

## 2024-2025 Salary Increase Allocation (SIA) Plan

Board approved plan or statement detailing what steps the school has taken in the process of developing the plan and whether it has an anticipated date for completion was due to the Department by 10/1. (More information can be found at [Teacher Salary Increase Allocation \(fldoe.org\)](https://fldoe.org))

### **AMIkids Steps and Communication**

SIA Statement was provided to the Department on 9/30. (See statement on page 2)

AMIkids prepared SIA using district approved template (See template on page 4 and AMIkids communication on page 6)

### **District Communication:**

When asked if the district would change allocations during the school year, below was the response received:

- “The allocation will not change for this year. It is set as of the 2nd calculation in July. But it will change in future years. We are paying you for FEP funding based on the 90 students. If you do not anticipate having these students as of the Oct survey - it would be beneficial to go ahead and reduce your enrollment.”

---

## SIA Plan Statement

---

**From** Carolyn McBean <mcbeaca@bay.k12.fl.us>

**Date** Mon 9/30/2024 12:57 PM

**To** edrecognition@fldoe.org <edrecognition@fldoe.org>

**Cc** Jacqueline Webb <webbjg@bay.k12.fl.us>; Sabrina Richards-Battiste <srichards-battiste@amikids.org>

[CAUTION EXTERNAL EMAIL]: This email originated from outside your organization. Exercise caution when opening attachments or clicking links, especially from unknown senders.

Greetings FLDOE,

As identified on prior communication regarding annual Salary Increase Allocation (SIA) plans, if a charter school's plan is not approved by the board by October 1, 2024, a statement must be submitted to the department detailing what steps have been taken in the process and whether there is an anticipated date for completion. This email contains the statement for AMIkids Maritime Academy.

Steps taken to date include a review of the grandfathered salary schedule for Bay District Schools (BDS), review of and reflection on the 2023-2024 SIA plan and reflection, confirmation of staffing pattern for full-time instructional personnel and reviewed the current BDS salary schedule to support competitive salary for charter school personnel. The anticipate date of completion of the 2024-2025 Salary Increase Allocation plan will be October 31, 2024 as the next board meeting is scheduled for October 17th.

If there are any questions or if this information needs to be submitted to a different office, please let me know and I will respond and/or communicate accordingly.

--

*"Helping to put the A back in Bay"*

**Carolyn McBean**

T (850) 872-4715

E [cmcbean@amikids.org](mailto:cmcbean@amikids.org)

**AMIkids Panama City Marine Inst., Inc.**

200 E Beach Dr

Panama City, FL 32401

[AMIkidsMaritime.org](http://AMIkidsMaritime.org)



The information contained in this message may be privileged and confidential and protected from disclosure. If the reader of this message is not the intended recipient, or an employee or agent responsible for delivering this message to the intended recipient, you are hereby notified that any dissemination, distribution or copying of this communication is strictly prohibited. If you have received this communication in error, please notify us immediately by replying to the message and deleting it from your computer. Under Florida law, e-mail addresses are public records. If you do not want your e-mail address released in response to a public-records request, do not send electronic mail to this entity. Instead, contact this office by phone or in writing.

**2024-25 SALARY INCREASE ALLOCATION  
CHARTER DISTRIBUTION PLAN TEMPLATE  
DUE OCTOBER 1, 2024**

**Instructions:** Use this template only if you are submitting a plan for a charter school. School districts should use the district-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.

<b>Sponsoring District Name (From the Charter Plan Tab)</b>	Bay
<b>Charter School Number</b>	764
<b>Charter School Name</b>	Ikids Maritime Academy

**SECTION A - Allocation Data**

A1	Charter proportionate share of the Maintenance Allocation	\$26,576
A2	Charter proportionate share of the Growth Allocation	\$5,087
A3	Charter proportionate share of the Salary Increase Allocation from 2024-25 FEFP Conference Calculation	\$31,663
A4	Additional funding used for increases to the minimum base in the current year (do not include these expenses below)	\$0

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

B1	Funds available for the maintenance of prior year Teacher Salary Increase Allocation increases	\$26,576
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)	\$26,610
B3	Funds remaining from the charter's share of the 2024-25 Maintenance Allocation	\$0

