



House Bill 641 Teacher Salary Increase Allocation Plan

During the 2020 legislative session, the Governor signed HB 641 and 5001, creating the Teacher Salary Increase Allocation (TSIA) within the Florida Education Finance Program (FEFP). The bill focused on increasing the minimum compensation for full-time classroom teachers to \$47,500 and in recruiting and retaining classroom teachers and instructional personnel. The Florida Department of Education (FDOE) established an application process that prescribes how these funds must be used in the plan. The plan must be approved by the LWCS Board of Trustees before it can be submitted to FDOE. The application outlines the minimum dollars that must be used to reach and maintain the minimum base salary of \$47,500.

From the fiscal year 2019-20 through 2022-23, the Lake Wales Charter Schools teachers' salaries have grown from \$13,838,350 to \$17,421,079. During that time, TSIA funding and general funds increased the LWCS average salaries from \$47,392 to \$50,643.

Based on the 2022-23 State Appropriations and Lake Wales Charter Schools (LWCS) second calculation of Weighted FTE counts, the LWCS will receive \$1,209,768 to increase the salary for the Instructional staff as described in Section 1012.01(2) F.S.

The LWCS 2022-23 TSIA application requires that \$831,716 of the TSIA be used to raise or maintain the base pay for Classroom teachers according to Section 1012.01(2)(a). The remaining funds (growth allocation of \$378,052) will be distributed to full-time "other instructional personnel" pursuant to Section 1012.01(2) (b-d) F.S. An additional \$100,000 from the general fund will be added to the TSIA growth portion to increase salary bases by \$1,645 for qualified staff employed with LWCS during the 2021-22 school year.

Employees hired as qualified full-time classroom teachers as defined in Section 1012.01(2) F.S during the 2022-23 school year will be placed on the adjusted Teacher Placement Schedule approved by the Board in the spring of fiscal year 2021-22. These employees are not eligible to receive the \$1,645.

Who qualifies for the maintenance portion of the allocation under the rule?

1012.01(2)(a) F.S. *Classroom teachers.*—Classroom teachers are staff members assigned the professional activity of instructing students in courses in classroom situations, including basic instruction, exceptional student education, career education, and adult education.

Who qualifies for the growth portion of the allocation under the rule?

1012.01(2)

- (a) **Classroom teachers.** —Classroom teachers are staff members assigned the professional activity of instructing students in courses in classroom situations, including basic instruction, exceptional student education, career education, and adult education, including substitute teachers.
- (b) **Student personnel services.** —Student personnel services include staff members responsible for: advising students with regard to their abilities and aptitudes, educational and occupational opportunities, and personal and social adjustments; providing placement services; performing educational evaluations; and similar functions. Included in this classification are certified school counselors, social workers, career specialists, and school psychologists.
- (c) **Librarians/media specialists.** —Librarians/media specialists are staff members responsible for providing school library media services. These employees are responsible for evaluating, selecting, organizing, and managing media and technology resources, equipment, and related systems; facilitating access to information resources beyond the school; working with teachers to make resources available in the instructional programs; assisting teachers and students in media productions; and instructing students in the location and use of information resources.
- (d) **Other instructional staff.** —Other instructional staff are staff members who are part of the instructional staff but are not classified in one of the categories specified in paragraphs (a)-(c). Included in this classification are primary specialists, learning resource specialists, instructional trainers, adjunct educators certified pursuant to s. [1012.57](#), and similar positions.

The HB 641 excludes substitute teachers from this appropriation.