



**2026-2027 PARAPROFESSIONAL COLLECTIVE BARGAINING TENTATIVE
AGREEMENT RATIFICATION**
August 10, 2026

DTU and the Duval County School Board (DCSB) have reached a Tentative Agreement for the Paraprofessional Unit. The Paraprofessional Unit must ratify the Tentative Agreement for the Agreement to proceed to the DCSB for approval. Implementation will take place after DCSB approval. The Agreement for 2026-2027 addresses economic and non-economic issues.

The Process:

Proposals for the table were identified via survey responses from the Paraprofessional Unit. After reviewing the surveys, DTU identified **economic and non-economic** issues for the Paraprofessional Unit. DTU and the DCSB and their respective teams worked creatively to come to a Tentative Agreement. **DTU thanks the Teams for their challenging work.** Despite the difficulties in finding money coming from State allocations, a Tentative Agreement was reached on **July 6, 2026**

Reminders:

- Underlined and in **RED** language (**as shown here**) is **proposed new language**.
 - Plain text language is existing language that will remain intact (as shown here).
 - Stricken language (~~as shown here~~) is existing language that is deleted or changed.
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Economic Proposals

Salary Increases:

Appendix D: Salary Schedules

Paraprofessional Step Increase: Paraprofessional employees who worked one day more than half of the previous school year will advance two steps on the Paraprofessional Salary Schedule.

Level 95: Employees who have completed one year on Level 95 will receive \$500 for each year they remain on Level 95. For the 2026-2027 school year, employees on Level 95 will receive an additional \$500, with the maximum supplement not to exceed \$2500



Appendix C: Special Needs Supplement

The following self-contained low incidence programs will receive an annual ~~\$1500~~ **\$2,000** supplement.

- CSS (Autism)
- Day Treatment (PRIDE)
- PLA (Participatory Level Assistance)
- Behavior Support (EBD)
- ESE Center Schools (Mt. Herman, Palm Avenue, Oak Hill Academy and Alden Road)
- Student-Focused Paraprofessional
- **SLA (Supported Level for Academics)**

Non-Economic Proposals

Article V – Rights and Employment Conditions

P. Student Discipline

When a student's behavior causes serious disruption or violates the Student Code of Conduct in the classroom or other school location, the employee shall **have** the authority to write student behavior referrals. **Paraprofessionals will have access to write said referrals in the electronic record system that the district uses to monitor discipline referrals.** In the absence of an administrator or supervising teacher, the paraprofessional can send a disruptive student to the office. The Paraprofessional shall report such action to the principal/supervising teacher. The employee shall be given effective support and authority in student discipline situations as prescribed in the Student Code of Conduct. Such support and authority shall be consistent with law, the Student Code of Conduct, the individual school Discipline Plan, and the policies and practices of the Employer. Each school's Discipline Plan shall contain a provision that specifies how paraprofessionals are to deal with individual students who commit conduct code offenses.

Article IX – Union Rights

P. Directories and Information

The Employer shall make available, upon request, to the DTU, existing employee lists and any other available documents that are subject to the "Public Records Law." Charges for such records shall be in compliance with F.S. 119.07. The employer will provide to DTU a monthly Personnel Cross Index Report.



Duval Teachers United shall receive an electronic file for its bargaining unit members (Teacher, Paraprofessionals, and UOPD) with the information below. The file will be sent every two weeks in alignment with district pay periods. If there is a need to change the request below, the request will be submitted in writing. The file will maintain consistent formatting.

List of current employees separated by DTU unit (Teacher, Para, UOPD) will include:

1. First and Last Name
2. Employee ID Number
3. Job Description/Title
4. Job Code
5. PSA
6. Organization Number
7. Employment status (eg. on leave)
8. Salary and funding source
9. Date of Hire
10. Work Location
11. Work Email Address
12. Employee Cell Phone number (if available)
- 13. Mailing Address**

ARTICLE IV – Paraprofessional Differentiated Classifications and Career Development

C. In-Service Training

1. In order to assist employees in completing in-service requirements of the Career Development Program, the Employer shall provide in-service training. Employees shall receive credit for all in-service.
2.
 - a. Paraprofessionals assigned as ISSP Facilitator, Special Needs Instructional Paraprofessional, or Regular Needs Instructional Paraprofessional must obtain training appropriate to their respective areas.
 - b. Training for current paraprofessionals will be given the greatest priority but such training will be modified based on a needs assessment, in service pre-testing, and will take into account experience on the job.
 - c. A training program for new hires will be provided for paraprofessionals and they will be expected to satisfy appropriate training requirements within the first semester of employment.
3. When deemed necessary by the principal, in-service shall be offered at the school site during the workday of the first workweek of the school year.
4. Employees assigned to a new position shall receive orientation to the position and shall receive appropriate in-service assistance during the regular workday of the first semester in the new position. Employees who are required to participate in in-service training programs, conducted after the workday, shall be paid his/her normal rate of pay for such participation.



