

1 A bill to be entitled  
2 An act relating to public school personnel salary  
3 schedules; amending s. 1012.22, F.S.; deleting  
4 definitions; deleting a requirement relating to cost-  
5 of-living salary adjustments; revising requirements  
6 for salary schedules for school employees;  
7 authorizing, rather than requiring, a district school  
8 board to base a portion of each employee's  
9 compensation on performance; deleting a requirement  
10 that district school boards adopt a performance salary  
11 schedule based on specified requirements; revising the  
12 requirement for a base salary for instructional  
13 personnel or school administrators; revising  
14 conditions under which a district school board must  
15 provide salary supplements; deleting a provision that  
16 prohibits a performance salary schedule from being  
17 reduced due to budget constraints; making technical  
18 changes; amending s. 24.121, F.S.; conforming  
19 provisions to changes made by the act; reenacting ss.  
20 1002.33(16)(b), 1002.451(5)(a), 1003.621(2)(h), and  
21 1011.6202(3)(b), F.S., relating to charter school  
22 exemption from statutes, district innovation school of  
23 technology program exemption from statutes,  
24 academically high-performing school districts'  
25 compliance with statutes and rules, and Principal

26 |           Autonomy Program Initiative exemption from laws,  
 27 |           respectively, to incorporate the amendment made to s.  
 28 |           1012.22, F.S., in references thereto; providing an  
 29 |           effective date.

30 |  
 31 | Be It Enacted by the Legislature of the State of Florida:

32 |  
 33 |           **Section 1. Paragraph (c) of subsection (1) of section**  
 34 | **1012.22, Florida Statutes, is amended to read:**

35 |           1012.22 Public school personnel; powers and duties of the  
 36 | district school board.—The district school board shall:

37 |           (1) Designate positions to be filled, prescribe  
 38 | qualifications for those positions, and provide for the  
 39 | appointment, compensation, promotion, suspension, and dismissal  
 40 | of employees as follows, subject to the requirements of this  
 41 | chapter:

42 |           (c) *Compensation and salary schedules.*—

43 |           1. Definitions.—As used in this paragraph:

44 |           a. "Adjustment" means an addition to the base salary  
 45 | schedule that is not a bonus and becomes part of the employee's  
 46 | permanent base salary and shall be considered compensation under  
 47 | s. 121.021(22).

48 |           ~~b. "Grandfathered salary schedule" means the salary~~  
 49 | ~~schedule or schedules adopted by a district school board before~~  
 50 | ~~July 1, 2014, pursuant to subparagraph 4.~~

51        ~~b.e.~~ "Instructional personnel" means instructional  
52 personnel as defined in s. 1012.01(2)(a)-(d), excluding  
53 substitute teachers.

54        ~~d.~~ "~~Performance salary schedule~~" means ~~the salary schedule~~  
55 ~~or schedules adopted by a district school board pursuant to~~  
56 ~~subparagraph 5.~~

57        c.e. "Salary schedule" means the schedule or schedules  
58 used to provide the base salary for district school board  
59 personnel.

60        ~~d.f.~~ "School administrator" means a school administrator  
61 as defined in s. 1012.01(3)(c).

62        ~~e.g.~~ "Supplement" means an annual addition to the base  
63 salary for the term of the negotiated supplement as long as the  
64 employee continues his or her employment for the purpose of the  
65 supplement. A supplement does not become part of the employee's  
66 continuing base salary but shall be considered compensation  
67 under s. 121.021(22).

68        2. Cost-of-living adjustment.—A district school board may  
69 provide a cost-of-living salary adjustment if the adjustment:

70        ~~a.~~ does not discriminate among comparable classes of  
71 employees based upon the salary schedule under which they are  
72 compensated.

73        ~~b.~~ ~~Does not exceed 50 percent of the annual adjustment~~  
74 ~~provided to instructional personnel rated as effective.~~

75        3. Advanced degrees.—A district school board may use

76 advanced degrees in setting a salary schedule for instructional  
77 personnel or school administrators if the advanced degree is  
78 held in the individual's area of certification.

