

By Senator Wilson

43-1236-03

1                                   A bill to be entitled  
2           An act relating to teacher salaries; creating  
3           the Teacher Salary Incentive Program to provide  
4           funding for improved salaries for instructional  
5           personnel; providing eligibility for salary  
6           increases; authorizing school districts to  
7           establish additional criteria; requiring the  
8           Department of Education to provide technical  
9           assistance to school districts; authorizing the  
10          department to adopt rules to administer the  
11          program; providing an appropriation; providing  
12          an effective date.

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14           WHEREAS, the Legislature recognizes that caring and  
15          qualified public school teachers play a critical role in  
16          preparing children and young adults for success in higher  
17          education and in the workplace, and

18           WHEREAS, the Legislature further recognizes that  
19          Florida's average teacher salary is significantly below the  
20          national average, and that the State of Florida will need an  
21          estimated 162,296 teachers over the next 10 years to address  
22          the high turnover of new and retiring teachers, plus  
23          additional teachers in order to comply with the amendment to  
24          Section 1 of Article IX of the State Constitution, and

25           WHEREAS, it is therefore the intent of the Legislature  
26          to provide funding for competitive salaries to help school  
27          districts retain and recruit caring and qualified teachers in  
28          the public schools, NOW, THEREFORE,

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30          Be It Enacted by the Legislature of the State of Florida:

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1           Section 1. Teacher Salary Improvement Program.--  
2           (1) The Teacher Salary Improvement Program is created  
3 to provide funding for improved salaries for instructional  
4 personnel, as defined in section 1012.01, Florida Statutes, in  
5 the K-12 public school system. For purposes of this section,  
6 the Florida School for the Deaf and the Blind shall be  
7 considered a school district.  
8           (2) The Department of Education shall distribute to  
9 each school district an amount as prescribed annually by the  
10 Legislature for the Teacher Salary Improvement Program. Unless  
11 otherwise provided in the General Appropriations Act, each  
12 school district shall increase the salary of each member of  
13 instructional personnel eligible pursuant to this section.  
14           (a) Each member of instructional personnel who  
15 received a satisfactory performance review, pursuant to  
16 section 1012.34, Florida Statutes, during the previous school  
17 year, and with whom the school district has entered into a  
18 professional services contract during the current school year,  
19 shall be eligible to receive a salary increase pursuant to  
20 this section.  
21           (b) A school district may establish additional  
22 criteria in order to award funds allocated to the district for  
23 purposes of this section.  
24           (3) The Department of Education shall provide  
25 technical assistance to any school district that requests  
26 guidance regarding the implementation of this section.  
27           (4) The Department of Education may adopt rules  
28 pursuant to sections 120.536(1) and 120.54, Florida Statutes,  
29 to administer this section.  
30           Section 2. The sum of \$192,150,200 is appropriated  
31 from the General Revenue Fund to the Department of Education

1 for the purpose of carrying out the provisions of this act  
2 during the 2003-2004 fiscal year.

3 Section 3. This act shall take effect July 1, 2003.

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6 SENATE SUMMARY

7 Establishes the Teacher Salary Incentive Program to fund  
8 an increase in salaries for instructional personnel in  
9 the K-12 public school system. Requires that the  
10 Department of Education provide technical assistance to  
11 school districts and authorizes the department to adopt  
12 rules to administer the program. Provides an  
13 appropriation.

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