

FAUS 2023-2024 Classroom Teacher and Other Instructional Personnel Salary Increase Distribution Plan

Executive Summary

In 2023-2024, the Florida Legislature incorporated teacher salary increase funding into the Base Funding Allocation to be used to maintain previously negotiated salary increases and to provide instructional personnel with additional salary increases.

FAU Lab School’s allocation is \$111,255 to ensure a minimum base salary of \$47,500 as required by the State, and to provide additional increases to classroom teachers and other instructional personnel. The plan and distribution of funds must be collectively bargained and be school board-approved.

Collective bargaining with the United Faculty of Florida (UFF) concluded on August 10, 2023. On September 7, 2023, UFF conducted a ratification vote for the Classroom Teacher and Other Instructional Personnel Salary Increase Memorandum of Understanding. The MOU passed (56 Yes and one No).

Summary of Classroom Teacher and Other Instructional Personnel Salary Increase Plan

- Raise the minimum base salary to \$49,500.
- In addition to the 3% base salary increase implemented in 2023-2024 in accordance with the CBA, returning in-unit faculty will receive a maximum of a 3% increase based on overall performance evaluation ratings for a total of a 6% base salary increase.

Projected Cost of the Classroom Teacher and Other Instructional Personnel Salary Increase Plan

State Allocation for Growth	\$111,255
*Estimated Cost of Proposal	\$144,018

*The proposal exceeds the Classroom Teacher and Other Instructional Personnel Salary Increase funds for growth. An estimated \$32,763 of the district FEFP funding will be used to support the unfunded balance of the increase.