



FIGHTING FOR YOU!

TSIA BARGAINING UPDATE

VUE and VCS met today to officially begin the bargaining process for the Teacher Salary Increase Allocation (TSIA)

The session included the following:

- Identification of the eligible employees based on HB 5001E:
 - Full-time classroom teachers & certified prekindergarten teachers
 - Must be funded through the FEFP
 - At least 10 years of full-time experience in a Florida Public school
- Signing of a Memorandum of Agreement between VUE and VCS stating that the any agreement reached regarding the TSIA shall not be construed as a full settlement of salary negotiations for the 2026-2027 year. Bargaining for wages, benefits, and working conditions shall remain open.

VCS presented a TSIA proposal offering the following based on experience:

- 10-14 years - \$1,200
- 15-19 years - \$1,800
- 20-24 years - \$2,300
- 25-29 years - \$2,800
- 30 + years - \$3,000
- The district proposal did not offer any increase for instructional staff who do not meet the classroom teacher definition. For example, media specialists, academic coaches, school counselors, school psychologists, etc.

VUE presented a TSIA proposal offering the following based on experience:

- 10 - 15 years - \$1,800
- 16 - 20 years - \$2,200
- 21-25 years - \$2,600
- 26 + years - \$3,000
- VUE proposed the following for instructional staff who are not eligible for TSIA based on the classroom teacher definition based on experience:
 - 10-15 years - \$1,800
 - 16 -20 years - \$2,200
 - 21-25 years - \$2,600
 - 26 + years - \$3,000
- VUE also proposed that all instructional staff with less than 10 years experience in a Florida public school receive the following based upon their final summative ratings
 - Highly Effective - 1.5%
 - Effective - 1.125%
- VUE proposed that all instructional staff receive a 1% COLA adjustment

The VUE proposal takes into consideration that the law sets the minimum requirements for the TSIA negotiations, but the district can exceed those requirements to provide for all instructional employees by utilizing the General Fund. We believe that everyone should be provided for in this work.

NEXT STEPS

The district is going to consider reworking their proposal to go beyond the TSIA requirement, but will need to review available funding.

Bargaining will resume on Tuesday, July 14, 2026, from 1:00 pm - 4:00 pm at the VUE office.

ALL ARE WELCOME TO ATTEND!