**SECTION C - Growth Allocation:** Used to either (a) increase the minimum base salary reported on the charter school's performance salary schedule, as defined in section 1012.22(1)(c), F.S., to at least \$47,500 or the maximum amount achievable based on the amount the 1.07 percent generates, and/or (b) provide salary increases to other full-time instructional personnel as defined in section 1012.01(2)(a)-(d), F.S. See FAQs Q5 through Q7.

c1	Funds available from the growth allocation and remaining maintenance allocation (A2+B2)	\$5,087
c2	2023-24 minimum base salary for teachers as defined in s. 1012.01(2)(a), F.S., including certified prekindergarten teachers funded in the 2023-24 FEFP	\$47,500
c3	Adjusted minimum base salary for 2024-25 for teachers as defined in s. 1012.01(2)(a), F.S., per implementation of the Salary Increase Allocation and any additional funding sources used	\$47,500
c4	Increase in the minimum base salary as a result of the Salary Increase Allocation (Item C4 minus Item C3)	\$0
c5	Total planned expenditure of funds used to increase salaries for full-time classroom teachers to the minimum base salary listed in item C3, if applicable. (Example: One teacher receives \$5,000 increase + two teachers receive \$3,000 increase each = \$11,000).	\$0
c6	Total planned expenditure of funds used to provide salary increases to full-time classroom teachers who do not fall under item C5. (Example: One teacher receives \$4,000 increase + two teachers receive \$1,000 increase each = \$6,000)	\$5,087

c7	Total planned expenditures of funds used to increase full-time instructional personnel as defined by s. 1012.01(2)(b)-(d), F.S. (Example: One staff receives \$5,000 increase + two staff receive \$1,500 increase each = \$8,000)	\$0
c8	Total dollar amount of unused funds (Item C1 minus Item C5, C6 and C7). This cell should be zero.	\$0

**Section D - Error Report:** *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.*

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 established in the previous year)	Yes
d3	2024-25 Salary Increase Allocation Distribution Plan ready to submit?	Yes

RE: 2024-25 Salary Increase Allocation

From Devon Simon <dws@amikids.org>
Date Fri 9/27/2024 11:27 AM
To Sabrina Richards-Battiste <srichards-battiste@amikids.org>; Dannesha Sullivan <dsullivan@amikids.org>
Cc Maria Porto-Duarte <mpd@amikids.org>; Carolyn Mcbean <cmcbean@amikids.org>

Sabrina, yes, the plan can be submitted as-is. However, before any pay change can be made, we would want an answer from the district about whether they will change the allocation.

The allocation comes from the charter revenue worksheet...based on 90 as noted:

1B. Classroom Teacher and Other Instructional Personnel Salary Increase

Maintenance and Growth Portions of the Salary Increase funds are part of the total Base Funding and are not treated as a separate allocation. Amounts are split out here for informative purposes and for the purpose of providing a total that may be used for calculating the administrative fee.

Table with 5 columns: Description, Unit, Amount, Status, and Percentage. Rows include Maintenance Portion (5.59% of Conference Base Funding), Growth Portion (1.07% of Conference Base Funding), and Total Salary Increase Allocation.

Devon Simon
AMikids Inc Home Office
Controller
T (813) 887-3300
M 813-957-4925
E dws@amikids.org

From: Sabrina Richards-Battiste <srichards-battiste@amikids.org>
Sent: Friday, September 27, 2024 10:46 AM
To: Devon Simon <dws@amikids.org>; Dannesha Sullivan <dsullivan@amikids.org>
Cc: Maria Porto-Duarte <mpd@amikids.org>; Carolyn Mcbean <cmcbean@amikids.org>
Subject: Re: 2024-25 Salary Increase Allocation

Thank you Devon.

That allocation of 90 seems to be based off of enrollment during the 2023-2024 school year. Current enrollment is 27 and despite the budget being based on an enrollment of 70, our goal it to get to 50 before the end of this year.

The district is closed today so we can not get a response, today, however I or Ms. Mcbean will reach out on Monday.

