

2024-2025 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 2024-2025 allocation for increases is \$87,578, a reduction of \$23,677 from the previous year. Legislatively, the funds are intended to ensure a minimum base salary of \$47,500 and to provide additional increases to classroom teachers and other instructional personnel. 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, 2024.

Collective bargaining with the United Faculty of Florida (UFF) concluded on August 8, 2024. On September 9, 2024, UFF conducted a ratification vote of the Classroom Teacher and Other Instructional Personnel Salary Increase Plan. The plan was passed unanimously.

Summary of Salary Plan

- Increase the minimum base salary from \$49,000 to \$51,000 to remain competitive with surrounding districts.
- Implement a 3% base salary increase for all faculty members, except for those increased from \$49,500 to \$51,000.
- The 2024-2025 increase is funded and maintained by the Classroom Teacher and Other Instructional Personnel Salary Increase funds. The cost of the proposal is \$70,508.55 above the allocation. District funding through the Florida Education Finance Program (FEFP) will support the balance of the increase.