

Appendix C – Salaries and Compensation

Bargaining Unit salaries for the 2026-2027 contract year shall be increased as follows:

Total Years Exp.	Amount		
1 to 4	\$750.00	HE	\$452.50
5 to 9	\$1,000.00	E	\$271.50
		GF	\$362.00
Full-Time Classroom Teachers as Defined by F.S.1012.01 (2)(a)			
10 to 13	\$1,500.00		\$1,000.00
14 to 17	\$2,000.00		\$1,500.00
18 to 24	\$2,500.00		\$2,210.00
25 to 29	\$2,750.00		\$2,500.00
30+	\$3,000.00		\$3,000.00

- Title I Supplement of \$100 for each teacher at a Title I eligible school for 2026-2027.
- The parties agree to reopen bargaining for Salaries and Compensation for the 2027-2028 school year.
- Salary adjustments will be retro to the beginning of the 2026-2027 school year.
- 2026-2027 probationary teachers are not eligible for a salary increase.
- This agreement is subject to the proposed 2026-2027 state budget being signed as presented as of 6/22/26. Any alteration to said budget requires the parties to revisit this agreement.
- Years of Service will be based on Years of Service completed as of Ratification.

For The School Board of Seminole County


Dawn Bontz, Chief Negotiator

Date: 6/23/26

For Seminole Education Association


Thomas Bugos, Chief Negotiator

Date: 6/23/2026

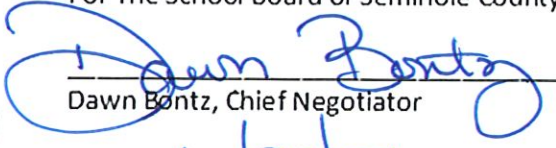
Cost of Raises: ~~\$5,983,250.00~~ — ~~\$4,861,929.61~~

22.33 ~~22.71~~% for FICA/Medicare/FRS: ~~\$ 1,358,796.08~~ — ~~\$1,085,668.88~~

Supplement Increase with benefits (not inclusive of the annual % increase)
\$214,755.21

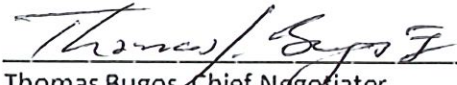
Total Cost: ~~\$ 7,342,046.08~~ — ~~\$6,162,353.70~~

For The School Board of Seminole County


Dawn Bontz, Chief Negotiator

Date: 6/23/26

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Thomas Bugos, Chief Negotiator

Date: 6/23/2026