

FLORIDA HOUSE OF REPRESENTATIVES

BILL ANALYSIS

This bill analysis was prepared by nonpartisan committee staff and does not constitute an official statement of legislative intent.

BILL #: CS/HB 439	COMPANION BILL: SB 136 (Rodriguez)
TITLE: K-12 Instructional Personnel Salary Compression	LINKED BILLS: None
SPONSOR(S): Gonzalez Pittman	RELATED BILLS: None

Committee References

[Education Administration](#)
17 Y, 0 N, As CS



[PreK-12 Budget](#)



[Education & Employment](#)

SUMMARY

Effect of the Bill:

The bill requires each school district and charter school salary distribution plan to address salary compression for instructional personnel with more than 2 years experience and other instructional personnel.

Fiscal or Economic Impact:

None

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ANALYSIS

EFFECT OF THE BILL:

Under existing statute, a school district or charter school is required to develop a salary distribution plan for additional funds received over the prior fiscal year (FY) from the [Classroom Teacher and Other Instructional Personnel Salary Increase](#) before distributing those funds. The plan must clearly delineate the planned distribution of funds in accordance with modified salary schedules, as necessary. The bill requires the salary distribution plan to address [salary compression](#) for instructional personnel with more than 2 years experience and other instructional personnel. (Section [1](#)).

The effective date of the bill is July 1, 2025. (Section [2](#)).

RELEVANT INFORMATION

SUBJECT OVERVIEW:

[Classroom Teacher and Other Instructional Personnel Salary Increases](#)

In 2020, the Legislature created the Teacher Salary Increase Allocation as a categorical in the Florida Education Finance Program (FEFP) to assist school districts in the recruitment and retention of classroom teachers and other instructional personnel.¹ The primary focus of the categorical was to assist school districts and charter schools in their compliance with the minimum base salary requirement of \$47,500 for a full-time classroom teacher and a certified prekindergarten teacher funded in the FEFP.²

In 2023, the Legislature renamed the Teacher Salary Increase Allocation to the Classroom Teacher and Other Instructional Personnel Salary Increase and required the Legislature to annually apportion an amount of funds provided in the FEFP to assist school districts and charter schools in their maintenance of previously provided salary increases and in their compliance with the minimum base salary requirement for full-time classroom teachers and certified prekindergarten teachers funded in the FEFP. The amount and distribution methodology for

¹ Section 2, ch. 2020-94, L.O.F.; s. [1011.62\(14\), F.S.](#)

² Section 2, ch. 2020-94, L.O.F.

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the funding is specified in the General Appropriations Act.³ A school district or charter school must maintain the minimum base salary achieved for classroom teachers provided in the prior FY and may not reduce the salary increases in any subsequent FY.⁴

The table below displays the history of Classroom Teacher and Other Instructional Personnel Salary Increases in the FEFP.⁵

Year	Funding to Maintain Prior Salary Increases	New Funding	Total	Funding Policy in Proviso (statute cites \$47,500 as minimum base salary for classroom teachers)
2020-21	\$0	\$500,000,000	\$500,000,000	80% of funding to increase the minimum base salary for classroom teachers to \$47,500, or the amount achievable by allocation, and 20% for other instructional personnel salary increases
2021-22	\$500,000,000	\$50,000,000	\$550,000,000	80% of funding to increase the minimum base salary for classroom teachers to \$47,500, or the amount achievable by allocation, and 20% for other instructional personnel salary increases
2022-23	\$550,000,000	\$250,000,000	\$800,000,000	50% of funding to increase the minimum base salary for classroom teachers to \$47,500, or the amount achievable by allocation, and 50% for other instructional personnel salary increases
2023-24	\$800,000,000	\$252,803,316	\$1,052,803,316	Districts allowed to either increase the minimum base salary for classroom teachers to \$47,500, or the amount achievable by allocation, or provide salary increases to other instructional personnel
2024-25	\$1,052,803,316	\$201,804,484	\$1,254,607,800	Districts allowed to either increase the minimum base salary for classroom teachers to \$47,500, or the amount achievable by allocation, or provide salary increases to other instructional personnel

As of December 12, 2024, the districts and lab schools not meeting the minimum base salary include Alachua, Baker, Bradford, Calhoun, Columbia, Franklin, Gulf, Hamilton, Holmes, Jackson, Liberty, Madison, Pasco, Taylor, Wakulla, Washington, and the FAMU Lab School and FSU Lab School in Leon.⁶

