step Increase	Para 4 HQ	Proposed Para 4 HQ	Step Increase
0	15.00	15.00		15.20	15.20		15.40	15.40	
1	15.30	15.30	2.0%	15.50	15.50	2.0%	15.71	15.71	2.0%
2	15.69	15.69	2.5%	15.89	15.89	2.5%	16.11	16.11	2.5%
3	16.10	16.10	2.6%	16.30	16.30	2.6%	16.50	16.50	2.4%
4	16.15	16.42	2.0%	16.35	16.63	2.0%	16.55	16.83	2.0%
5	16.20	16.47	2.0%	16.40	16.68	2.0%	16.60	16.88	2.0%
6	16.25	16.52	2.0%	16.50	16.73	2.0%	16.70	16.93	2.0%
7	16.30	16.58	2.0%	16.55	16.83	2.0%	16.80	17.03	2.0%
8	16.40	16.63	2.0%	16.60	16.88	2.0%	17.00	17.14	2.0%
9	16.45	16.73	2.0%	16.70	16.93	2.0%	17.10	17.34	2.0%
10	16.50	16.78	2.0%	16.75	17.03	2.0%	17.30	17.44	2.0%
11	16.60	16.83	2.0%	16.80	17.09	2.0%	17.50	17.65	2.0%
12	16.70	16.93	2.0%	16.90	17.14	2.0%	17.70	17.85	2.0%
13	16.80	17.03	2.0%	17.10	17.24	2.0%	17.80	18.05	2.0%
14	16.90	17.14	2.0%	17.40	17.44	2.0%	18.00	18.16	2.0%
15	17.10	17.24	2.0%	17.60	17.75	2.0%	18.20	18.36	2.0%
16	17.50	17.50	2.3%	17.80	17.95	2.0%	18.40	18.56	2.0%
17	17.70	17.85	2.0%	18.00	18.16	2.0%	18.60	18.77	2.0%
18	18.00	18.05	2.0%	18.30	18.36	2.0%	18.80	18.97	2.0%
19	18.20	18.36	2.0%	18.60	18.67	2.0%	19.10	19.18	2.0%
20	18.50	18.56	2.0%	18.90	18.97	2.0%	19.30	19.48	2.0%
21	18.80	18.87	2.0%	19.10	19.28	2.0%	19.60	19.69	2.0%
22	19.10	19.18	2.0%	19.40	19.48	2.0%	19.80	19.99	2.0%
23	19.40	19.48	2.0%	19.70	19.79	2.0%	20.10	20.20	2.0%
24	19.70	19.79	2.0%	20.00	20.09	2.0%	20.40	20.50	2.0%
25	20.10	20.10	2.0%	20.30	20.40	2.0%	20.80	20.81	2.0%
26	20.50	20.50	2.0%	20.60	20.71	2.0%	21.10	21.22	2.0%
27	20.90	20.91	2.0%	21.00	21.01	2.0%	21.60	21.60	2.4%
28	21.30	21.32	2.0%	21.50	21.42	2.0%	22.20	22.03	2.0%
29	21.80	21.73	2.0%	21.90	21.93	2.0%	22.60	22.64	2.0%
30	22.30	22.24	2.0%	22.50	22.34	2.0%	23.20	23.05	2.0%
31	22.70	22.75	2.0%	23.20	22.96	2.0%	23.80	23.66	2.0%
32	23.00	23.15	2.0%	23.80	23.66	2.0%	24.30	24.30	2.1%
33	23.40	23.46	2.0%	24.40	24.28	2.0%	24.80	24.79	2.0%
34	23.80	23.87	2.0%	24.90	24.89	2.0%	25.40	25.30	2.0%
35	24.10	24.28	2.0%	25.40	25.40	2.0%	25.90	25.91	2.0%
36	24.60	24.58	2.0%	25.90	25.91	2.0%	26.40	26.42	2.0%
37	25.10	25.09	2.0%	26.40	26.42	2.0%	27.00	27.00	2.3%
38	25.60	25.60	2.0%	27.00	26.93	2.0%	27.50	27.54	2.0%
39	26.20	26.11	2.0%	27.50	27.54	2.0%	28.10	28.05	2.0%
40	26.70	26.72	2.0%	28.00	28.05	2.0%	28.60	28.66	2.0%
41		27.23	2.0%		28.56	2.0%		29.17	2.0%

