



2026-2027 UOPD COLLECTIVE BARGAINING TENTATIVE AGREEMENT
RATIFICATION
August 10, 2026

DTU and the Duval County School Board (DCSB) have reached a Tentative Agreement for the UOPD Unit. The UOPD 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 UOPD Unit. After reviewing the surveys, DTU identified **economic and non-economic** issues for the UOPD 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.
- Costs reflected next to economic proposals are estimated costs.

Economic Proposals

Salary Increases:

Appendix D: Salary Schedules

UOPD Step Increase: UOPD employees who worked one day more than half of the previous school year will advance two steps on the UOPD 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 \$2,500



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**

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.
