



NORTHWEST FLORIDA STATE COLLEGE

Memo

To: Governing Board for the Collegiate High School
From: Dr. Devin Stephenson, President
Date: September 20, 2022
Re: CHS Teacher Salary Increase Allocation

According to § 1011.62(14), F.S., the Legislature may provide in the Florida Education Finance Program (FEFP) a teacher salary increase allocation to assist school districts in their recruitment and retention of classroom teachers and other instructional personnel. The amount is determined annually in the General Appropriations Act. Each year, the Governing Board of the Collegiate High School (CHS) reviews the spending plan for the school's proportionate share of the base FEFP allocation; the spending plan must be approved by the Governing Board for the allocation to be disbursed. CHS's sponsor, the Okaloosa County School District, will subsequently submit the approved distribution plan for the charter school to the Florida Department of Education each fiscal year.

Approved uses of allocated funds are limited to increasing the minimum base salary for full-time classroom teachers to at least \$47,500. After all full-time classroom teachers' salaries meet the minimum, remaining funds may be used for salary increases for other full-time instructional personnel as defined in § 1011.01(2), F.S. These minimum base salaries must be maintained in subsequent fiscal years.

The Legislature has approved \$800 million in Teacher Salary Increase Allocation (TSIA) funding for the 2022-2023 Fiscal Year. Based on CHS's proportionate share of the base FEFP allocation, the Okaloosa County School District is providing \$91,705 to CHS for TSIA-eligible expenses. Before turning to the recommendation, recall that CHS employees are hired and paid through the College's unified human resources and payroll system; thus, while this allocation is made to CHS for approved statutory purposes, the College will administer the salary increases through its standard human resources and payroll processes.

We recommend using the full amount to maintain CHS teacher and instructional staff salaries, as mandated in § 1011.62(14), F.S., to at least \$47,500; to maintain CHS salary increases from FY22; to pay CHS salary increases for FY23 as approved by the College's Board of Trustees in July 2022 for 5% increases, depending on the employee's classification; and to pay associated benefits increases to these employees within CHS that resulted from the approved pay increases.

The spending plan provides salary increases for five full-time faculty members and three instructional staff at CHS, totaling \$18,385. The College is required to maintain salary increases funded by TSIA, the total for which is \$44,755, also included in the spending plan. Lastly, fringe benefits associated with CHS teachers and instructional staff eligible for compensation through the TSIA spending plan total \$28,565. The total request for disbursement is \$91,705, the full amount CHS is eligible to request for FY23.

The details of the positions and costs outlined in the plan are provided on the following page for your review and consideration.

Classification	CHS Position Title	FY22 Salary	FY23 Salary	Difference
FT 9-month Faculty	Assistant Professor, Science (CHS)	\$54,691	\$57,426	\$2,735
FT 9-month Faculty	Professor, Reading (CHS)	\$56,866	\$59,709	\$2,843
FT 9-month Faculty	Assistant Professor, English (CHS)	\$52,704	\$55,339	\$2,635
FT 9-month Faculty	Assistant Professor, Mathematics (CHS)	N/A*	\$47,500	N/A*
FT 9-month Faculty	Assistant Professor, History (CHS)	\$50,422	\$52,943	\$2,521
Professional III	Learning Lab Manager	\$48,450	\$50,873	\$2,423
Professional III	Instructional Services/Curriculum Manager	\$48,450	\$50,873	\$2,423
Professional III	Student Services Counselor	\$56,100	\$58,905	\$2,805
Total FY23 salary increases				\$18,385

Overall Spending Plan	
Maintenance of prior TSIA-funded salary increases	\$44,755
FY23 salary increases	\$18,385
Fringe benefits for CHS teachers and instructional staff	\$28,565
Total request for TSIA disbursement	\$91,705

RECOMMENDATION:

The Governing Board of the Collegiate High School approves the CHS Teacher Salary Increase Allocation spending plan, as presented.