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LEGISLATIVE ACTION

Senate

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House

Appropriations Subcommittee on Education (Pizzo) recommended the following:

1 **Senate Amendment to Amendment (424324) (with title**
2 **amendment)**

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4 Delete lines 1039 - 1060
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 instructional personnel and educational support employees in
13 the state's K-20 education system. Subject to annual
14 appropriation, beginning with the 2020-2021 state fiscal year
15 and continuing through the 2028-2029 state fiscal year, funds
16 may be provided to each school district to increase the minimum
17 base salary of such instructional personnel as defined in s.
18 1012.01(2) and education support employees as defined in s.
19 1012.40(1)(a) to address challenges with retention and
20 recruitment of instructional personnel and education support
21 employees in the state's K-20 education system. The Allocation
22 must be funded at a level sufficient to provide a 4.5 percent
23 annual salary increase for all instructional personnel and
24 educational support employees, plus a cost-of-living adjustment,
25 beginning with the 2020-2021 fiscal year and continuing through
26 the 2028-2029 fiscal year. This section may not be construed to
27 abridge the membership of any such instructional personnel or
28 educational support employees in any labor organization or to
29 impact the right of such instructional personnel and educational
30 support employees to bargain collectively through a labor
31 organization, and the voluntary salary increases provided under
32 this section may not be construed to interfere with the right of
33 school boards to set the wages, hours, and terms and conditions
34 of employment for all school board employees.

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



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

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

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

66 (d) The Legislature intends that any financial penalty
67 assessed against a charter school governing board pursuant to
68 paragraph (c) directly impact funding for that charter school



69 and not impact funding for the district school board.

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

72 And the title is amended as follows:

73 Delete lines 1378 - 1381

74 and insert:

75 allocation; establishing the Teacher Salary Increase
76 Allocation; providing that funds may be provided to
77 allow each school district to increase the minimum
78 base salary of certain instructional personnel and
79 educational support employees; requiring that any
80 allocation be funded at a certain level; providing
81 construction; establishing a minimum for any salary
82 increases and cost of living adjustments funded under
83 the allocation; providing construction; providing for
84 the calculation of necessary funding; requiring that
85 school districts that provide such salary increases
86 and cost of living adjustments receive funds to cover
87 the incremental costs of such increases; requiring
88 that funds provided under the allocation be
89 incorporated in the base student allocation for the
90 subsequent fiscal year; requiring that the funds for
91 the teacher salary allocation be distributed through
92 the Florida Education Finance Program; providing that
93 each district school board in consultation with each
94 charter school governing board may provide salary
95 increases for charter school instructional personnel
96 and educational support employees under certain
97 conditions; providing requirements for the provision



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98 of such funds; requiring the return of allocation
99 funds and payment of a penalty by participating
100 charter schools in certain circumstances; providing
101 legislative intent related to such penalties; amending
102 s. 1013.62; requiring state
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