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MEMORANDUM

TO: District School Superintendents

FROM: Suzanne Pridgeon

DATE: August 28, 2025

SUBJECT: 2025-26 Salary Increase Allocation

In the 2025-26 fiscal year, the Florida Education Finance Program (FEFP) includes \$1,356,579,107 in funding for the Classroom Teacher and Other Instructional Personnel Salary Increase Allocation. Of that total, 6.67 percent of each school district's Base Funding Allocation, or \$1,254,976,789, is allocated to maintain the salary increases provided in previous years. The remaining \$101,602,318, or 0.54 percent of each school district's Base Funding Allocation, is provided for salary increases in the current year.

[Chapter 2025-198, Laws of Florida](#), passed by the Florida Legislature in the 2025 session, requires that growth allocation funds be used only for 1) increased personnel compensation costs, or 2) to provide salary increases to either full-time classroom teachers with at least two years of full-time teaching experience in a Florida public school and other instructional personnel. Please see the attached FAQ for additional information.

Attachment 1 shows the Salary Increase Allocations for the 2025-26 fiscal year as computed in the 2025-26 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 6.67 percent and 0.54 percent of their base funding. School districts should not recalculate a school's allocation after it has been calculated as of the 2025-26 FEFP Conference Calculation.

2025-26 Maintenance Allocation

In 2025-26, the Florida Department of Education (department) began 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 to districts upon submission of a board-approved and union-ratified distribution plan that has been determined by the department to be compliant with law.

Suzanne Pridgeon
Deputy Commissioner, Finance and Operations

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2025-26 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, 2025**. Salary Increase Allocation growth funds will not be distributed to school districts until they have submitted a plan that is determined by the department to be 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. Completed plans should be submitted to <https://survey.alchemer.com/s3/8414519/2025-2026-Salary-Increase-Allocation-Plan>.

If a district's plan has not yet been approved by the school board and ratified by the union by the October 1, 2025, deadline, 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 personally explain the delay.

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 – 2025-26 Salary Increase Allocations

Attachment 2 – 2025-26 District Distribution Plan Template

Attachment 3 – 2025-26 Charter School Distribution Plan Template

Attachment 4 – 2025-26 Salary Increase Allocation Frequently Asked Questions

Attachment 5 – 2025-26 Salary Increase Allocation Implementation Timeline

cc: District Finance Officers

District Charter School Contacts

Li Liu, Bureau Chief, School Business Services

Josh Bemis, Educational Policy Director, Office of Funding and Financial Reporting

Virginia Whitaker, Senior Program Director, Division of Public Schools

James Andrews, Educational Policy Consultant, Office of Funding and Financial Reporting

Anne Nyman, Teacher Liaison, Division of Public Schools