79 4. ~~Grandfathered~~ Salary schedule.—

80 a. Beginning with the 2026-2027 school year, the district  
81 school board shall adopt a salary schedule or salary schedules  
82 to be used as the basis for paying all school employees ~~hired~~  
83 ~~before July 1, 2014. Instructional personnel on annual contract~~  
84 ~~as of July 1, 2014, shall be placed on the performance salary~~  
85 ~~schedule adopted under subparagraph 5. Instructional personnel~~  
86 ~~on continuing contract or professional service contract may opt~~  
87 ~~into the performance salary schedule if the employee~~  
88 ~~relinquishes such contract and agrees to be employed on an~~  
89 ~~annual contract under s. 1012.335. Such an employee shall be~~  
90 ~~placed on the performance salary schedule and may not return to~~  
91 ~~continuing contract or professional service contract status. Any~~  
92 ~~employee who opts into the performance salary schedule may not~~  
93 ~~return to the grandfathered salary schedule.~~

94 b. In determining the ~~grandfathered~~ salary schedule for  
95 instructional personnel, a district school board may ~~must~~ base a  
96 portion of each employee's compensation upon performance  
97 demonstrated under s. 1012.34 and shall provide differentiated  
98 pay for both instructional personnel and school administrators  
99 based upon district-determined factors, including, but not  
100 limited to, additional responsibilities, school demographics,

101 critical shortage areas, and level of job performance  
102 difficulties.

103 ~~5. Performance salary schedule. By July 1, 2014, the~~  
104 ~~district school board shall adopt a performance salary schedule~~  
105 ~~that provides annual salary adjustments for instructional~~  
106 ~~personnel and school administrators based upon performance~~  
107 ~~determined under s. 1012.34. Employees hired on or after July 1,~~  
108 ~~2014, or employees who choose to move from the grandfathered~~  
109 ~~salary schedule to the performance salary schedule shall be~~  
110 ~~compensated pursuant to the performance salary schedule once~~  
111 ~~they have received the appropriate performance evaluation for~~  
112 ~~this purpose.~~

113 5.a. Base salary. ~~The base salary shall be established as~~  
114 ~~follows:~~

115 ~~(I) The base salary for instructional personnel or school~~  
116 ~~administrators who opt into the performance salary schedule~~  
117 ~~shall be the salary paid in the prior year, including~~  
118 ~~adjustments only.~~

119 ~~(II) Instructional personnel or school administrators new~~  
120 ~~to the district, returning to the district after a break in~~  
121 ~~service without an authorized leave of absence, or appointed for~~  
122 ~~the first time to a position in the district in the capacity of~~  
123 ~~instructional personnel or school administrator shall be placed~~  
124 ~~on the performance salary schedule.~~

125 ~~b. Salary adjustments. Salary adjustments for highly~~

126 ~~effective or effective performance shall be established as~~  
127 ~~follows:~~

128 ~~(I) The annual salary adjustment under the performance~~  
129 ~~salary schedule for an employee rated as highly effective must~~  
130 ~~be at least 25 percent greater than the highest annual salary~~  
131 ~~adjustment available to an employee of the same classification~~  
132 ~~through any other salary schedule adopted by the district.~~

133 ~~(II) The annual salary adjustment under the performance~~  
134 ~~salary schedule for an employee rated as effective must be equal~~  
135 ~~to at least 50 percent and no more than 75 percent of the annual~~  
136 ~~adjustment provided for a highly effective employee of the same~~  
137 ~~classification.~~

138 ~~(III) A salary schedule shall not provide an annual salary~~  
139 ~~adjustment for an employee who receives a rating other than~~  
140 ~~highly effective or effective for the year.~~

141 6.e. ~~Salary supplements.~~ ~~In addition to the salary~~  
142 ~~adjustments,~~ Each district school board shall provide for salary  
143 supplements for activities that must include, but are not  
144 limited to:

145 a.(I) Assignment to a Title I eligible school.

146 b.(II) Assignment to a school that earned a grade of "F"  
147 or two ~~three~~ consecutive grades of "D" pursuant to s. 1008.34  
148 such that the supplement remains in force for at least 1 year  
149 following improved performance in that school.

150 c.(III) Certification and teaching in critical teacher

151 shortage areas. Statewide critical teacher shortage areas shall  
152 be identified by the State Board of Education under s. 1012.07.  
153 However, the district school board may identify other areas of  
154 critical shortage within the school district for purposes of  
155 this sub-subparagraph ~~sub-sub-subparagraph~~ and may remove areas  
156 identified by the state board which do not apply within the  
157 school district.

158 d.-(IV) Assignment as a mentor to a teacher hired within  
159 the first 3 years.