Are we able to develop the SIA plan based on our anticipated enrollment numbers?

Sabrina Richards-Battiste
AMikids Inc Home Office
Director of Educational Services
T (813) 887-3300
M 813-352-1676
E srichards-battiste@amikids.org

From: Devon Simon <dws@amikids.org>
Sent: Thursday, September 26, 2024 7:53 PM
To: Sabrina Richards-Battiste <srichards-battiste@amikids.org>; Dannesha Sullivan <dsullivan@amikids.org>
Cc: Maria Porto-Duarte <mpd@amikids.org>; Carolyn Mcbean <cmcbean@amikids.org>
Subject: RE: 2024-25 Salary Increase Allocation

Hi Sabrina, thanks for working through this with us today and for following up with us. Attached is the allocation plan. The plan takes the teachers from \$50k to \$51,045. However, before any action is taken, please find out from the district whether they will change the allocation during the year (the allocation is currently based on 90 FTE). The Department recommends that the districts not change the allocation.

Q20. Can school districts or charters recalculate their allocation throughout the year?

A. Salary Increase Allocation amounts are established in the 2024-25 FEFP Conference Calculation. The department recommends that school districts not change allocations for charter schools after this point.

As to the grandfathered pay schedule, we used PG 12, \$40,480.

Please see notes on board approval:

("Charter Cover Page 😊)

Does this file represent a board-approved plan?

**Q22. What if the district is ready to submit its approved plan, but only some or none of the approved charter school plans have been submitted to the district?**

A. The district should submit its district school board-approved Salary Increase Allocation plan to the department. As the district receives the governing board-approved Salary Increase Allocation plans from its charter schools, it should submit them immediately to the department.

4

---

**Q23. What if the charter school submitted an approved plan to the school district, but the district is not ready to submit its Salary Increase Allocation plan?**

A. The district should submit approved charter school plans to the department as soon as they are received, regardless of the status of the district's Salary Increase Allocation plan.

Thanks!

**Devon Simon**

AMikids Inc Home Office

Controller

T (813) 887-3300

M 813-957-4925

E [dws@amikids.org](mailto:dws@amikids.org)

---

**From:** Sabrina Richards-Battiste <[srichards-battiste@amikids.org](mailto:srichards-battiste@amikids.org)>

**Sent:** Friday, September 20, 2024 12:36 PM

**To:** Dannesha Sullivan <[dsullivan@amikids.org](mailto:dsullivan@amikids.org)>

**Cc:** Devon Simon <[dws@amikids.org](mailto:dws@amikids.org)>

**Subject:** Fw: 2024-25 Salary Increase Allocation

FYI.....I know you are working on it, but still sharing what I receive.

**Sabrina Richards-Battiste**

AMikids Inc Home Office

Director of Educational Services

T (813) 887-3300

M 813-352-1676

E [srichards-battiste@amikids.org](mailto:srichards-battiste@amikids.org)

