

MEMORANDUM OF UNDERSTANDING

Between the School Board of Volusia County and the Volusia United Educators Regarding 2026-2027 Classroom Teacher and Other Instructional Personnel Salary Increase (CTOIPS) [formerly Teacher Salary Increase Allocation (TSIA)]

The School Board of Volusia County (the "District") and the Volusia United Educators ("VUE") (collectively, the "Parties") agree to the following:

WHEREAS, Specific Appropriation 5 and 88 of the 2026-2027 General Appropriations Act provides funding to:

"full-time classroom teachers and certified prekindergarten teachers funded in the Florida Educational Finance Program with at least ten year of full-time teaching experience in a Florida public school. The amount of such an increase may not exceed \$3,000."

WHEREAS, the amount allocated to Volusia County is Four Million, Five Thousand, Seven Hundred Ninety-Seven and 00/100 Dollars (\$4,005,797.00), not including monies owed to Charter schools;

WHEREAS, the distribution of salary increase funds is a mandatory subject of collective bargaining pursuant to Part II of Chapter 447, Florida Statutes; and

WHEREAS, pursuant to §447.4095, Fla. Stat. the CTOIPS is classified as a Financial Urgency, that requires the District and VUE to meet within fifteen (15) days after the effective date of the appropriation to negotiate the TSIA; and

WHEREAS, one of the Parties must declare impasse within two (2) business days after thirty (30) calendar days of the effective date of the appropriation if the Parties do not reach agreement regarding the CTOIPS;

NOW THEREFORE, the Parties agree as follows regarding the use of salary increase funds provided through Specific Appropriation 5 and 88 for the 2026-2027 fiscal year for eligible persons:

Florida Teaching Experience	Amount
10 to 15 Years	\$1,800
16 to 20 Years	\$2,200
21 to 25 Years	\$2,600
26 Years and Up	\$3,000

Further, the Parties agree:

1. That employees meeting the eligibility requirements established in Specific Appropriation 5 and 88 is limited to full-time classroom teachers and certified prekindergarten teachers funded through FEFP who have at least ten (10) years of full-time teaching experience in a Florida public school.
2. That in order to fulfill this agreed-to allocation of Specific Appropriation 5 and 88, the District may have to provide approximately Six Hundred Eleven Thousand, One Hundred Eleven and 00/100 DOLLARS (\$611,111.00) from the General Fund.
3. Eligibility to receive the funds addressed in this Memorandum must be established prior to October 1, 2026.
4. Any eligible employee may submit verification of Florida teaching experience to Human Resources prior to September 2, 2026.
5. All other negotiations related to the Instructional Collective Bargaining Agreement for the 2026-2027 school year remain open and ongoing, including all matters related to benefits, working conditions for instructional personnel, and wages unrelated to the Teacher Salary Increase Allocation.
6. This Memorandum of Understanding is contingent upon ratification by VUE and approval by the School Board of Volusia County.

IN WITNESS WHEREOF, THE PARTIES HERETO HAVE CAUSED THIS AGREEMENT TO BE EXECUTED ON THE 29 DAY OF JULY, 2026.

BY:



Elizabeth Albert
President, Volusia United Educators

BY:



Andrew Langenbach
Chief Negotiator,
School District of Volusia County