160 e. Assignment of additional academic responsibilities.  
161

162 ~~If budget constraints in any given year limit a district school~~  
163 ~~board's ability to fully fund all adopted salary schedules, the~~  
164 ~~performance salary schedule shall not be reduced on the basis of~~  
165 ~~total cost or the value of individual awards in a manner that is~~  
166 ~~proportionally greater than reductions to any other salary~~  
167 ~~schedules adopted by the district. Any compensation for~~  
168 ~~longevity of service awarded to instructional personnel who are~~  
169 ~~on any other salary schedule must be included in calculating the~~  
170 ~~salary adjustments required by sub-subparagraph b.~~

171 **Section 2. Paragraph (d) of subsection (5) of section**  
172 **24.121, Florida Statutes, is amended to read:**

173 24.121 Allocation of revenues and expenditure of funds for  
174 public education.-

175 (5)

176 (d) No funds shall be released for any purpose from the  
177 Educational Enhancement Trust Fund to any school district in  
178 which one or more schools do not have an approved school  
179 improvement plan pursuant to s. 1001.42(18) or do not comply  
180 with school advisory council membership composition requirements  
181 pursuant to s. 1001.452(1). ~~The Commissioner of Education shall~~  
182 ~~withhold disbursements from the trust fund to any school~~  
183 ~~district that fails to adopt the performance-based salary~~  
184 ~~schedule required by s. 1012.22(1).~~

185 **Section 3.** For the purpose of incorporating the amendment  
186 made by this act to section 1012.22, Florida Statutes, in a  
187 reference thereto, paragraph (b) of subsection (16) of section  
188 1002.33, Florida Statutes, is reenacted to read:

189 1002.33 Charter schools.—

190 (16) EXEMPTION FROM STATUTES.—

191 (b) Additionally, a charter school shall be in compliance  
192 with the following statutes:

193 1. Section 286.011, relating to public meetings and  
194 records, public inspection, and criminal and civil penalties.

195 2. Chapter 119, relating to public records.

196 3. Section 1003.03, relating to the maximum class size,  
197 except that the calculation for compliance pursuant to s.  
198 1003.03 shall be the average at the school level.

199 4. Section 1012.22(1)(c), relating to compensation and  
200 salary schedules.



201 5. Section 1012.33(5), relating to workforce reductions.

202 6. Section 1012.335, relating to contracts with  
203 instructional personnel hired on or after July 1, 2011.

204 7. Section 1012.34, relating to the substantive  
205 requirements for performance evaluations for instructional  
206 personnel and school administrators.

207 8. Section 1006.12, relating to safe-school officers.

208 9. Section 1006.07(7), relating to threat management  
209 teams.

210 10. Section 1006.07(9), relating to School Environmental  
211 Safety Incident Reporting.

212 11. Section 1006.07(10), relating to reporting of  
213 involuntary examinations.

214 12. Section 1006.1493, relating to the Florida Safe  
215 Schools Assessment Tool.

216 13. Section 1006.07(6)(d), relating to adopting an active  
217 assailant response plan.

218 14. Section 943.082(4)(b), relating to the mobile  
219 suspicious activity reporting tool.

220 15. Section 1012.584, relating to youth mental health  
221 awareness and assistance training.

222 16. Section 1001.42(4)(f)2., relating to middle school and  
223 high school start times. A charter school-in-the-workplace is  
224 exempt from this requirement.

225 **Section 4.** For the purpose of incorporating the amendment

226 made by this act to section 1012.22, Florida Statutes, in a  
227 reference thereto, paragraph (a) of subsection (5) of section  
228 1002.451, Florida Statutes, is reenacted to read:

229 1002.451 District innovation school of technology  
230 program.—

231 (5) EXEMPTION FROM STATUTES.—

232 (a) An innovation school of technology is exempt from  
233 chapters 1000-1013. However, an innovation school of technology  
234 shall comply with the following provisions of those chapters:

235 1. Laws pertaining to the following:

236 a. Schools of technology, including this section.

237 b. Student assessment program and school grading system.

238 c. Services to students who have disabilities.

239 d. Civil rights, including s. 1000.05, relating to  
240 discrimination.

241 e. Student health, safety, and welfare.

242 2. Laws governing the election and compensation of  
243 district school board members and election or appointment and  
244 compensation of district school superintendents.

245 3. Section 1003.03, governing maximum class size, except  
246 that the calculation for compliance pursuant to s. 1003.03 is  
247 the average at the school level.

248 4. Sections 1012.22(1)(c) and 1012.27(2), relating to  
249 compensation and salary schedules.

