

## **2025-2026 Classroom Teacher and Other Instructional Personnel Salary Increase Distribution Plan**

### **Executive Summary**

The Florida Legislature incorporated funding for teacher salary increases into the Base Funding Allocation to maintain previously negotiated salary increases and provide instructional personnel with additional salary increases.

FAU Lab School's 2025-2026 allocation for increases is \$39,979, a reduction of \$47,599 from the previous year. The plan and distribution of funds must be collectively bargained, be school board approved, and submitted to the Department of Education no later than October 1, 2025.

The United Faculty of Florida (UFF) and FAU conducted negotiations and reached a three-year Agreement. A vote on the new Agreement was conducted on March 28, 2025, and was ratified by the faculty.

### **Summary of the 2025-2026 Salary Distribution Plan**

- Provide a 2.5% base salary increase to in-unit faculty earning a Highly Effective 2024-2025 Performance Rating, and a 2.25% increase to in-unit faculty earning an overall Effective performance rating.
- The 2025-2026 increase is funded and maintained by the Classroom Teacher and Other Instructional Personnel Salary Increase funds. The cost of the proposal is \$85,615 above the allocation. District funding through the Florida Education Finance Program (FEFP) will support the balance of the increase.