



277394

LEGISLATIVE ACTION

Senate

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House

The Committee on Appropriations (Gibson) recommended the following:

Senate Amendment (with title amendment)

Delete lines 1186 - 1207

and insert:

(22) TEACHER SALARY INCREASE ALLOCATION.—The Teacher Salary Increase Allocation is established for the purpose of affording school districts the opportunity to raise the salaries of instructional personnel as defined in s. 1012.01(2) and educational support employees as defined in s. 1012.40(1)(a) in an effort to address challenges with retention and recruitment



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11 of instructional personnel and educational support employees in
12 the state's K-20 education system. Subject to annual
13 appropriation, beginning with the 2020-2021 state fiscal year
14 and continuing through the 2028-2029 state fiscal year, funds
15 may be provided to each school district to increase the minimum
16 base salary of such instructional personnel as defined in s.
17 1012.01(2) and educational support employees as defined in s.
18 1012.40(1)(a) to address challenges with retention and
19 recruitment of instructional personnel and educational support
20 employees in the state's K-20 education system. The allocation
21 must be funded at a level sufficient to provide a 4.5 percent
22 annual salary increase for all instructional personnel and
23 educational support employees, plus a cost-of-living adjustment,
24 beginning with the 2020-2021 fiscal year and continuing through
25 the 2028-2029 fiscal year. This section may not be construed to
26 abridge the membership of any such instructional personnel or
27 educational support employees in any labor organization or to
28 impact the right of such instructional personnel and educational
29 support employees to bargain collectively through a labor
30 organization, and the voluntary salary increases provided under
31 this section may not be construed to interfere with the right of
32 school boards to set the wages, hours, and terms and conditions
33 of employment for all school board employees.

34 (a) Beginning with the 2020-2021 fiscal year, funding
35 sufficient to provide at least the 4.5 percent annual salary
36 increase and the cost-of-living adjustment authorized by this
37 section must be calculated using aggregate data on the payments
38 disbursed to such instructional personnel and educational
39 support employees, as reported by the Department of Education.



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40 Subject to s. 6, Art. I of the State Constitution, for each year
41 during which a school district provides the salary increase and
42 the cost-of-living adjustment authorized by this subsection, or
43 when a school district and appropriate bargaining units agree to
44 a salary increase, the school district must receive funds as
45 authorized under this section to cover the incremental cost of
46 the raise. Funds provided pursuant to this subsection must be
47 incorporated into the base student allocation for the subsequent
48 fiscal year.

49 (b) Teacher Salary Increase Allocation funds must be
50 distributed through the FEFP.

51 (c) Each district school board, in consultation with each
52 charter school governing board in that district, may provide
53 salary increases for charter school instructional personnel and
54 educational support employees under this section if the
55 participating charter school reports salary schedules adopted
56 pursuant to s. 1012.22, documents expenditures related to
57 categorical funds to the department at least 30 days before the
58 start of each legislative session, and agrees to return all
59 funds received under this section if a participating charter
60 school's salary schedules do not reflect that instructional
61 personnel and educational support employees actually received
62 the 4.5 percent raise. A participating charter school that fails
63 to report salary schedules shall return all funds received under
64 this section.

65 (d) The Legislature intends that any financial penalty
66 assessed against a charter school governing board pursuant to
67 paragraph (c) directly impact funding for that charter school
68 and do not impact funding for the district school board.



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70 ===== T I T L E A M E N D M E N T =====

71 And the title is amended as follows:

72 Delete lines 123 - 125

73 and insert:

74 Allocation; providing that funds may be provided to
75 allow each school district to increase the minimum
76 base salary of certain instructional personnel and
77 educational support employees; requiring allocations
78 to be funded at a certain level; providing
79 construction; providing for the calculation of
80 necessary funding; requiring that school districts
81 that provide such salary increases and cost-of-living
82 adjustments receive funds to cover the incremental
83 costs of such increases; requiring funds provided
84 under the allocation to be incorporated into the base
85 student allocation for the subsequent fiscal year;
86 requiring the funds for the teacher salary allocation
87 to be distributed through the Florida Education
88 Finance Program; authorizing district school boards in
89 consultation with charter school governing boards to
90 provide salary increases for charter school
91 instructional personnel and educational support
92 employees under certain conditions; providing
93 requirements for the provision of such funds;
94 requiring the return of allocation funds and payment
95 of a penalty by participating charter schools in
96 certain circumstances; providing legislative intent
97 related to such penalties; amending s. 1013.62;



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requiring state