250 5. Section 1012.33(5), relating to workforce reductions,

251 for annual contracts for instructional personnel. This  
252 subparagraph does not apply to at-will employees.

253 6. Section 1012.335, relating to contracts with  
254 instructional personnel hired on or after July 1, 2011, for  
255 annual contracts for instructional personnel. This subparagraph  
256 does not apply to at-will employees.

257 7. Section 1012.34, relating to requirements for  
258 performance evaluations of instructional personnel and school  
259 administrators.

260 **Section 5.** For the purpose of incorporating the amendment  
261 made by this act to section 1012.22, Florida Statutes, in a  
262 reference thereto, paragraph (h) of subsection (2) of section  
263 1003.621, Florida Statutes, is reenacted to read:

264 1003.621 Academically high-performing school districts.—It  
265 is the intent of the Legislature to recognize and reward school  
266 districts that demonstrate the ability to consistently maintain  
267 or improve their high-performing status. The purpose of this  
268 section is to provide high-performing school districts with  
269 flexibility in meeting the specific requirements in statute and  
270 rules of the State Board of Education.

271 (2) COMPLIANCE WITH STATUTES AND RULES.—Each academically  
272 high-performing school district shall comply with all of the  
273 provisions in chapters 1000-1013, and rules of the State Board  
274 of Education which implement these provisions, pertaining to the  
275 following:

276 (h) Sections 1012.22(1)(c) and 1012.27(2), relating to  
277 public school personnel compensation and salary schedules; s.  
278 1012.34, relating to personnel evaluation procedures and  
279 criteria; and ss. 1012.33 and 1012.335, relating to contracts  
280 with instructional personnel, staff, supervisors, and school  
281 administrators.

282 **Section 6.** For the purpose of incorporating the amendment  
283 made by this act to section 1012.22, Florida Statutes, in a  
284 reference thereto, paragraph (b) of subsection (3) of section  
285 1011.6202, Florida Statutes, is reenacted to read:

286 1011.6202 Principal Autonomy Program Initiative.—The  
287 Principal Autonomy Program Initiative is created within the  
288 Department of Education. The purpose of the program is to  
289 provide a highly effective principal of a participating school  
290 with increased autonomy and authority to operate his or her  
291 school, as well as other schools, in a way that produces  
292 significant improvements in student achievement and school  
293 management while complying with constitutional requirements. The  
294 State Board of Education may, upon approval of a principal  
295 autonomy proposal, enter into a performance contract with the  
296 district school board for participation in the program.

297 (3) EXEMPTION FROM LAWS.—

298 (b) A participating school or a school operated by a  
299 principal pursuant to subsection (5) shall comply with the  
300 provisions of chapters 1000-1013, and rules of the state board

301 that implement those provisions, pertaining to the following:

302 1. Those laws relating to the election and compensation of  
303 district school board members, the election or appointment and  
304 compensation of district school superintendents, public meetings  
305 and public records requirements, financial disclosure, and  
306 conflicts of interest.

307 2. Those laws relating to the student assessment program  
308 and school grading system, including chapter 1008.

309 3. Those laws relating to the provision of services to  
310 students with disabilities.

311 4. Those laws relating to civil rights, including s.  
312 1000.05, relating to discrimination.

313 5. Those laws relating to student health, safety, and  
314 welfare.

315 6. Section 1001.42(4)(f), relating to the uniform opening  
316 date for public schools.

317 7. Section 1003.03, governing maximum class size, except  
318 that the calculation for compliance pursuant to s. 1003.03 is  
319 the average at the school level for a participating school.

320 8. Sections 1012.22(1)(c) and 1012.27(2), relating to  
321 compensation and salary schedules.

322 9. Section 1012.33(5), relating to workforce reductions  
323 for annual contracts for instructional personnel. This  
324 subparagraph does not apply to at-will employees.

325 10. Section 1012.335, relating to annual contracts for

326 instructional personnel hired on or after July 1, 2011. This  
327 subparagraph does not apply to at-will employees.

328 11. Section 1012.34, relating to personnel evaluation  
329 procedures and criteria.

330 12. Those laws pertaining to educational facilities,  
331 including chapter 1013, except that s. 1013.20, relating to  
332 covered walkways for relocatables, is eligible for exemption.

333 13. Those laws pertaining to participating school  
334 districts, including this section and ss. 1011.69(2) and  
335 1012.28(8).

336 **Section 7.** This act shall take effect July 1, 2025.

337