

UNDERSTANDING THE 2026 “TSIA”

What Every HCTA Instructional Member Needs to Know About current requirements concerning the “Teacher Salary Increase Allocation” (TSIA)

1. What is the TSIA?

The Teacher Salary Increase Allocation (TSIA) is a state appropriation created by the Florida Legislature for the 2026-2027 school year. The Legislature directed these funds toward certain instructional employees under specific statutory requirements.

The TSIA is not a grant to individual employees. It is state funding provided to the School Board with statutory restrictions on how it may be negotiated and distributed through collective bargaining. This is state funding, not money created by HCTA or the School Board through collective bargaining.

2. Is this a bonus?

No.

The TSIA is a salary increase, not a bonus or one-time payment. Once negotiated and tentatively agreed to (TA), it still must be ratified by employees and approved by the School Board to become part of an eligible employee's base salary and counts toward retirement just like any other salary increase.

However, many employees mistakenly believe the TSIA is in addition to the annual step increase provided under Hillsborough's salary schedule.

3. The Governor announced a \$3,000 raise. Does that mean I'll receive \$3,000?

No.

The Governor and Legislature established a maximum increase of up to \$3,000. That is a statutory cap, not a guaranteed \$3,000 payment for every eligible employee.

The actual amount depends on several factors, including: How much TSIA funding Hillsborough County Public Schools ultimately receives and the number of employees in our District who qualify under the law.

During the School Board's July 9 budget presentation, district officials estimated Hillsborough would receive approximately \$12.6 million in TSIA funding after the required charter school allocation. Based on current estimates, the average increase for eligible employees appears likely to be closer to approximately \$2,000, not the full \$3,000 maximum.

The \$3,000 figure is a statutory cap. It is not a guarantee

4. Is this in addition to my “step” increase?

No.

Many employees understandably assume the TSIA would be in addition to the annual step increase. However, that is not how the Legislature funded this program.

The Legislature increased the Base Student Allocation by only 1.06% for 2026-2027 while expecting School Boards to implement the TSIA within that same funding increase. Because school districts across Florida use different salary schedules, the Legislature did not provide additional funding specifically to preserve traditional step movement.

That is why HCTA is carefully reviewing all available funding before presenting compensation proposals. This is one of the many reasons HCTA is carefully analyzing all available funding and will review the School Board’s proposed implementation of the TSIA funds before presenting compensation proposals.

5. Who created these rules?

The Florida Legislature created the bill and the Governor signed it into law.

The eligibility requirements, funding restrictions, and statutory deadlines were all written into [House Bill 5001-E](#) by the Legislature.

HCTA did **not** create these rules. Neither did the School Board.

The Bigger Picture

Florida ranks last in the nation in average teacher pay for the third consecutive year.

While state leaders often highlight beginning teacher salaries, the larger challenge remains that Florida has not made sustained investments in competitive salaries for all educators. HCTA believes lasting solutions require adequate funding for every public school employee, not one-time allocations that leave coworkers behind.

6. Who qualifies?

Under current state law, TSIA funding is directed to:

- Eligible full-time classroom teachers ([Defined by F.S. 1012.01\(2\)\(a\)](#)) and Certified prekindergarten teachers
- Eligible employees also must have at least ten years of full-time [Florida](#) public school teaching experience



The law places a maximum cap of \$3,000 on an individual increase. That cap is not a guarantee. Based on the School Board's July 9 budget presentation, Hillsborough currently estimates eligible employees could receive an increase closer to approximately \$2,000.

7. Does every instructional employee with 10 years qualify?

No.

This is one of the biggest misconceptions. The law does **not** simply say "10 years."

Eligibility depends on the Legislature's definition of "*classroom teacher*" and other statutory requirements that further limit the experience to "*Florida teaching experience*". Some instructional employees with ten or more years of experience will be excluded – Student Services, Media Specialists & other Instructional Staff.

8. Are Educational Support Professionals included?

No.

The Legislature provided no additional TSIA funding (or any other special allocation) for paraprofessionals, clerical employees, bus aides, custodians, maintenance employees, food service workers, or other Educational Support Professionals.

This is why HCTA continues advocating for meaningful compensation for ESP employees through our local collective bargaining.

9. What about school counselors, psychologists, social workers, media specialists, speech-language pathologists, instructional coaches and other student services and instructional personnel?

The statutory definition used by the Legislature excludes all of these positions.

One of HCTA's concerns is that the law creates distinctions among employees who all serve students and schools.

10. Is HCTA trying to stop eligible teachers from receiving raises?

Absolutely not.

If an employee qualifies under state law, HCTA believes they should receive every dollar they are entitled to.

Our concern has never been about blocking or delaying employees from receiving raises. Our concern is who the Legislature chose to exclude and then working to negotiate other available funds for the employees HCTA represents.

11. Then why is HCTA speaking out?

Because a union represents all employees in their defined bargaining units.

The problem is not that some educators receive raises. The problem is that the Legislature created a funding model that excludes thousands of educators, including many instructional employees and every Educational Support Professional.

We believe every employee helping educate students deserves meaningful compensation.

12. Do experienced classroom teachers deserve raises?

Yes.

