

October 20, 2025

M E M O R A N D U M

TO: Jim Murdaugh, Ph.D.
President

FROM: Barbara Wills, Ph.D.
Vice President for Administrative Services and Chief Business Officer

SUBJECT: Salary Increase Allocation 2025-26 Distribution Plan

Item Description

This item presents the 2025-26 Salary Increase Allocation (SIA) distribution plan for the Tallahassee State College School District.

The allocation to the TSC District for 2025-26 includes \$127,391 for maintaining prior year increases and \$10,313 for 2025-26 compensation increases. The proposed SIA distribution plan includes:

- \$127,391 maintenance allocation for existing salaries to be used for current salaries of all eligible employees of the TSC district (instructional personnel); and
- \$10,313 to be provided as a salary increase to all eligible employees of the TSC district.

Overview and Background

In accordance with Florida Statute 1011.62(14), The Florida Education Finance Program includes a funding allocation for the SIA. The total amount available is determined by the Legislature each year and is then allocated to school districts based on it's Base Funding Allocation. Once the Florida Department of Education determines each district's allocation, school districts are required to develop an SIA distribution plan.

Past Actions by the Board

There are no past actions by the Board.

Funding/ Financial Implications

The salary increases are funded by the Salary Increase Allocation which is included in the State disbursement to the School District.

Recommended Action

Approve the Salary Increase Allocation Distribution Plan for 2025-26.

**2025-26 SALARY INCREASE ALLOCATION
DISTRICT DISTRIBUTION PLAN
DUE OCTOBER 1, 2025**

This file is a template to assist school districts with providing the necessary Salary Increase Allocation information to the department to comply with section 1011.62, Florida Statutes. Please review the Frequently Asked Questions provided with the department's 2025-26 Salary Increase Allocation memorandum for additional information on the administration of these funds.

All school districts are required to submit this template prior to receiving the growth allocation component of their Salary Increase Allocation funds. The following instructions will help you complete this requirement.

1. Complete the following table:

District Name (choose from drop-down menu)

TCA

Contact Name:

Barbara K. Wills

Contact Phone:

850.201.8590

Contact Email:

barbara.wills@tsc.fl.edu

Does this file represent a board-approved plan?

no

Does this file represent a union-ratified plan?

No

2. Navigate to the "District Plan" tab of this workbook. Enter data where indicated by colored cells. Once this has been completed, review the error report in Section D and ensure that the last item shows a "Yes" before moving on.

3. Submit this document through the online submission link provided in the department's memorandum to school district finance officers. Charter schools should submit their distribution plans directly to their sponsoring school district.

**2025-26 SALARY INCREASE ALLOCATION
DISTRICT DISTRIBUTION PLAN TEMPLATE
DUE OCTOBER 1, 2025**

Instructions: Use this template only if you are submitting a plan for a school district. Charter schools should use the charter specific template. Complete the following sections in order, then review the error report at the end of the survey. **DO NOT modify this template.** Enter data as directed, as any modification will result in the need for a resubmission.

Boxes with this color indicate that data should be entered. Do not modify other cells.

District Name (From the District Plan Tab)	TCA
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SECTION A - Allocation Data

A1	District proportionate share of the Maintenance Allocation (do not include charter school funds).	\$127,391
A2	District proportionate share of the Growth Allocation (do not include charter school funds).	\$10,313
A3	District proportionate share of the Salary Increase Allocation from 2025-26 FEFP Conference Calculation.	\$137,704

SECTION B - Maintenance Allocation: Used to maintain the salary increases provided through the Salary Increase Allocation in previous fiscal years. If the cost to maintain these increases is greater than the district's Maintenance Allocation, other funding sources must be used to cover this difference. If the cost to maintain these increases is less than the district's Maintenance Allocation, the remaining funds will be combined with the district's Growth Allocation. See FAQs Q1 through Q4.

Do not include charter school data in this section.

B1	Funds available for the maintenance of prior year Salary Increase Allocation increases.	\$127,391
B2	Total cost to maintain the salary increases provided through the Salary Increase Allocation in previous years (enter the total cost here, even if it exceeds the allocation).	\$127,391
B3	Funds remaining from the district's share of the 2025-26 Maintenance Allocation.	\$0

SECTION C - Growth Allocation: Provided for increased personnel compensation costs or to provide salary increases to full-time classroom teachers and certified prekindergarten teachers funded in the Florida Education Finance Program with at least two years of full-time teaching experience in a Florida public school and/or other instructional personnel defined in s. 1012.01(2)(a)-(d), F.S. See FAQs Q5 through Q9.

Do not include charter school data in this section.

c1	Funds available from the growth allocation and remaining maintenance allocation (A2+B3).	\$10,313
Increased Personnel Compensation Cost		
c2	Total planned expenditures of <u>Salary Increase Allocation funds</u> used for increased employer retirement contribution.	\$0
c3	Total planned expenditures of <u>Salary Increase Allocation funds</u> used for increased health insurance costs.	\$0
c4	Total planned expenditures of <u>Salary Increase Allocation funds</u> used for other increased compensation costs.	\$10,313
c5	Total planned expenditures of <u>Salary Increase Allocation funds</u> used for increased compensation costs.	\$10,313
Minimum Base Salary Figures		
c6	Minimum base salary for teachers as defined in s. 1012.01(2)(a), F.S., including certified prekindergarten teachers funded in the FEFP, prior to any salary increases provided in the 2025-26 year.	\$52,000
c7	Adjusted minimum base salary for 2025-26 for full-time classroom teachers as defined in s. 1012.01 (2)(a), F.S., after implementation of the Salary Increase Allocation and any additional funding sources used.	\$52,000
c8	Increase in the minimum base salary, if any, as a result of the Salary Increase Allocation (Item C7 minus Item C6) and any additional fund sources.	\$0
Minimum Base Salary Expenditures		
c9	Total planned expenditure of funds <u>from the Salary Increase Allocation</u> , if any, used to increase salaries for full-time classroom teachers (with at least two years of full-time teaching experience in a Florida public school) to the minimum base salary listed in item C7.	\$0
c10	Total planned expenditure of funds from sources other than the Salary Increase Allocation, if any, used to increase salaries for full-time classroom teachers to the minimum base salary listed in item C7.	\$0
General Salary Increases		

c11	Total planned expenditure of Salary Increase Allocation funds used to provide salary increases to full-time classroom teachers with at least two years of full-time teaching experience in a Florida public school.	\$0
c12	Total planned expenditure of Salary Increase Allocation funds used to provide salary increases to increase full-time instructional personnel as defined by s. 1012.01(2)(b)-(d), F.S.	\$0
c13	Total dollar amount of unused funds (Item C1 minus Item C4, C9, C11 and C12). This cell should be zero.	\$0

Section D - Error Report: <i>The following items will indicate whether there is an error with the data entered on the report or if some data should be verified for accuracy. Do not submit this report unless item D3 in this section is marked YES.</i>		
d1	Data entered in all fields (if "No," verify that all orange boxes contain data, even if 0).	Yes
d2	The minimum base salary is greater than or equal to the previous year (if "No," please correct, as the minimum base cannot be lower than what was the previous amount).	Yes
d3	If the minimum base salary does not have an increase, there should be no cost under "Minimum Base Salary Expenditures."	Yes
d4	C13 equals zero.	Yes
d3	2025-26 Salary Increase Allocation Distribution Plan ready to submit?	Yes