Before distributing any additional funds received over the prior FY, each school district and charter school are required to develop a salary distribution plan that clearly delineates the planned distribution of funds in accordance with modified salary schedules, as necessary. Each school district must also provide an annual report to the Department of Education (DOE) that includes a detailed summary explaining the school district's prior year's expenditures from the allocation. The report must include the amount of the increase to the minimum base salary for classroom teachers and the school district's salary schedule for the prior FY and the FY in which the base salary is increased. Each charter school governing board must also submit this information to the district school board for inclusion in the school district's report to the DOE.⁷

³ Section [1011.62\(14\), F.S.](#)

⁴ Section [1011.62\(14\)\(a\)-\(b\), F.S.](#)

⁵ Data provided by the PreK-12 Budget Subcommittee. Email on file with the Education & Employment Committee. (Mar. 28, 2025).

⁶ Email from Steve Koncar, Legislative Affairs Director, DOE, *District Personnel Compensations*.

⁷ Section [1011.62\(14\)\(c\)-\(d\), F.S.](#)

Specific appropriation 84 in the FY 2024-2025 General Appropriations Act apportioned \$1.1 billion, or 5.59 percent of the FEFP, to maintain prior year salary increases provided to classroom teachers and other instructional personnel.⁸ An additional amount of \$201.8 million, or 1.07 percent of the base FEFP funding, was provided to either:⁹

- Increase the minimum base salary reported on the school district's or charter school's performance salary schedule¹⁰ to at least \$47,500 or to the maximum amount achievable based on the 1.07 percent generated; or
- Provide salary increases to other full-time instructional personnel.

The table below displays years of experience for full-time classroom teachers in Florida for 2024-2025.¹¹

2024-25 Survey 2 Full-time Classroom Teachers		
Years of Experience	Teachers	% of Total Teachers
0 - 5 Years	59,197	35.4%
5 - 10 Years	27,020	16.2%
10 - 15 Years	20,222	12.1%
15 - 20 Years	23,393	14.0%
21 - 25 Years	17,692	10.6%
25 - 30 Years	11,280	6.7%
Over 30 Years	8,483	5.1%
Total	167,287	

Salary Compression

Salary compression happens when the pay differences between employees with varying levels of experience, skills, or seniority become small. This often occurs when new hires are brought in at salaries close to or even higher than those of long-standing employees, usually due to rising market rates, inflation, or increased demand for specific skills.¹²

RECENT LEGISLATION:

YEAR	BILL #	HOUSE SPONSOR(S)	SENATE SPONSOR	OTHER INFORMATION
2023	HB 5101	Tomkow		The bill passed the House as amended by the conference committee and took effect on July 1, 2023.

OTHER RESOURCES:

House Education & Employment Fact Sheet: [School District Personnel Compensation](#)

⁸ Specific Appropriations 5 and 84, ss. 1 and 2, ch. 2024-231, L.O.F.
⁹ *Id.*
¹⁰ Section [1012.22\(1\)\(c\), F.S.](#) Performance salary schedule or schedules adopted by a district school board.
¹¹ Data provided by the PreK-12 Budget Subcommittee. Email on file with the Education & Employment Committee. (Mar. 28, 2025). There were 2,952 full-time classroom teachers with no data reported.
¹² Academy to Innovate HR, *Pay Compression*, [Pay Compression: What It Is & How To Address It - AIHR](#) (last visited Mar. 30, 2025).

BILL HISTORY

COMMITTEE REFERENCE	ACTION	DATE	STAFF DIRECTOR/ POLICY CHIEF	ANALYSIS PREPARED BY
Education Administration Subcommittee	17 Y, 0 N, As CS	4/2/2025	Sleap	Blalock
THE CHANGES ADOPTED BY THE COMMITTEE:	<ul style="list-style-type: none">Restores current law regarding the grandfathered salary schedule, performance salary schedule, and cost-of-living salary adjustment.Removes a provision requiring a district school board to provide a salary supplement for assignment as a mentor to a teacher hired within the first 3 years.Requires a school district or charter school salary distribution plan to address salary compression for instructional personnel with more than 2 years experience and other instructional personnel.			
PreK-12 Budget Subcommittee				
Education & Employment Committee				

THIS BILL ANALYSIS HAS BEEN UPDATED TO INCORPORATE ALL OF THE CHANGES DESCRIBED ABOVE.
