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MEMORANDUM

TO: District School Superintendents
FROM: Suzanne Pridgeon 
DATE: August 5, 2021
SUBJECT: 2021-22 Teacher Salary Increase Allocation

In the 2020-21 fiscal year, the legislature appropriated \$500 million for the Teacher Salary Increase Allocation (TSIA) within the Florida Education Finance Program (FEFP). From these funds, 80 percent of the allocation was to be used to increase the minimum base salary for all full-time classroom teachers, as defined in section 1012.01(2), Florida Statutes (F.S.), to \$47,500 or the maximum amount achievable. The remaining 20 percent, along with any unused funds from the 80 percent allocation, were to be used to provide salary increases to any full-time classroom teacher who did not receive an increase from the 80 percent allocation or received an increase of less than 2 percent, as well as any other full-time instructional personnel, as defined in s. 1012.01(2)(b)-(d), F.S.

The legislature has continued TSIA funding for the 2021-22 fiscal year, increasing the total allocation by \$50 million, to \$550 million. The 80 percent and 20 percent allocation requirements remain unchanged. Pursuant to s. 1011.62(18)(b)4., F.S., school districts and charter schools may not reduce the salary increases provided in 2020-21 in any subsequent fiscal year unless specifically authorized in the General Appropriations Act.

Attachment 1 shows the TSIA allocations for the 2021-22 fiscal year, which will be frozen for the remainder of the year as of the 2021-22 FEFP Second Calculation. Each district's allocation includes a portion of the prior year's \$500 million allocation, which is allocated on 2021-22 base funding, and should be used to maintain the minimum base salary increases achieved in the 2020-21 fiscal year.

Just as TSIA allocations are allocated in accordance with each district's base funding amount, distributions to charter schools should be allocated based on each school's base funding amount or weighted full-time equivalent student total. School districts should not recalculate a charter school's allocation after it has been calculated as of the 2021-22 FEFP Second Calculation.

Suzanne Pridgeon
Deputy Commissioner, Finance and Operations

2021-22 TSIA Distribution Plans

As required last year, each school district will be required to submit a plan for the distribution of TSIA funds in 2021-22 by October 1, 2021. Funds will not be distributed to school districts until they have submitted to the Florida Department of Education (department) a plan compliant with the laws pertaining to the TSIA. Charter schools should submit their distribution plans to their sponsoring school district so that they can be submitted to the department. Although there is no required template for the distribution plan, each plan should clearly indicate how the TSIA funds will be used and should include, at a minimum, the district or school’s total allocation, the base salaries prior to and after any TSIA increase, and the number of teachers and/or staff to be paid at each of those salaries. Plans should show this data for both the 80 percent allocation and the 20 percent allocation separately. If desired, the salary schedule template used for the 2020-21 final TSIA expenditure report, which is included as Attachment 2 to this memorandum, may be used as support for the plan. TSIA Salary Distribution Plans must be submitted to the department through the following survey link: <https://survey.alchemer.com/s3/6391645/2021-22-Teacher-Salary-Increase-Allocation-Salary-Distribution-Plan>.

Each plan should also show the amount of the district or charter school’s total maintenance allocation, the amount used to maintain salary increases from the 2020-21 fiscal year and, if applicable, the remaining amount of funds if the maintenance allocation exceeds the cost of maintaining those increases. In such a case, the remaining funds may be combined with the 2021-22 TSIA before separating the funding out to the 80 percent and 20 percent allocations.

TEACHER SALARY INCREASE ALLOCATION GENERAL IMPLEMENTATION TIMELINE FOR SCHOOL DISTRICTS	
July 1, 2021, and before October 1, 2021	Each superintendent submits a proposed salary distribution plan to the district school board for approval. Each charter school administrator submits a proposed salary distribution plan to the charter school’s governing body for approval.
On or before October 1, 2021	Each school district must submit an approved district salary distribution plan, along with the approved salary distribution plan for each charter school in the district, to the department.
On or before December 1, 2021	Each school district must submit a preliminary detailed teacher salary increase allocation expenditure report to the department. Each charter school governing board must submit its expenditure report to the district in time to be included in the school district report to the department.
August 1, 2022	Each school district must submit a final teacher salary increase allocation expenditure report to the department. Each charter school governing board must submit its final report to the district in time to be included in the school district report to the department.

District School Superintendents

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If you have questions regarding FEF, finance, or program requirement, please email Josh Bemis at Josh.Bemis@fldoe.org. Please email Erika Fritz-Ochs at Erika.Fritz-Ochs@fldoe.org if you have questions about the submission of your TSIA Salary Distribution Plan.

SP/jb

Attachment 1 – 2021-22 TSIA Allocations

Attachment 2 – Salary Schedule Template

Attachment 3 – 2021-22 TSIA Frequently Asked Questions

cc: District Finance Officers
District Charter School Contacts
Jacob Oliva, Chancellor
Mark Eggers, Assistant Deputy Commissioner
Josh Bemis, Educational Policy Director
Erika Fritz-Ochs, Educational Policy Consultant