---

**From:** Michael Grady <[gradyml@bay.k12.fl.us](mailto:gradyml@bay.k12.fl.us)>

**Sent:** Friday, September 20, 2024 10:57 AM

**To:** Laura Adams <[swindlt@bayhaven.org](mailto:swindlt@bayhaven.org)>; Ron Danzey <[ron.danzey@palmbayschools.org](mailto:ron.danzey@palmbayschools.org)>; Suha Abdel Jabar <[jabersa@bay.k12.fl.us](mailto:jabersa@bay.k12.fl.us)>; Amber Perryman <[perryal@bay.k12.fl.us](mailto:perryal@bay.k12.fl.us)>; Carolyn McBean <[mcbeaca@bay.k12.fl.us](mailto:mcbeaca@bay.k12.fl.us)>; Nelson Stephenson <[stephfn@bayhaven.org](mailto:stephfn@bayhaven.org)>; Brittany Lewis <[lewisbn@bayhaven.org](mailto:lewisbn@bayhaven.org)>; Nakia Morris <[morrinm@bayhaven.org](mailto:morrinm@bayhaven.org)>; Lendy Willis <[lendy.willis@palmbayschools.org](mailto:lendy.willis@palmbayschools.org)>; Patty Phillips <[patty.phillips@palmbayschools.org](mailto:patty.phillips@palmbayschools.org)>; Ronald Boyce <[rboyce@amikids.org](mailto:rboyce@amikids.org)>; Jeremy Knapp <[jeremy.knapp@baycentralhs.org](mailto:jeremy.knapp@baycentralhs.org)>; Michael McLaughlin <[mclaum@bayhaven.org](mailto:mclaum@bayhaven.org)>; Wesley Smith <[wsmith@university-academy.org](mailto:wsmith@university-academy.org)>; Carolyn Mcbean <[cmcbean@amikids.org](mailto:cmcbean@amikids.org)>; Matt Tate <[tateme@bayhaven.org](mailto:tateme@bayhaven.org)>; Cynthia McCauley <[mccauca@bay.k12.fl.us](mailto:mccauca@bay.k12.fl.us)>; Sabrina Richards-Battiste <[srichards-battiste@amikids.org](mailto:srichards-battiste@amikids.org)>; Kelly Forehand <[kforehand@university-academy.org](mailto:kforehand@university-academy.org)>

**Subject:** Fwd: 2024-25 Salary Increase Allocation

[CAUTION EXTERNAL EMAIL]: This email originated from outside your organization. Exercise caution when opening attachments or clicking links, especially from unknown senders.

FYI.

**Michael Grady**

Bay District Schools

Charter School Liaison

(T) 850-767-

4539

(F) 850-87

2-7676

(E)

[gradyml@bay.k12.fl.us](mailto:gradyml@bay.k12.fl.us)



*"Success is to be measured not so much by the position that one has reached in life as by the obstacles which he has overcome."-Booker T. Washington*

----- Forwarded message -----

From: **Charter Schools** <[000002ad2e0fdff-dmarc-request@lserv.fldoe.org](mailto:000002ad2e0fdff-dmarc-request@lserv.fldoe.org)>

Date: Fri, Sep 20, 2024 at 8:29 AM


Subject: 2024-25 Salary Increase Allocation

To: <[CHARTER-SCHOOL-DISTRICTS-L@lserv.fldoe.org](mailto:CHARTER-SCHOOL-DISTRICTS-L@lserv.fldoe.org)>





**MEMORANDUM**

TO: District School Superintendents  
FROM: Suzanne Pridgeon   
DATE: August 29, 2024  
SUBJECT: 2024-25 Salary Increase Allocation

In the 2020-21 fiscal year, the legislature appropriated \$500 million for the Teacher Salary Increase Allocation (TSIA) in 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 \(s.\) 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. In 2021-22, the legislature increased the TSIA by \$50 million, for a total of \$550 million.

In the 2022-23 fiscal year, the FEFP included \$800 million for the TSIA. Of this allocation, \$550 million was allocated for the maintenance of the salary increases provided in previous years, and the remaining \$250 million (growth allocation) was for salary increases in the 2022-23 year. Districts were required to use 50 percent of the growth allocation (previously this was 80 percent) to increase the minimum base salary. Pursuant to [s. 1011.62\(14\)\(b\)4., F.S.](#), school districts and charter schools may not reduce the salary increases provided in any subsequent fiscal year unless specifically authorized in the General Appropriations Act.

In the 2023-24 fiscal year, the legislature removed the TSIA as a separate categorical within the FEFP and incorporated these funds into the Base Funding Allocation. The funding was not removed; rather, the Base Funding Allocation was increased to an amount that would generate an additional \$1,052,803,316 of funding for the Classroom Teacher and Other Instructional Personnel Salary Increase Allocation.

In the 2024-25 fiscal year, the FEFP includes \$1,254,607,800 in funding for the Classroom Teacher and Other Instructional Personnel Salary Increase Allocation. Of that total, 5.59 percent, or \$1,053,041,685, is allocated to maintain the salary increases provided in previous years. The remaining 1.07 percent, or \$201,566,116, is provided for salary increases in the 2024-25 year.