Experienced classroom teachers deserve competitive compensation. HCTA also advocates for experienced Student Services employees, Media Specialists, other non-classroom Instructional staff and Educational Support Professionals.

HCTA believes the Legislature should have invested in all **public school employees**, not created a system that divides them.

13. Why can't HCTA just negotiate the TSIA money differently?

Because the Legislature created a law that was signed by the Governor that restricts how these funds may be used.

HCTA bargains with the School Board, but neither HCTA nor the School Board can ignore statutory funding requirements enacted by the Legislature.

14. Is HCTA challenging the TSIA?

HCTA is challenging the impact of the TSIA, but HCTA cannot challenge the legal implementation of the TSIA funding. This could risk all funds being withheld from eligible employees which puts employees and our School District in a bad financial position.

HCTA and our union colleagues across the state will continue to speak out against the impacts of laws that:

- Create unnecessary divisions among educators.
- Exclude the many employees serving students every day.
- Continue Florida's long-standing salary compression problem instead of fully funding public education.
- Provide no dedicated salary funding for Educational Support Professionals.

15. Doesn't this fix salary compression?

Only partially.

The Legislature stated that TSIA this year is intended to address compression. However, HCTA believes the current law also creates new inequities, including:

- excluding many experienced educators,
- excluding educators who built careers outside Florida and brought here to serve students,
- excluding many other instructional personnel,
- providing no dedicated funding for ESP employees.

Compression cannot be fully solved by raising some employees while leaving others behind. It also cannot be solved by withholding proper funding to the public education budget.

16. Does HCTA support a divided salary schedule?

NO!

HCTA's bargaining team made our position clear during negotiations. We will not support compensation systems that unnecessarily divide educators based on statutory categories created by Tallahassee.

Our goal is compensation proposals that support all employees we represent.

17. Why hasn't HCTA reached an agreement yet?

Remember, the legislature created unnecessary delays by ending the 2026 legislative session without passing a budget requiring a special session. The budget was not signed by the Governor until June 29, 2026, and the FLDOE provided guidance on July 1, 2026. This delayed bargaining because School Boards and local unions awaited this information to begin analyzing to prepare for bargaining.

Also, bargaining is still ongoing. As always, before presenting compensation proposals, HCTA requested additional financial information from the School Board, including detailed analysis showing exactly how TSIA funds will be applied. This information was presented by the School Board on July 9, 2026.

All of this information is necessary to evaluate compensation options for all employees.

18. What happens if there isn't an agreement by July 30?

Current state law requires the parties to begin a statutory forced impasse process for TSIA if an agreement has not been reached on the TSIA funding by July 30. HCTA does not consider the FLDOE a party to our collective bargaining and if we are still working to reach an agreement then impasse is improper. However, we continue to evaluate the legal implications of this requirement while bargaining in good faith with the School Board.

19. Who should members be frustrated with?

The Legislature created the legislation, and the Governor signed it into law. It's also important to remember that the Legislature and Governor created the problem of salary compression they are now trying to solve when they implemented the TSIA law in 2020-2021. The Florida Legislature and Governor also continue to pass budgets that keep average pay last in the nation, while moving Florida towards the top 10 most expensive states to live in.

The School Board must bargain within the laws passed by the Legislature, and HCTA must bargain with the School Board within those same legal requirements

HCTA's job is to secure the strongest agreement possible for all employees while advocating for changes to unfair state policies.

20. What is HCTA fighting for?

HCTA continues advocating for:

- ✓ Meaningful salary increases.
- ✓ Fair and competitive compensation for **all employees**.
- ✓ Strong public schools supported by adequate state funding.

The Bigger Picture

Why is HCTA looking beyond just the TSIA?

The TSIA is only one piece of Florida's larger school funding problem. This year's total increase in Base FEFP funding was just 1.06% which is woefully behind cost-of-living increases.

For the third consecutive year, Florida ranks last in the nation in average teacher pay, despite frequent claims of "*historic*" education funding. While beginning teacher salaries have increased, long-term investment in experienced educators and Educational Support Professionals has not kept pace.

HCTA believes meaningful compensation should not depend on one-time funding allocations that divide employees into groups. Lasting solutions require sustained investment in all public school employees and stronger state funding for public education.

21. What can I do?

Right now our ability and rights to even have a say in our pay and contract through negotiations are at risk of being stripped away. The Legislature and Governor have passed additional laws requiring 60%



membership in our union to maintain our contract and the ability to negotiate each year.

- If you are not a member of HCTA, [**JOIN TODAY!**](#)
- If you are a member of HCTA, ask your colleagues to [**JOIN TODAY!**](#)
- **Stay informed** - [Watch bargaining sessions and read HCTA updates.](#)
- **Contact decision-makers** - Tell the [School Board](#) and [your legislators](#) you expect meaningful investment in **all public school employees.**
- **Get involved** - Attend bargaining sessions. Speak during public comment at School Board meetings. Share accurate information with coworkers. [Join an HCTA Committee!](#)

The strongest bargaining position comes from THOUSANDS of employees standing together. Every new member strengthens our ability to advocate at the bargaining table, before the School Board, and in Tallahassee.