



2026-2027 TEACHER COLLECTIVE BARGAINING TENTATIVE AGREEMENT

RATIFICATION

August 10, 2026

DTU and the Duval County Public School Board (DCSB) have reached a Tentative Agreement for the Teacher Unit. The Teacher Unit must ratify the Tentative Agreement for the Agreement to proceed to the DCSB for approval. Implementation will take place after DCSB approval and Florida Department of Education 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 Teacher Unit. After reviewing the surveys, DTU identified **economic and non-economic** issues for the Teacher 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 31, 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:

Performance Pay

Teachers with one to fourteen years of experience will earn a minimum salary of \$48,700.

All teachers on Performance Pay will receive \$1,000.50 for an effective rating on their **2025-2026** final summative evaluation and \$2,001 for a highly effective rating on their **2025-2026** final summative evaluation.

Grandfather Teacher Unit Raises:

Grandfather Teacher Unit members will receive a step level increase if the teacher has worked one day more than half (99 days) of the previous school year and did not receive an overall Unsatisfactory final evaluation in the previous school year.

Level 95

Grandfather Teacher Unit members on Level 95 will receive a step level increase if the teacher has worked one day more than half (99 days) of the previous school year and did not receive an overall Unsatisfactory final evaluation in the previous school year.



Employees on Level 95 in the 2025-2026 school year will advance to level AA.

Employees on Level II in the 2025-2026 school year will advance to level JJ.

Employees on Levels BB – II will receive an additional \$500 to step value.

Teacher Salary Increase Allocation (TSIA)

Article XII – Compensation: Appendix A

Teachers qualifying for the Teacher Salary Increase Allocation (TSIA) defined by Florida Statute 1012.01(2)(a) with 10 years of experience of full-time teaching in a Florida public school will receive a recurring supplement based on the following distribution:

- As of the 2026-2027 school year, 10 to 20 years of Florida public school teaching - \$2,000
- As of the 2026-2027 school year, 21 to 30 years of Florida public school teaching - \$2,500
- As of the 2026-2027 school year, 31 years or more of Florida public school teaching - \$3,000

Teachers defined by Florida Statute 1012.01(2) (b-d), with 10 years of experience of full-time teaching in a Florida public school will receive a recurring supplement based on the following distribution:

- As of the 2026-2027 school year, 10 to 20 years of Florida public school teaching - \$2,000
- As of the 2026-2027 school year, 21 to 30 years of Florida public school teaching - \$2,500
- As of the 2026-2027 school year, 31 years or more of Florida public school teaching - \$3,000

Teachers defined by Florida Statute 1012.01(2)(a) and 1012.01(2) (b-d), that do not qualify for TSIA, with 10 years of experience of full-time teaching experience in a public-school classroom will receive a recurring supplement based on the following distribution:

- As of the 2026-2027 school year, 10 to 20 years of full-time public school teaching experience - \$2,000
- As of the 2026-2027 school year, 21 to 30 years of full-time public school teaching experience - \$2,500
- As of the 2026-2027 school year, 31 or more years of full-time public school teaching experience - \$3,000

Advanced Degree Supplement:

Grandfather Salary Schedule:

Teachers – Teachers on the grandfather schedule and who hold an advanced degree will continue to be paid from the Masters, Specialists, and Doctorate columns of the Teacher (TA) Salary Schedule. *

Instructional Specialist – Specialists on the grandfather schedule will be compensated for an advanced degree according to the following schedule:



- Master's Degree - ~~\$1,150~~ **\$1,350**
- Specialist Degree - ~~\$1,380~~ **\$1,580**
- Doctorate Degree - ~~\$1,725~~ **\$1,925**

* Instructional specialists hired on or after July 1, 2011, must hold the advanced degree in their area of certification in order to be eligible for advanced degree compensation.

Psychologists – Psychologists on the grandfather schedule and who hold an advanced degree will continue to be paid from the Specialists and Doctorate columns of the Teacher (TP) Salary Schedule.

Occupational and Physical Therapists (OT/PT) - Occupational and Physical Therapists on the grandfather salary schedule shall be paid an annual advanced degree supplement for the highest degree level attained as follows:

- Doctorate Degree - ~~\$1,725~~ **\$1,925**

Performance Pay Salary Schedule

Teachers – Teachers on the Performance Pay Schedule, but hired prior to July 1, 2011 shall be compensated for an advanced degree as follows:

- Master's Degree - ~~\$1,150~~ **\$1,350**
- Specialist Degree - ~~\$1,380~~ **\$1,580**
- Doctorate Degree - ~~\$1,725~~ **\$1,925**

Teachers – Teachers hired on or after July 1, 2011, who hold an advanced degree **in their area of certification** shall be compensated at the highest degree level in the form of an annual Advanced Degree Supplement as follows:

- Master's Degree - ~~\$1,150~~ **\$1,350**
- Specialist Degree - ~~\$1,380~~ **\$1,580**
- Doctorate Degree - ~~\$1,725~~ **\$1,925**

