

1 A bill to be entitled
2 An act relating to the K-12 instructional personnel
3 salary compression; amending s. 1011.62, F.S.;
4 requiring school district and charter school salary
5 distribution plans to address salary compression;
6 requiring such plans to address salary compression for
7 specified instructional personnel; providing an
8 effective date.

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10 Be It Enacted by the Legislature of the State of Florida:

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12 **Section 1. Paragraph (c) of subsection (14) of section**
13 **1011.62, Florida Statutes, is amended to read:**

14 1011.62 Funds for operation of schools.—If the annual
15 allocation from the Florida Education Finance Program to each
16 district for operation of schools is not determined in the
17 annual appropriations act or the substantive bill implementing
18 the annual appropriations act, it shall be determined as
19 follows:

20 (14) CLASSROOM TEACHER AND OTHER INSTRUCTIONAL PERSONNEL
21 SALARY INCREASE.—The Legislature shall annually apportion an
22 amount of funds provided in the Florida Education Finance
23 Program to assist school districts and charter schools in their
24 compliance with the requirement that the minimum base salary for
25 full-time classroom teachers, as defined in s. 1012.01(2)(a),

26 and certified prekindergarten teachers funded in the Florida
27 Education Finance Program is at least \$47,500 or to provide
28 salary increases to instructional personnel, as defined in s.
29 1012.01(2)(a)-(d), in a manner that best meets the needs of the
30 school district or charter school. This subsection does not
31 apply to substitute teachers. The amount and distribution
32 methodology for the funding shall be specified in the General
33 Appropriations Act.

34 (c) Before distributing any additional funds received over
35 the prior fiscal year, each school district and each charter
36 school shall develop a salary distribution plan that clearly
37 delineates the planned distribution of funds, which must address
38 salary compression, including salary compression for
39 instructional personnel with more than 2 years of experience and
40 other instructional personnel, in accordance with modified
41 salary schedules, as necessary, for the implementation of this
42 subsection.

43 1. Each school district superintendent and each charter
44 school administrator must submit its proposed salary
45 distribution plan to the district school board or the charter
46 school governing body, as appropriate, for approval.

47 2. Each school district shall submit the approved district
48 salary distribution plan and the approved salary distribution
49 plan for each charter school in the district to the department
50 by October 1 of each fiscal year.

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51 | **Section 2.** This act shall take effect July 1, 2025. |