



MEMORANDUM of UNDERSTANDING

Regarding Disbursement of 2026-2027

Classroom Teacher Salary Increase Allocation (TSIA)

2026-2027

This is a tentative agreement between the School Board of Hillsborough County (Board, District) and the Hillsborough Classroom Teachers Association (HCTA, Union) regarding how to disburse the state-allocated Classroom Teacher and Other Instructional Personnel Salary Increase (TSIA) funds for the 2026–2027 school year.

The parties agree to implement this disbursement in accordance with state law, Florida Department of Education (FLDOE) guidance, and the terms of this agreement.

A. Purpose and Background

The provisions of this agreement are governed by state law and FLDOE guidance regarding the use of TSIA funds. The Board and HCTA enter this agreement under those limits. The following information provides the basis for this agreement:

1. The Florida Legislature identifies a portion of each district's base funding allocation as the TSIA allocation. This Memorandum of Understanding defines the distribution of the portion dedicated to provide new salary increases referred to as the "*growth allocation funds*." These funds are restricted by state law and FLDOE guidance. The Board and HCTA may use these funds only as permitted by the State of Florida.
2. State law (HB 5001-E) limits eligibility for the growth fund to full-time classroom teachers, as defined by law (FS. 1012.01(a), and certified prekindergarten teachers funded through the Florida Education Finance Program, who have at least ten years of verified full-time teaching experience in a Florida public school and who meet all other state eligibility requirements. Teachers who are not classroom teachers, or who do not have the required Florida public school teaching experience, are not eligible for these funds even if they are otherwise certificated, experienced, or employed in instructional roles.
3. The Board and HCTA do not have the authority to expand eligibility or use TSIA funds for teachers who are not classroom teachers as defined by statute or who otherwise do not qualify under state law or FLDOE guidance.

B. Salary Adjustment

For the 2026–2027 school year, each eligible classroom teacher or certified prekindergarten teacher shall advance one level on their respective salary schedule.

For the 2026–2027 school year, each eligible teacher currently on step 25 shall receive the negotiated top step longevity payment of \$1,500. This payment shall be paid before the end of the first semester. The employee must be active at the time of payment. This payment shall be FRS eligible.

For the 2026–2027 school year, each eligible teacher on step 25 for two (2) or more consecutive

years shall receive the negotiated, TSIA supplement of \$2,250. The payment shall be paid before the end of the first semester. The employee must be active at the time of payment. This payment shall be FRS eligible.

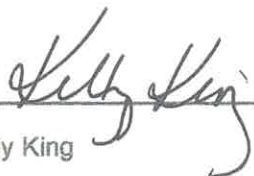
C. Eligibility

To be eligible for the salary adjustment provided under this MOU, a teacher must meet all of the following requirements:

1. Be a full-time classroom teacher or certified prekindergarten teacher;
2. Have at least ten (10) years of full-time teaching experience in a Florida public school;
3. Be employed in an HCTA-represented, full-time instructional position;
4. Have worked one-half of the contract year plus one (1) day during the 2025-2026 school year;

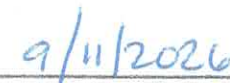
D. Terms

1. This MOU represents the full agreement of the parties regarding the implementing of the 2026–2027 TSIA salary adjustment. Any modifications to this MOU must be in writing and signed by authorized representatives of both parties.
2. Negotiations for the 2026–2027 school year remain open and ongoing, including wages, benefits, and working conditions not addressed here. This agreement is not a full settlement of salary negotiations and does not set precedent for any future TSIA or other state salary allocation.
3. Following the FEFP 3rd calculation, the parties agree to review any remaining funds from the growth calculation to determine any variance. Any additional funds remaining shall be subject to negotiations.

	
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Chief Negotiator
Hillsborough County Public Schools

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Brittni Wegmann	
	Date

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