Instructional Specialists – Specialists on the Performance Pay Schedule, but hired prior to July 1, 2011 shall be compensated for an annual advanced degree as follows:

- Master's Degree - ~~\$1,150~~ **\$1,350**
- Specialist Degree - ~~\$1,380~~ **\$1,580**
- Doctorate Degree - ~~\$1,725~~ **\$1,925**

Instructional Specialists – Specialists hired on or after July 1, 2011, who hold an advanced degree **in their area of certification** shall be compensated at the highest degree level in the form of an annual Advanced Degree Supplement as follows:

- Master's Degree - ~~\$1,150~~ **\$1,350**
- Specialist Degree - ~~\$1,380~~ **\$1,580**
- Doctorate Degree - ~~\$1,725~~ **\$1,925**

Psychologists – Psychologists on the performance pay schedule shall be paid an annual advanced degree supplement for the highest degree level attained as follows:

- Specialist Degree - ~~\$1,380~~ **\$1,580**
- Doctorate Degree - ~~\$1,725~~ **\$1,925**

Audiologists – Audiologists on the performance pay schedule shall be paid an annual advanced degree supplement for the highest degree level attained as follows (if the Audiologist was hired prior to 2008):

- Doctorate Degree - ~~\$1,725~~ **\$1,925**



Appendix B- Salary Supplement Schedule

All supplements outlined below and incorporated on the Teacher Unit Contract Supplement Schedule will be increased by 25%. This was Tentatively agreed to with modifications. There will be a work group created to ensure that the list includes the appropriate supplements.

A Intr Coach (AofT)	A Intram Dir. (H)	A Intramurals (H) A Intramurals (M)	A Patrol (E) A Patrol (M)
A JV Cheerldr (H)	A Newspaper (H)	A Newspaper (M)	A Orchestra (H) A Orchestra (M)
A Skills USA-Asst Hd (H)	A Yearbook (H) A Yearbook (M)	A Skills USA-Head (H)	A ROTC Other(10 Mo)
S FL FB-G-JV-Asst-(H)	S Fl FB-G-JV-Hd(H)	S FL FB-G-V-Asst (H)	S Fl FB-G-V-Hd(H)
Admin Supplement-Doc	Asst Ath Director (M)	E-Sports Coach	Extra JV Coaching
Facilitator for DCoT	Girl Scouts Supplement	GROW Coach Supplement	PRIDE unit Supplement
ROTC MIP Max	S Baseball-JV-Asst (H)	S Baseball-JV-Hd (H)	S Baseball-V-Asst (H)
S Baseball-V-Hd (H)	S BeachVlyball-G-Asst (H)	S BeachVlyball-G-Head (H)	S Intramurals-1/3 (H)
S Lacrosse B-V-Hd (H)	S Lacrosse G-V-Hd (H)	S Softball-Asst (M)	S Softball-Head (M)
S Softball-JV-Asst (H)	S Softball-JV-Hd (H)	S Softball-V-Asst (H)	S Softball-V-Hd (H)
S Tennis-B-Asst-(H)	S Tennis-B-Head (H)	S Tennis-G-Asst-H	S Tennis-G-Head (H)
S Track-B-Asst (H)	S Track-B-Head(H) S Track-B-Head(M)	S Track-G-Asst (H) S Track-G-Asst (M)	A 5000 Role Models
A Acd Ch-Asst (H) A Acd Ch-Asst (M)	A Acd Ch-Head(H) A Acd Ch-Head(M)	A Archt Const Eng (ACE)	A Asst Ath Dir (H)
A Asst Band Dir-H A Asst Band Dir-M	A Asst Cheerldr (M)	A Ath Dir (H) A Ath Dir (M)	A Band Dir (H) A Band Dir (M)
A Busn Prof (BPA) (S)	A Cheerleader (H) A Cheerleader (M)	A Choral (H) A Choral (M)	A Co-Acd Ch (H) A Co-Acd Ch (M)
A Dance Team A Dance Team (M)	A Dramatics (H) A Dramatics (M)	A ESE Center School Supp	A Dstrbtv Ed Club (DECA)H
A FamCarr&Com(FCCLA)(S)	A First FLL/FTC	A FL Pblc Svc Ast(FPSA)H	A Forensics (H) A Forensics (M)
A Futr Busn Ldr (FBLA)	A Future Farmers(FFA) (H)	A Hlth Occ Stds (HOSA)(H)	



Non-Economic Proposals

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 VIII- Transfers/ Surplus

E. Surplus and Other Involuntary Transfers

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 - a. At the discretion of the Superintendent or designee, personnel who are in unique programs or who meet special needs may be exempt from surplus consideration.
 - b. Positions which may be considered for exempt status must be those that require:
 - (1) Special certification; or
 - (2) Special national, state or district training which would require a replacement to be away from the students for an extensive period of time; or
 - (3) Special national, state, or district training that is periodic and not readily available; or
 - (4) Special national, state, or district training that is too expensive to duplicate.



c. Some such positions are band directors, head coaches, and athletic directors.

Employees who were involuntarily transferred to their present positions shall **not be** exempt from surplus consideration for the following school year

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.
