

Teacher Salary Increase Allocation (TSIA)

Frequently Asked Questions

DISTRICT'S SHARE OF RECURRING \$500 MILLION

Q1. For the district's share of the recurring \$500 million appropriation in the 2021-22 fiscal year, is the district required to maintain separate 80 percent and 20 percent allocations for the purpose of maintaining salary increases that occurred in the 2020-21 fiscal year?

A. No. The 80 percent and 20 percent allocations associated with the district's share of the \$500 million appropriation may be combined to maintain salary increases to full-time teachers and instructional personnel, as defined in s. 1012.01(2)(b)-(d), Florida Statutes (F.S.), who received salary increases from the TSIA in the 2020-21 fiscal year.

Q2. Is the district's share of the recurring \$500 million appropriation the same in 2021-22 as it was in 2020-21?

A. No. Each district's share of the recurring \$500 million appropriation has been recalculated based on 2021-22 base funding amounts.

Q3. What if the district's share of the recurring \$500 million appropriation exceeds the cost to maintain the salary increases provided in 2020-21?

A. Any remaining funds from the maintenance allocation may be combined with the district's or school's share of the additional \$50 million allocation; however, these funds must be split into the 80/20 percent allocations.

Q4. What if the district's share of the recurring \$500 million appropriation is not sufficient to cover the cost to maintain the salary increases provided in 2020-21?

A. Other funding sources must be used to cover the shortfall. The additional \$50 million appropriated to TSIA in 2021-22 may not be used to pay for salary increases that were provided in the 2020-21 fiscal year.

EIGHTY PERCENT ALLOCATION FROM ADDITIONAL \$50 MILLION

Q5. How should the 80 percent allocation be used?

A. The 80 percent allocation should be used to increase the minimum base salary for all full-time classroom teachers, as defined in s. 1012.01(2)(a), F.S., to \$47,500 or the maximum amount achievable. For example, if Teacher A makes \$40,000 and Teacher B makes \$45,000, Teacher A will receive an increase of \$7,500 and Teacher B will receive an increase of \$2,500. If the \$47,500 target cannot be achieved, find the amount that is achievable using the 80 percent allocation and provide increases for anyone under that amount. Do not increase teachers to different amounts due

to years of experience, for example increasing Teacher A to \$41,000 and Teacher B to \$46,000; each teacher under the minimum salary threshold should be increased to that minimum.

Q6. Can 80 percent allocation funds be used to provide salary increases to paraprofessionals or substitute teachers?

A. No. These funds may only be used to provide salary increases to full-time classroom teachers as defined in s. 1012.01(2)(a), F.S.

Q7. Can pre-kindergarten teachers be included in salary increases provided from the 80 percent allocation?

A. Yes, provided the teacher is defined as a full-time classroom teacher as defined in s. 1012.01(2)(a), F.S., and provides instruction in a program funded by the Florida Education Finance Program (FEFP). A full-time classroom teacher in a Voluntary Prekindergarten Program authorized by ss. 1002.61 or 1002.63, F.S., is eligible only if the teacher is providing exceptional education services to students with disabilities.

Q8. Can salary increases vary by experience level or years of service?

A. No. Salary increases from the 80 percent allocation must be used to increase salaries for any teacher under the new minimum base salary up to that amount and that amount only.

Q9. What options are available for a district or charter school that can achieve the \$47,500 minimum and still has 80 percent allocation funds available?

A. If the \$47,500 target minimum is achieved and the 80 percent allocation has not been fully used, those funds can be combined with the 20 percent allocation funds to provide salary increases according to the requirements for the 20 percent allocation. Alternatively, the funds may be used to further increase the minimum past \$47,500, provided the 80 percent allocation requirements continue to be followed.

If a charter school achieves \$47,500 and opts not to use any remaining 80 percent funds, the funds should be returned to the school's sponsoring school district for inclusion in the district's distribution plan.

TWENTY PERCENT ALLOCATION OF ADDITIONAL \$50 MILLION

Q10. How should the 20 percent allocation be used?

A. Once the 80 percent allocation is fully used or the \$47,500 target is reached for all employees who were making less than \$47,500 prior to the salary increase, the 20 percent allocation (and any remaining funding from the 80 percent allocation) may be distributed to other full-time teachers who either did not receive a raise of at least 2 percent or did not receive a salary increase.

For example, assume that a school district achieved the \$47,500 minimum salary for all teachers, and before the increase Teacher A earned \$48,000, Teacher B earned \$47,000 and Teacher C earned \$45,000. Under this hypothetical scenario, the 20 percent allocation could be used as follows:

- Teacher A would be eligible to receive an increase from the 20 percent allocation since Teacher A was ineligible for an increase from the 80 percent allocation because Teacher A's previous salary was higher than the \$47,500 threshold.
- Teacher B would also be eligible to receive an increase from the 20 percent allocation since Teacher B would have received only a \$500 increase to reach the \$47,500 minimum salary from the 80 percent allocation, which is a 1.06 percent increase (less than 2 percent).
- Teacher C would not be eligible to receive an increase from the 20 percent allocation because Teacher C's \$2,500 increase to the \$47,500 minimum salary threshold from the 80 percent allocation is an increase of more than 2 percent.

