

1                                   A bill to be entitled  
 2           An act relating to instructional personnel salaries;  
 3           creating s. 1012.052, F.S.; providing a short title;  
 4           requiring the Legislature to fund the Florida  
 5           Education Finance Program at a level that ensures a  
 6           guaranteed minimum annual starting salary for  
 7           instructional personnel; specifying a statewide  
 8           minimum salary for all instructional personnel for the  
 9           2016-2017 fiscal year; requiring the Department of  
 10          Education to annually adjust the statewide minimum  
 11          annual starting salary; providing requirements for  
 12          calculating such adjustment; requiring district school  
 13          boards to adjust the minimum annual starting salary  
 14          determined by the department by applying the district  
 15          cost differentials; providing that such adjustment may  
 16          not reduce districts' minimum annual starting salaries  
 17          below the statewide minimum annual starting salary;  
 18          providing an effective date.

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

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 22           Section 1.   Section 1012.052, Florida Statutes, is created  
 23   to read:

24           1012.052 Instructional personnel salary.-

25           (1) This section may be cited as the "Florida Teacher Fair  
 26   Pay Act."

27        (2) In order to attract and retain instructional  
28 personnel, the Legislature shall fund the Florida Education  
29 Finance Program in a manner that ensures that the collectively  
30 bargained salary schedules for instructional personnel are  
31 sufficient to guarantee a minimum annual starting salary while  
32 maintaining adequate funding for all other education program  
33 areas and personnel.

34        (a) For the 2016-2017 fiscal year, the statewide minimum  
35 salary for all instructional personnel is \$50,000. By November 1  
36 of each fiscal year thereafter, the Department of Education  
37 shall calculate an adjusted statewide minimum annual starting  
38 salary for the upcoming fiscal year by increasing the minimum  
39 annual starting salary then in force by the rate of inflation  
40 for the 12 months before September 1. In making this adjusted  
41 statewide minimum annual starting salary calculation, the  
42 department shall use the Consumer Price Index for Urban Wage  
43 Earners and Clerical Workers, not seasonally adjusted, for the  
44 South Region or a successor index as calculated by the United  
45 States Department of Labor.

46        (b) Each district school board shall adjust the statewide  
47 minimum annual starting salary calculated by the department by  
48 applying the district cost differential as provided in s.  
49 1011.62(2). However, application of the district cost  
50 differential may not decrease the minimum annual starting salary  
51 in that district below the statewide minimum annual starting  
52 salary.

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Section 2. This act shall take effect July 1, 2016.