



Frequently Asked Questions Instructional Ratification 2025-26

Important facts that you need to know:

The new minimum salary will be **\$50,000.00**

A minimum increase for individuals at the current base of \$49,201.00: **\$799.00 or 1.62%**

What is the percentage of my increase?

Instructional personnel with at least one year of service shall receive a 2% Cost of Living Increase (COLA).

What is TSIA money and why does it matter?

The TSIA legislation created the requirement for school districts to provide Performance Pay. The legislation created a strict formula to determine performance amounts based upon Final Summative Scores earned by instructional personnel. Values are differentiated based upon contract status and evaluation ratings for annual contract personnel and grandfathered/tenured personnel.

What is the performance pay for this year?

196-day contract	Total Increase
Effective	\$333
Grandfathered (Tenured)	\$532
Highly Effective	\$667

Why are teachers at the beginning of their career earning almost as much as mid-career and veteran teachers?

The TSIA law has created “salary compression” that has impacted our mid-career and veteran teachers. It has been our focus and commitment to our members to work to reduce salary compression. We believe that experience matters and that individuals who have shown commitment and loyalty to the students of VCS should not be penalized for their years of experience. We are working to reduce compression using the Retention Supplement and Longevity. During this round of negotiations, a discussion regarding “holding” the entry level or starting salary occurred. Maintaining an entry level salary must be prioritized if VCS is serious about addressing the salary compression problem. Fixing salary compression remains a top priority for your union.

Why do we have supplements, stipends, and advanced degrees instead of larger base salaries?

For nearly a decade, beginning teacher salaries have been increasing at a faster rate than experienced teachers. The state performance pay methodology (Fl. Statute) has created the salary compression that was mentioned above. We are trying to rectify this issue by increasing other monetary structures that are not bound by the laws of performance pay. The Retention Supplement, Longevity Supplement, Supplements and Stipends are being used to reduce salary compression and reward mid-career and veteran teachers within VCS.

How was the compensation package created for instructional personnel?

The compensation package for this year is broken into the following parts:

- COLA increases of 2% for all instructional personnel with one (1) or more years of service.
- Starting salary increased to \$50,000.00
- Salary increases provided as performance pay, required by the State of Florida, and differentiated based upon evaluation outcomes and contract status (Annual Contract or Tenured) through the TSIA funding from DOE. **Required by law.**
- The Longevity Supplement for eligible instructional personnel provides compensation for years of VCS service.
- The Advanced Degree Supplements for eligible instructional personnel.
- Increases to the Retention Supplement provides compensation to eligible personnel to incentivize the return to VCS each year. This supplement provides a differentiated amount based upon years of VCS service. **Improved during negotiations**
- All Stipends remain as previously negotiated.
- All Supplements (activity/additional duty) remain as previously negotiated.

Calculate Your Increase

To calculate your salary and compensation package for the 2025-26 year, please click the link below and follow the steps included in the VCS Compensation Calculator.

Compensation Calculator

Notes: To verify your years of service and your current salary, you will need to:

Years of Service (**the YOS in Focus will be updated/corrected at the time of payment**):

1. Go to Vportal on the VCS website,
2. Click the Focus tile
3. Be sure that you are on the ERP setting
4. Click the handshake icon at the upper left of the screen
5. Click "my information"
6. Click "staff experience" –
 - a. your salary years of service will be located on the "Teaching in Florida public schools" line.
 - b. your years of service for the retention and the longevity supplements will be located on the "Teaching in current district" line. The two values could be different.

Current Salary:

1. Go to Vportal on the VCS website,
2. Click the Focus tile
3. Be sure that you are on the ERP setting
4. Click the handshake icon at the upper left of the screen
5. Click "my information"
6. Click "employee summary" - look at the "salary" table, your "contract " amount is your annual salary.

Will I receive retro pay and if so for what?

Raises will be received this year along with retro pay after ratification and upon approval by the school board. Retro pay will include any duties you have completed since July 1, 2025, where you were paid your hourly rates, such as summer school and tutoring. Upon board approval, the payment schedule will be provided by the VCS Payroll Department.

Are the supplements a one-time payment?

The **Advanced Degree supplement** is part of the eligible individual's job record and is paid as part of the 24 checks for the year. This supplement is pensionable.

196/199 Day Schedule			
Years of Experience	Masters	Specialist	Doctorate
0-2	\$3,081	\$4,546	\$6,070
3-5	\$3,222	\$4,754	\$6,346
6 or more	\$3,368	\$4,973	\$6,637

216 Day Schedule			
Years of Experience	Masters	Specialist	Doctorate
0-2	\$3,396	\$5,011	\$6,690
3-5	\$3,550	\$5,240	\$6,994
6 or more	\$3,711	\$5,480	\$7,314

256 Day Schedule			
Years of Experience	Masters	Specialist	Doctorate
0-2	\$4,024	\$5,938	\$7,928
3-5	\$4,208	\$6,210	\$8,288
6 or more	\$4,399	\$6,495	\$8,670

The **Retention supplement** is paid based upon completed years of VCS service. It will be paid as a lump sum payment. It is a permanent fixture in the contract and will continue in subsequent years.

VCS years of service:	
Years	Amount
(for each year of VCS Service)	
5 - 14	\$77
15 - 19	\$102
20 - 24	\$127
25 +	\$172

The **Longevity supplement** is current contract language. This supplement will be paid in a lump sum payment as it has been since 2019. The longevity supplement is for instructional years of service to VCS. It will remain as a permanent fixture in the contract.

<i>VCS Experience</i>	<i>Amount</i>	<i>VCS Experience</i>	<i>Amount</i>
<i>11 years</i>	<i>\$100</i>	<i>19 years</i>	<i>\$900</i>
<i>12 years</i>	<i>\$200</i>	<i>20 years</i>	<i>\$1,000</i>
<i>13 years</i>	<i>\$300</i>	<i>21 years</i>	<i>\$1,100</i>
<i>14 years</i>	<i>\$400</i>	<i>22 years</i>	<i>\$1,200</i>
<i>15 years</i>	<i>\$500</i>	<i>23 years</i>	<i>\$1,300</i>
<i>16 years</i>	<i>\$600</i>	<i>24 years</i>	<i>\$1,400</i>
<i>17 years</i>	<i>\$700</i>	<i>25 or more years</i>	<i>\$1,500</i>
<i>18 years</i>	<i>\$800</i>		

What is the difference between a supplement and a bonus? A bonus is a one-time non-recurring payment. It is taxed at a higher rate and does not build toward your pension. Supplements build toward your retirement and are taxed at the same rate as your salary income.

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 dates are to be determined. We will provide the dates as soon as possible.