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MEMORANDUM

TO: District School Superintendents

FROM: Suzanne Pridgeon

DATE: August 29, 2024

SUBJECT: **2024-25 Salary Increase Allocation**

In the 2020-21 fiscal year, the legislature appropriated \$500 million for the Teacher Salary Increase Allocation (TSIA) in the Florida Education Finance Program (FEFP). From these funds, 80 percent of the allocation was to be used to increase the minimum base salary for all full-time classroom teachers, as defined in [section \(s.\) 1012.01\(2\), Florida Statutes \(F.S.\)](#), to \$47,500 or the maximum amount achievable. The remaining 20 percent, along with any unused funds from the 80 percent allocation, were to be used to provide salary increases to any full-time classroom teacher who did not receive an increase from the 80 percent allocation or received an increase of less than 2 percent, as well as any other full-time instructional personnel, as defined in s. 1012.01(2)(b)-(d), F.S. In 2021-22, the legislature increased the TSIA by \$50 million, for a total of \$550 million.

In the 2022-23 fiscal year, the FEFP included \$800 million for the TSIA. Of this allocation, \$550 million was allocated for the maintenance of the salary increases provided in previous years, and the remaining \$250 million (growth allocation) was for salary increases in the 2022-23 year. Districts were required to use 50 percent of the growth allocation (previously this was 80 percent) to increase the minimum base salary. Pursuant to [s. 1011.62\(14\)\(b\)4., F.S.](#), school districts and charter schools may not reduce the salary increases provided in any subsequent fiscal year unless specifically authorized in the General Appropriations Act.

In the 2023-24 fiscal year, the legislature removed the TSIA as a separate categorical within the FEFP and incorporated these funds into the Base Funding Allocation. The funding was not removed; rather, the Base Funding Allocation was increased to an amount that would generate an additional \$1,052,803,316 of funding for the Classroom Teacher and Other Instructional Personnel Salary Increase Allocation.

In the 2024-25 fiscal year, the FEFP includes \$1,254,607,800 in funding for the Classroom Teacher and Other Instructional Personnel Salary Increase Allocation. Of that total, 5.59 percent, or \$1,053,041,685, is allocated to maintain the salary increases provided in previous years. The remaining 1.07 percent, or \$201,566,116, is provided for salary increases in the 2024-25 year.

Suzanne Pridgeon
Deputy Commissioner, Finance and Operations

Attachment 1 shows the Salary Increase Allocations for the 2024-25 fiscal year as computed in the 2024-25 FEFP Conference Calculation. These amounts will not change in any subsequent calculation of the FEFP.

Just as the calculated Salary Increase Allocation amounts for school districts are based on each district's base funding amount, charter schools' maintenance and growth allocations, respectively, should be 5.59 percent and 1.07 percent of their base funding. School districts should not recalculate an allocation after it has been calculated as of the 2024-25 FEFP Conference Calculation.

2024-25 Maintenance Allocation

In 2024-25, the Florida Department of Education (department) will begin paying maintenance allocation funds to districts with the first FEFP payment. The only Salary Increase Allocation funding withheld by the department will be growth allocation funds, which will be distributed upon submission of a board-approved and union-ratified distribution plan that has been determined by the department to be compliant with law.

2024-25 Salary Increase Allocation Distribution Plans

Districts and charter schools will be required to use the attached templates for the submission of the statutorily required distribution plans. Plans that are approved by the school board and ratified by the union **must be submitted to the department by October 1, 2024**. Salary Increase Allocation growth funds will not be distributed to school districts until they have submitted a plan compliant with law. Charter schools should submit their board-approved distribution plans to their sponsoring school district so that they can be submitted to the department. Plans that are not completed using the attached, unaltered templates will not be accepted and will need to be revised. Once completed, plans can be submitted to <https://survey.alchemer.com/s3/7863294/2024-2025-Salary-Increase-Allocation-Plan>.

If, by the October 1, 2024, deadline, a district's plan has not yet been approved by the school board and ratified by the union, please submit a statement to the department by this date detailing what steps the district has taken and whether it has an anticipated date for completion. Failure to submit a school board-approved plan by the October 1 deadline may result in a request for the superintendent and school board chair to attend a State Board of Education meeting to explain the delay.

SALARY INCREASE ALLOCATION GENERAL IMPLEMENTATION TIMELINE FOR SCHOOL DISTRICTS	
July 1, 2024, and before October 1, 2024	Each superintendent submits a proposed salary distribution plan to the district school board for approval. Each charter school administrator submits a proposed salary distribution plan to the charter school's governing body for approval.
On or before October 1, 2024	Each school district must submit to the department an approved district salary distribution plan.

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August 1, 2025	Each school district must submit a final salary increase allocation expenditure report to the department. Each charter school governing board must submit its final report to the district in time to be included in the school district report to the department.
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If you have questions regarding program reporting requirements, please email Anne Nyman at edrecognition@fldoe.org. For FEFP or finance questions, please email James Andrews at James.Andrews@fldoe.org.

SP/ja

Attachment 1 – 2024-25 Salary Increase Allocations

Attachment 2 – 2024-25 District Distribution Plan Template

Attachment 3 – 2024-25 Charter School Distribution Plan Template

Attachment 4 – 2024-25 Salary Increase Allocation Frequently Asked Questions

cc: District Finance Officers
District Charter School Contacts
Paul Burns, Senior Chancellor, Division of Public Schools
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