



350858

LEGISLATIVE ACTION

Senate

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House

The Committee on Appropriations (Gibson) recommended the following:

1 **Senate Amendment to Amendment (450044) (with title**
2 **amendment)**

3
4 Delete lines 2484 - 2503
5 and insert:

6 (22) TEACHER SALARY INCREASE ALLOCATION.—The Teacher Salary
7 Increase Allocation is established for the purpose of affording
8 school districts the opportunity to raise the salaries of
9 instructional personnel as defined in s. 1012.01(2) and
10 educational support employees as defined in s. 1012.40(1)(a) in



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11 an effort to address challenges with retention and recruitment
12 of such personnel and employees in the state's K-20 education
13 system. To this end, subject to the annual appropriation of
14 funds by the Legislature, beginning with the 2020-2021 state
15 fiscal year and continuing through the 2028-2029 state fiscal
16 year, funds may be provided to each school district. The
17 allocation must be funded at a level sufficient to provide a 4.5
18 percent annual salary increase for all such personnel and
19 employees, plus a cost-of-living adjustment. This subsection may
20 not be construed to abridge the membership of any such personnel
21 or employees in any labor organization or to impact their right
22 to bargain collectively through a labor organization. In
23 providing for the voluntary salary increases, the Legislature
24 does not intend to interfere with the right of school boards to
25 set the wages, hours, and terms and conditions of employment for
26 their employees.

27 (a) Beginning with the 2020-2021 fiscal year, funding
28 sufficient to provide at least the 4.5 percent annual salary
29 increase and the cost-of-living adjustment authorized by this
30 section must be calculated using aggregate data on the payments
31 disbursed to such personnel and employees, as reported by the
32 Department of Education. Subject to s. 6, Art. I of the State
33 Constitution, for each year during which a school district
34 provides the salary increase and the cost-of-living adjustment
35 authorized by this subsection, or when a school district and
36 appropriate bargaining units agree to a salary increase, the
37 school district must receive funds as authorized under this
38 subsection to cover the incremental cost of the increase. Funds
39 provided pursuant to this subsection must be incorporated into



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40 the base student allocation for the next fiscal year.

41 (b) Teacher Salary Increase Allocation funds must be
42 distributed through the FEFP.

43 (c) Each district school board, in consultation with each
44 charter school governing board in that district, may provide
45 salary increases for such personnel and employees of charter
46 schools under this subsection if the participating charter
47 school reports salary schedules adopted pursuant to s. 1012.22,
48 documents expenditures related to categorical funds to the
49 department at least 30 days before the start of each legislative
50 session, and agrees to return all funds received under this
51 section if a participating charter school's salary schedules do
52 not reflect that instructional personnel and educational support
53 employees actually received the 4.5 percent raise. A
54 participating charter school that fails to report salary
55 schedules shall return all funds received under this section.

56 (d) The Legislature intends that any financial penalty
57 assessed against a charter school governing board pursuant to
58 paragraph (c) directly impact funding for that charter school
59 and not impact funding for the district school board.

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

62 And the title is amended as follows:

63 Delete lines 3262 - 3269

64 and insert:

65 Salary Increase Allocation; providing that funds may
66 be provided to allow each school district to increase
67 the minimum base salary of certain instructional
68 personnel and educational support employees; requiring



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69 allocations to be funded at a certain level; providing
70 legislative intent; providing for the calculation of
71 necessary funding; requiring that school districts
72 that provide such salary increases and cost-of-living
73 adjustments receive funds to cover the incremental
74 costs of such increases; requiring funds provided
75 under the allocation to be incorporated into the base
76 student allocation for the subsequent fiscal year;
77 requiring that funds for the teacher salary allocation
78 be distributed through the Florida Education Finance
79 Program; authorizing district school boards, in
80 consultation with charter school governing boards, to
81 provide salary increases for charter school
82 instructional personnel and educational support
83 employees under certain conditions; providing
84 requirements for the provision of such funds;
85 requiring the return of allocation funds and payment
86 of a penalty by participating charter schools in
87 certain circumstances; providing legislative intent
88 related to such penalties; conforming