

### Years of Service Salary Increase

| <b>TSIA - Full-Time Classroom Teachers with 10 or more years of Florida experience (4,965 employees)</b> |                       |                                   |                                                        |                     |                      |
|----------------------------------------------------------------------------------------------------------|-----------------------|-----------------------------------|--------------------------------------------------------|---------------------|----------------------|
| <b>Yrs of Exp</b>                                                                                        | <b>Employee Count</b> | <b>2026-27 Placement Schedule</b> | <b>2026-27 Increase to Base Salary (CLFT(10+ yrs))</b> | <b>Cost</b>         | <b>with Benefits</b> |
| 0-1                                                                                                      |                       | \$50,000                          |                                                        |                     |                      |
| 2-4                                                                                                      |                       | \$50,225                          |                                                        |                     |                      |
| 5-9                                                                                                      |                       | \$50,575                          |                                                        |                     |                      |
| 10-14                                                                                                    | 1,491                 | \$51,000                          | \$1,925                                                | \$2,870,175         |                      |
| 15-19                                                                                                    | 1,141                 | \$53,000                          | \$2,025                                                | \$2,310,525         |                      |
| 20-24                                                                                                    | 1,164                 | \$55,000                          | \$2,200                                                | \$2,560,800         |                      |
| 25-29                                                                                                    | 721                   | \$60,000                          | \$2,500                                                | \$1,802,500         |                      |
| 30-31                                                                                                    | 162                   | \$65,000                          | \$2,800                                                | \$453,600           |                      |
| 32+                                                                                                      | 286                   | \$70,000                          | \$3,000                                                | \$858,000           |                      |
| <b>Total</b>                                                                                             | <b>4,965</b>          |                                   |                                                        | <b>\$10,855,600</b> | <b>\$13,489,114</b>  |

The Union reserves the right to add to, delete and/or modify these proposals during the course of negotiations. The Union's proposals may represent a clarification of rights that it already has under existing contract language.

| <b>Other - Full-Time Instructional with 10 or more years of Florida experience (1,818employees)</b> |                       |                                   |                                                        |                    |                      |
|-----------------------------------------------------------------------------------------------------|-----------------------|-----------------------------------|--------------------------------------------------------|--------------------|----------------------|
| <b>Yrs of Exp</b>                                                                                   | <b>Employee Count</b> | <b>2026-27 Placement Schedule</b> | <b>2026-27 Increase to Base Salary (CLFT(10+ yrs))</b> | <b>Cost</b>        | <b>with Benefits</b> |
| 0-1                                                                                                 |                       | \$50,000                          |                                                        |                    |                      |
| 2-4                                                                                                 |                       | \$50,225                          |                                                        |                    |                      |
| 5-9                                                                                                 |                       | \$50,575                          |                                                        |                    |                      |
| 10-14                                                                                               | 433                   | \$51,000                          | \$1,925                                                | \$827,750          |                      |
| 15-19                                                                                               | 423                   | \$53,000                          | \$2,025                                                | \$847,463          |                      |
| 20-24                                                                                               | 474                   | \$55,000                          | \$2,200                                                | \$1,037,300        |                      |
| 25-29                                                                                               | 331                   | \$60,000                          | \$2,500                                                | \$820,000          |                      |
| 30-31                                                                                               | 52                    | \$65,000                          | \$2,800                                                | \$142,800          |                      |
| 32+                                                                                                 | 105                   | \$70,000                          | \$3,000                                                | \$307,500          |                      |
| <b>Total</b>                                                                                        | <b>1,818</b>          |                                   |                                                        | <b>\$3,982,813</b> | <b>\$4,949,023</b>   |

| <b>ESE SPEECH &amp; LANGUAGE THERAPIST (130 employees)</b> |                       |                |                  |                      |
|------------------------------------------------------------|-----------------------|----------------|------------------|----------------------|
|                                                            | <b>Employee Count</b> | <b>Amount</b>  | <b>Cost</b>      | <b>with Benefits</b> |
| <b>Salary Increase</b>                                     | <b>130</b>            | <b>\$4,000</b> | <b>\$510,000</b> | <b>\$633,723</b>     |
| <b>Non-Recurring Supplement</b>                            | <b>130</b>            | <b>\$4,000</b> | <b>\$510,000</b> | <b>\$633,723</b>     |

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