

MEMORANDUM OF UNDERSTANDING #9
2026-27 Disbursement of the Classroom Teacher and Other
Instructional Personnel Salary Increase (CTOIPS), formerly the
Teacher Salary Increase Allocation (TSIA), and Base Salary
Adjustments for Employees with Ten or More Years of Florida
Public School Experience

This Memorandum of Understanding is entered into between the Orange County Classroom Teachers Association and the School Board of Orange County this 28th day of July, 2026.

WHEREAS, the 2026 Florida Legislature passed legislation which included the extension of the Classroom Teacher and Other Instructional Personnel Salary Increase allocation for the 2026-27 fiscal year;

WHEREAS, the CTOIPS allocates funds that may only 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;”

WHEREAS, the total dollars available to the District after the allocation to charter schools is \$13,485,669 including benefits;

NOW THEREFORE, the parties agree as follows:

Section A: 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 will receive an adjustment to their base salary as outlined below:

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

Section B: full-time teachers who are not eligible for the salary increase distribution described in Section A above, but who have ten (10) or more years of full-time teaching experience in a Florida public school, will receive an adjustment to their base salary as outlined below:

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

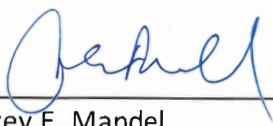
Upon ratification, the distribution will be paid to the eligible employees biweekly, retroactive to the first duty day of the 2026-27 school year. The Labor Management Partnership Committee will identify the date of payout pending ratification.

Additional compensation and health insurance benefits for all instructional employees shall continue to be negotiated following the execution of this MOU and be part of the impasse proceedings under Case No. SM-2026-017.

The Orange County Classroom Teachers Association agrees to send this MOU to the bargaining unit for ratification no later than August 31, 2026.

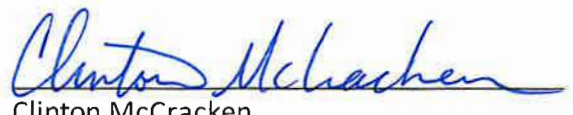
This MOU expires June 30, 2027; provided, however, that the above increases shall remain part of the teachers' base salaries.

For School Board of Orange County, Florida



Jeffrey E. Mandel
Chief Negotiator

For Orange County Classroom Teachers Association



Clinton McCracken
President