Suzanne Pridgeon  
Deputy Commissioner, Finance and Operations

Attachment 1 shows the Salary Increase Allocations for the 2024-25 fiscal year as computed in the 2024-25 FEFP Conference Calculation. These amounts will not change in any subsequent calculation of the FEFP.

Just as the calculated Salary Increase Allocation amounts for school districts are based on each district's base funding amount, charter schools' maintenance and growth allocations, respectively, should be 5.59 percent and 1.07 percent of their base funding. School districts should not recalculate an allocation after it has been calculated as of the 2024-25 FEFP Conference Calculation.

**2024-25 Maintenance Allocation**

In 2024-25, the Florida Department of Education (department) will begin paying maintenance allocation funds to districts with the first FEFP payment. The only Salary Increase Allocation funding withheld by the department will be growth allocation funds, which will be distributed upon submission of a board-approved and union-ratified distribution plan that has been determined by the department to be compliant with law.

**2024-25 Salary Increase Allocation Distribution Plans**

Districts and charter schools will be required to use the attached templates for the submission of the statutorily required distribution plans. Plans that are approved by the school board and ratified by the union **must be submitted to the department by October 1, 2024**. Salary Increase Allocation growth funds will not be distributed to school districts until they have submitted a plan compliant with law. Charter schools should submit their board-approved distribution plans to their sponsoring school district so that they can be submitted to the department. Plans that are not completed using the attached, unaltered templates will not be accepted and will need to be revised. Once completed, plans can be submitted to <https://survey.alchemer.com/s3/7863294/2024-2025-Salary-Increase-Allocation-Plan>.

If, by the October 1, 2024, deadline, a district's plan has not yet been approved by the school board and ratified by the union, please submit a statement to the department by this date detailing what steps the district has taken and whether it has an anticipated date for completion. Failure to submit a school board-approved plan by the October 1 deadline may result in a request for the superintendent and school board chair to attend a State Board of Education meeting to explain the delay.

<b>SALARY INCREASE ALLOCATION GENERAL IMPLEMENTATION TIMELINE FOR SCHOOL DISTRICTS</b>	
July 1, 2024, and before October 1, 2024	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, 2024	Each school district must submit to the department an approved district salary distribution plan.
August 1, 2025	Each school district must submit a final 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.

If you have questions regarding program reporting requirements, please email Anne Nyman at [edrecognition@fldoe.org](mailto:edrecognition@fldoe.org). For FEFP or finance questions, please email James Andrews at [James.Andrews@fldoe.org](mailto:James.Andrews@fldoe.org).

SP/ja

Attachment 1 – 2024-25 Salary Increase Allocations  
Attachment 2 – 2024-25 District Distribution Plan Template  
Attachment 3 – 2024-25 Charter School Distribution Plan Template  
Attachment 4 – 2024-25 Salary Increase Allocation Frequently Asked Questions

cc: District Finance Officers  
District Charter School Contacts  
Paul Burns, Senior Chancellor, Division of Public Schools  
Mark Eggers, Assistant Deputy Commissioner, Division of Finance and Operations  
Li Liu, Bureau Chief, School Business Services  
Josh Bemis, Educational Policy Director, Office of Funding and Financial Reporting  
Virginia Whitaker, Senior Program Director, Division of Public Schools  
James Andrews, Educational Policy Consultant, Office of Funding and Financial Reporting  
Anne Nyman, Teacher Liaison, Division of Public Schools

---

To unsubscribe from the CHARTER-SCHOOL-DISTRICTS-L list, click the following link:  
<http://lserv.fldoe.org/wa.exe?SUBED1=CHARTER-SCHOOL-DISTRICTS-L&A=1>

The information contained in this message may be privileged and confidential and protected from disclosure. If the reader of this message is not the intended recipient, or an employee or agent responsible for delivering this message to the intended recipient, you are hereby notified that any dissemination, distribution or copying of this communication is strictly prohibited. If you have received this communication in error, please notify us immediately by replying to the message and deleting it from your computer. Under Florida law, e-mail addresses are public records. If you do not want your e-mail address released in response to a public-records request, do not send electronic mail to this entity. Instead, contact this office by phone or in writing.