

MEMORANDUM OF UNDERSTANDING #7
2026-27 Disbursement of the Classroom Teacher and Other Instructional
Personnel Salary Increase (CTOIPS) formerly the Teacher Salary Increase
Allocation (TSIA)
July 1, 2026

The 2026 Florida Legislature passed legislation including the extension of the Classroom Teacher and Other Instructional Personnel Salary Increase allocation for the 2026-27 fiscal year. Florida Governor Ron Desantis signed the 2026-27 state budget and related proviso language Monday, June 29, 2026. The 2026-27 budget includes funding to maintain the instructional salary increases funded through the CTOIPS as well as additional dollars to further increase classroom teacher salaries. This year, the additional dollars must be used “to provide salary increases to full-time classroom teachers and certified prekindergarten teachers funded in the Florida Education Finance Program with at least ten years of full-time teaching experience in a Florida public school. The amount of such an increase may not exceed \$3,000.” The additional dollars allocated for Orange County for 2026-27 are \$14,712,643. The total dollars available to the District after the allocation to charter schools is \$13,485,669 including benefits. The parties agree to distribute these funds to all full-time classroom teachers and certified prekindergarten teachers funded in the Florida Education Finance Program with at least ten years of full-time teaching experience in a Florida public school. Upon ratification, the distribution will be paid to the eligible employees biweekly. The Labor Management Partnership Committee will identify the date of payout pending the ratification schedule. The manner of distribution is as follows:

Years of Experience	Increase to Base Salary
10-14	\$1,925
15-19	\$2,025
20-24	\$2,200
25-29	\$2,500
30-31	\$2,800
32+	\$3,000

Additional compensation and health insurance benefits for all instructional employees shall continue to be negotiated following the execution of this MOU.

The Orange County Classroom Teachers Association agrees to send this MOU to the bargaining unit for ratification no later than August 10, 2026.

This MOU expires June 30, 2027.

For School Board of Orange County, Florida:

For Orange County Classroom Teachers
Association:

Jeffrey E. Mandel
Chief Negotiator

Clinton McCracken
President