5. Employees who are enrolled in in-service programs, which require the employee to travel outside Duval County, shall receive mileage at the maximum rate allowed by IRS mileage rate guidelines each year and approved by the Employer.

6. The Duval County School Board shall provide at least three (3) in-service training workshops during the school year. Such training shall include topics such as: job responsibilities, evaluation procedures, district school required forms and reports, use of job required machines, school and district policies, benefits, and other appropriate information. Workshop participants shall receive a certificate of participation indicating the general subject of the workshop and the number of hours, annually.

7. If workshops are held on a non-work day and compensation is available, members of the bargaining unit shall be compensated at their hourly rate of pay for all hours attended, otherwise, the workshops will be voluntary. The Board shall make every effort to improve the quality of the in-service training program available for members of this unit.

8. In addition, the Board shall allow paraprofessionals to attend and receive credit for teacher in-service programs (including those provided during early release days) providing that the Board shall have the authority to designate certain programs as appropriate for paraprofessionals.

9. The Board will redesign a teacher's program to meet the needs of paraprofessionals where sufficient interest is indicated.

10. The DTU shall designate one paraprofessional liaison in each school. This person shall be sent monthly calendars from Professional Development and shall be given in-service equivalent to the master plan coordinator in that school where the in-service is appropriate. The paraprofessional liaison and the master plan coordinator/ professional development facilitator will be responsible for the communication of available.

11. The Board agrees to offer appropriate prevention/ physical intervention assistance training sessions to bargaining unit members each school year.

~~12. When early release days are provided in the calendar, principals shall provide for job specific in-service or allow participation in appropriate and applicable in-service for instructional members of this unit. Paraprofessionals may provide input into areas for in-service. Paraprofessionals shall not be routinely used to supervise students on early release days, except in emergency situations and then only under the supervision of a certificated employee. Principals should plan for late parents.~~

12. For the period of this Agreement, any ESOL training required by the



employer shall be provided to employees at no cost and shall be held at reasonable times and locations.

13. Two paraprofessional representatives, selected by DTU, will participate in the district-wide committee to develop in-service for paraprofessionals.

14. Paraprofessionals in all classifications provide assistance to the classroom teacher with classroom management. Paraprofessionals may write behavior referrals after training on the Student Code of Conduct, writing behavior referrals and using Focus.

15. Once an academic year, the district will conduct a survey to assess what trainings are needed for the paraprofessional unit.

16. On district-assigned in-service days, paraprofessionals shall utilize their work time as follows:

Paraprofessionals shall be provided the opportunity to engage in collaborative planning with their assigned teacher(s). This planning time shall be meaningful and directly related to supporting student instruction, classroom responsibilities, and assigned duties.

Paraprofessionals shall attend district-provided or school-based professional development sessions as assigned. Such trainings shall be relevant to their roles and responsibilities.

Ratification Process

Ratification Ballot

A ratification ballot has been mailed to the address that DTU has on file for you. You will need to indicate on the ballot whether you do or do not accept the Tentative Agreement. You will need to complete the ballot and return it to DTU by 4:00 pm on Monday, August 24, 2026.

Please consider mail delays and send in your completed ballot as soon as you have reviewed the Tentative Agreement, which is being sent to your DCSB email for you to review. If you do not receive a ballot, you may come to the DTU office (1601 Atlantic Blvd.) **Monday-Thursday before 5:00 pm and Friday before 4:00 pm** to receive one. You must provide a picture I.D. to receive a ballot.

Ratification Meeting

A meeting to discuss the Tentative Agreement will be conducted on **Wednesday, August 19, 2026, at 5:00 pm**. The meeting will take place at the DTU office located at 1601 Atlantic Blvd., Jacksonville 32207.

Economic and non-economic proposals in the Tentative Agreement will be discussed.