You may also use the 20 percent allocation to provide salary increases to other full-time instructional personnel as defined in s. 1012.01(2)(b)-(d), F.S.

Q11. What if there are no teachers or instructional personnel who fit the eligibility requirements for the 20 percent allocation?

A. If there are no eligible staff members for the 20 percent allocation, those funds can be used to further increase the minimum base salary for full-time classroom teachers established by the 80 percent allocation. You must continue to follow the guidelines for the 80 percent allocation and may not use these funds to increase teacher salaries based on experience or years of service.

Q12. What options are available for a charter school that has a small number of teachers eligible for the 20 percent allocation, but a large allocation?

A. The charter school is encouraged to give reasonable salary increases to any teacher or staff member eligible to receive an increase from the 20 percent allocation (see answer to Q10.) Once this has been done, any remaining funds may be used to increase the minimum base salary for full-time classroom teachers established by the 80 percent allocation or returned to the school's sponsoring school district for use in the district's distribution plan or return to the Florida Department of Education (department).

UNEXPENDED FUNDS

Q13. Can funds be held and used for salary increases in the following fiscal year?

A. No. TSIA funds are intended to be used for salary increases for eligible staff in the current fiscal year only and can only be used for expenditures incurred during that fiscal year. If there are any remaining funds at the end of the fiscal year, they should be returned to the department.

Q14. How should a charter school return any unexpended TSIA funds?

A. Charter schools should return any unexpended TSIA funds to their sponsoring school district so that the funds may either be included in the district's plan or returned by the district to the department.

ADMINISTRATION

Q15. What reporting requirements are in place for the TSIA?

A. Districts and charter schools are required to meet the following deadlines:

- October 1, 2021 – Submit a compliant TSIA distribution plan to the department.
- December 1, 2021 – Submit a preliminary expenditure report and salary schedule to the department.
- August 1, 2022 – Submit a final expenditure report and salary schedule to the department.

Q16. Can charter schools combine allocations for the purpose of submitting a single distribution plan?

A. Yes, provided the charter schools are in the same school district and operated by the same charter management company.

Q17. Can a district or school use additional funds to further increase the minimum base salary achieved through the TSIA?

A. Yes. Districts and charter schools are encouraged to use other funds to supplement the salary increases provided through the TSIA. However, using additional funds to provide salary increases does not relieve a school district or charter school from using TSIA funds in accordance with the 80 and 20 percent allocation requirements. For example, if a school district's TSIA amount is \$100,000 and the district uses an additional \$25,000 to further increase teacher salaries for a total of \$125,000, \$80,000 of the TSIA amount must be used to follow the 80 percent TSIA requirements and \$20,000 must be used to follow the 20 percent TSIA requirements. The additional \$25,000 may be used before or after the application of TSIA funds in any other manner the school district or charter school sees fit.

Q18. Should a staff member who was terminated or voluntarily separated from the district or school be entitled to back pay of salary increases?

A. Yes. A staff member would be entitled to the portion of the salary increase they should have received if the raise had gone into effect at the beginning of the year. For example, a staff member who was earning \$40,000 before the TSIA increase and who was entitled to \$45,000 after the TSIA increase, but was either terminated or resigned after three months of the year, would be entitled to a payment of \$1,250 (under the assumption that this staff member was being paid over a 12 month period).

Q19. How should the salary increases be distributed to teachers and instructional staff if the funds were withheld until later in the year?

A. Once TSIA funds are released to a district or charter school, it is recommended that the district or charter school catch up the salaries to the point where they would have been if the funds had been available at the beginning of the year.

Q20. Are teachers who are employees of contracted Department of Juvenile Justice (DJJ) vendors eligible for salary increases from the TSIA?

A. No. Only teachers who are employees of school districts, developmental research laboratory schools and charter schools are eligible for salary increases from the TSIA. School districts do not have control over the salaries of teachers who work for contracted DJJ vendors. District-managed programs may be eligible to receive these funds if the district has control over the classroom teacher salaries.

Q21. What basis should school districts use for allocating TSIA funds to charter schools?

A. The FEFP allocates TSIA funds to school districts based on each district's share of the state total base funding, which is calculated using weighted full-time equivalent (FTE) student membership. School districts should use weighted FTE to calculate a charter school's TSIA allocation.

Q22. Can school districts recalculate a charter school's allocation throughout the year?

A. The TSIA will be frozen in the FEFP as of the 2021-22 FEFP Second Calculation in July 2021. The department recommends that school districts not change charter school allocations after this point.