



**Teacher Salary Increase Allocation Plan
July 17, 2020**

- **Guidance for District and Charter School Teacher Salary Increase Allocation Plans**
 - Before distributing allocation funds, each school district and each charter school shall develop a salary distribution plan that clearly delineates the planned distribution of funds pursuant to lines 187-214 of HB 641.
 - “Each school district superintendent and each charter school administrator must submit its proposed salary distribution plan to the district school board or the charter school governing body, as appropriate, for approval.”
 - “Each school district shall submit the approved district salary distribution plan, along with the approved salary distribution plan for each charter school in the district, to the department by October 1 of each fiscal year.”
 - “Although district school boards and charter school governing boards are not precluded from bargaining over wages, **the teacher salary increase allocation must be used solely to comply with the requirements of {[HB 641](#)}. ”**
 - A district school board or charter school governing board that is unable to meet the reporting requirements due to a collective bargaining impasse must provide **written notification to the department detailing the reasons for the impasse with a proposed timeline and details for a resolution.**”

- **Instructions for Teacher Salary Increase Allocation Plan Submission**
 - Deadline: October 1, 2020.
 - Each school district superintendent must submit its proposed salary distribution plan to the district school board for approval.
 - If the district is at impasse, the district must develop documents explaining reasons for impasse, timeline and anticipated resolution of the impasse, and submit this information to the department in place of the approved salary distribution plan.
 - Districts collect approved salary distribution plans from each charter school in the district.

- If a charter school is at impasse, the district must collect documents from the charter school explaining the reasons for impasse, timeline and anticipated resolution, and submit these documents to the department in place of the approved salary distribution plan.
- The school district submits the approved district salary distribution plan along with the approved salary distribution plan for each charter school in the district or impasse documents through the survey link:
<https://www.surveymzmo.com/s3/5693636/Teacher-Salary-Increase-Allocation-Plan>.

Teacher Salary Increase Allocation Preliminary Report

- Deadline: December 1, 2020.
- The Teacher Salary Increase Allocation Preliminary Report template and instructions are forthcoming.