TSIA BARGAINING UPDATE 7.14.26

WE NEED YOUR INPUT!

VUE and VCS met today to continue the process of bargaining the Teacher Salary Increase Allocation (TSIA). As a reminder, during the last session the following proposals were presented.

VCS Proposal- excludes 50% of instructional personnel

	196 day	216 day	256 day
Experience	TSIA Raise		
10-14	$1,200	$1,322	$1,567
15-19	$1,800	$1,984	$2,351
20-24	$2,300	$2,535	$3,000
25-29	$2,800	$3,000	$3,000
30+	$3,000	$3,000	$3,000

VUE's Proposal- includes all instructional staff

Group	Flat Amt	Performance Pay	COLA
Instructional			
TSIA - Classroom Teachers >= 10 Years FL Public			
10 - 15 Years	$ 1,800		1.0%
16 - 20 Years	$ 2,200		1.0%
21 - 25 Years	$ 2,600		1.0%
26 & Up Years	$ 3,000		1.0%
General - Other Instructional > = 10 Years FL Public			
10 - 15 Years	$ 1,800		1.0%
16 - 20 Years	$ 2,200		1.0%
21 - 25 Years	$ 2,600		1.0%
26 & Up Years	$ 3,000		1.0%
General - All Instructional < 10 Years FL Public	HE	1.500%	1.0%
	E	1.125%	
	GF	1.200%	

When today's negotiations started, the district proposed the following two options:

- **They will accept our proposal (shown above) but the acceptance will conclude all financial negotiations with the exception of an MOU for Tier 3 Schools and a proposal to increase the supplement values for Speech Language Pathologists.**

or

- **We can focus on negotiating only the TSIA funds as required by law. The district is willing to accept VUE's TSIA tiers without including the COLA.**

Things to consider:

- Focusing only on the TSIA distribution results in approximately 50% of instructional staff not receiving funding from this source.
- Accepting the VUE proposal without being able to continue negotiating other financial items ends any discussion in the following areas:
  - paid maternity leave
  - increases to supplements including (**Advanced Degrees, Retention, Longevity,** and **Teacher Supplements**
  - increases to **job role stipends**
  - increases to insurance premium costs as presented to the board during the May 12th board workshop -click **HERE**
  - the Annual Financial Report (AFR) showing the district's finances has not yet been completed and therefore we do not know how much money will be in the Fund Balance aka the district's savings account.

NEXT STEPS

The Bargaining Team needs to hear from **YOU.** We have created a short **SURVEY** to obtain direction from you on how you want to proceed. Please consider the items above as you make your decision. This is very important and will determine how your union moves forward. The survey will close on Sunday, July 19, 2026.

Bargaining originally scheduled for Wednesday, July 15, 2026, HAS BEEN CANCELLED. We will reconvene on July 21st at 12:00 pm at the VUE office.
ALL ARE WELCOME TO ATTEND!