



NORTHWEST FLORIDA STATE COLLEGE

Memo

To: Governing Board for the Collegiate High School

From: Dr. Cristie Kedroski, Interim President

Date: September 17, 2024

Re: CHS Teacher Salary Increase Allocation

According to § 1011.62(14), F.S., the Legislature may provide in the Florida Education Finance Program (FEFP) a teacher salary increase allocation to assist school districts in their recruitment and retention of classroom teachers and other instructional personnel. The amount is determined annually in the General Appropriations Act. Each year, Okaloosa County School District notifies CHS of its annual allocation, and the Governing Board of the Collegiate High School reviews the spending plan for its proportionate share of the base FEFP allocation. The spending plan must be approved by the Governing Board for the allocation to be disbursed. Okaloosa County School District will subsequently submit the approved distribution plan for the charter school to the Florida Department of Education each fiscal year.

There are two approved uses of allocated funds: First, the Maintenance Allocation may be used to maintain the salary increases provided in prior fiscal years. Second, the Growth Allocation may be used to increase salaries to the base required by statute (\$47,500) or the maximum amount achievable, as defined by statute. Once raised, these minimum base salaries must be maintained in subsequent fiscal years. The annual allocation allots how much funding must be contributed toward the Maintenance Allocation and the Growth Allocation, and CHS simply provides information on how it will use those allocations.

CHS pays faculty well above the minimum required \$47,500, with all CHS faculty starting at \$65,000. CHS received an allocation totaling \$201,304. Of that total allocation, \$168,962 is being used to maintain increases in full-time classroom teacher personnel expenses at the \$65,000 annual rate. As shown in the attached report, CHS expenses to maintain these salaries will outpace the Maintenance Allocation this year, but the difference in funding is made up by CHS existing budget. The remaining \$32,342 is projected to be applied to account for any raises given to CHS faculty or other instructional personnel for raises they may receive in Spring 2025 as a result of the statutory performance payments following their performance evaluations.

RECOMMENDATION:

The Governing Board approves the 2024-2025 CHS Teacher Salary Increase Allocation spending plan, as presented.