Paraprofessional With CDA								
Para 2 HQ	Proposed Para 2 HQ	Step Increase	Para 3 HQ	Proposed Para 3 HQ	Step Increase	Para 4 HQ	Proposed Para 4 HQ	Step Increase
15.20	15.20		15.40	15.40		15.60	15.60	
15.50	15.50	2.0%	15.71	15.71	2.0%	15.91	15.91	2.0%
15.89	15.81	2.0%	16.11	16.02	2.0%	16.31	16.23	2.0%
16.30	16.21	2.0%	16.50	16.43	2.0%	16.70	16.64	2.0%
16.35	16.63	2.0%	16.55	16.83	2.0%	16.80	17.03	2.0%
16.40	16.68	2.0%	16.60	16.88	2.0%	16.85	17.14	2.0%
16.50	16.73	2.0%	16.70	16.93	2.0%	16.90	17.19	2.0%
16.55	16.83	2.0%	16.80	17.03	2.0%	17.00	17.24	2.0%
16.60	16.88	2.0%	16.85	17.14	2.0%	17.20	17.34	2.0%
16.70	16.93	2.0%	16.90	17.19	2.0%	17.30	17.54	2.0%
16.75	17.03	2.0%	17.00	17.24	2.0%	17.50	17.65	2.0%
16.80	17.09	2.0%	17.40	17.34	2.0%	17.70	17.85	2.0%
16.90	17.14	2.0%	17.70	17.75	2.0%	17.90	18.05	2.0%
17.10	17.24	2.0%	17.80	18.05	2.0%	18.00	18.26	2.0%
17.40	17.44	2.0%	18.00	18.16	2.0%	18.20	18.36	2.0%
17.60	17.75	2.0%	18.20	18.36	2.0%	18.40	18.56	2.0%
17.80	17.95	2.0%	18.40	18.56	2.0%	18.60	18.77	2.0%
18.00	18.16	2.0%	18.60	18.77	2.0%	18.80	18.97	2.0%
18.30	18.36	2.0%	18.80	18.97	2.0%	19.00	19.18	2.0%
18.60	18.67	2.0%	19.10	19.18	2.0%	19.30	19.38	2.0%
18.90	18.97	2.0%	19.30	19.48	2.0%	19.50	19.69	2.0%
19.10	19.28	2.0%	19.60	19.69	2.0%	19.80	19.89	2.0%
19.40	19.48	2.0%	19.80	19.99	2.0%	20.00	20.20	2.0%
19.70	19.79	2.0%	20.10	20.20	2.0%	20.30	20.40	2.0%
20.00	20.09	2.0%	20.40	20.50	2.0%	20.60	20.71	2.0%
20.30	20.40	2.0%	20.80	20.81	2.0%	20.90	21.01	2.0%
20.60	20.71	2.0%	21.10	21.22	2.0%	21.20	21.32	2.0%
21.10	21.01	2.0%	21.60	21.52	2.0%	21.80	21.62	2.0%
21.70	21.52	2.0%	22.20	22.03	2.0%	22.30	22.24	2.0%
22.20	22.13	2.0%	22.70	22.64	2.0%	22.80	22.75	2.0%
22.80	22.64	2.0%	23.20	23.15	2.0%	23.30	23.26	2.0%
23.30	23.26	2.0%	23.80	23.66	2.0%	23.90	23.77	2.0%
23.90	23.77	2.0%	24.30	24.30	2.1%	24.40	24.38	2.0%
24.40	24.38	2.0%	24.80	24.79	2.0%	24.90	24.89	2.0%
24.90	24.89	2.0%	25.40	25.30	2.0%	25.50	25.40	2.0%
25.40	25.40	2.0%	25.90	25.91	2.0%	26.00	26.01	2.0%
25.90	25.91	2.0%	26.40	26.42	2.0%	26.60	26.52	2.0%
26.40	26.42	2.0%	27.00	26.93	2.0%	27.10	27.13	2.0%
26.90	26.93	2.0%	27.50	27.54	2.0%	27.60	27.64	2.0%
27.50	27.44	2.0%	28.10	28.05	2.0%	28.20	28.15	2.0%
28.00	28.05	2.0%	28.60	28.66	2.0%	28.90	28.76	2.0%
	28.56	2.0%		29.17	2.0%		29.48	2.0%

Paraprofessional Salary Schedules: new rates of pay are listed in the blue “proposed” column.

To determine your increase, find your current step, look to the Proposed column on the right and move down one step.

For example, Para 2 w/out a CDA step 12 is currently earning \$16.70 will now move to step 13 and earn \$17.03 if the agreement is ratified.

**Will I receive retro pay and if so for what?**

Raises will be received this year along with retro pay after ratification and upon board approval.

**Are we getting longevity pay again?**

Yes, the longevity schedule will remain in place. Longevity includes all service to VCS, regardless of the bargaining unit in which the service occurred.

VCS Experience	Rate
5-10	\$150
11-14	\$300
15-19	\$600
20-24	\$800
25- 29	\$1,000
30+	\$1,200

**Are the supplements a one-time payment?**

The **Longevity supplement** is contract language. This supplement will be paid in a lump sum. The longevity supplement is for years of service to VCS. It will remain as a permanent fixture in the contract.

**What is the 1% stipend?**

The 1% Stipend is additional money that was negotiated to help provide additional revenue to you. This is not a lot of money, but it will be provided to ALL members of the bargaining unit. It will be a one-time, non-recurring payment. Originally, the district offered the money as a bonus, but your bargaining team was able to negotiate a stipend instead of a bonus.

**When will I receive my money?**

Once the contract is ratified and approved by the Volusia County School Board. VUE will work with the VCS Payroll Department to determine a timeline for payments.

**When is the ratification vote?**

The ratification vote will occur on Thursday, December 4, 2025.

These are just a few of the questions that we have received since the announcement of the tentative agreement. If you have additional questions, please reach out to your member representative.

Thank you.