

By Senator Berman

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1                   A bill to be entitled  
2           An act relating to instructional personnel and school  
3           administrator salaries; providing a short title;  
4           amending s. 1011.62, F.S.; increasing the minimum base  
5           salary for certain teachers; revising the purpose of  
6           the classroom teacher and other instructional  
7           personnel salary increase; revising requirements for  
8           funding for the increase; revising the definition of  
9           the term "minimum base salary"; revising the  
10          requirements for specified school district reporting  
11          requirements beginning on a date certain; requiring  
12          school districts to provide a specified plan to the  
13          Department of Education beginning on a specified date;  
14          providing requirements for the plan; providing charter  
15          school requirements relating to the plan; requiring  
16          the department to establish and oversee a phased  
17          implementation of specified requirements; providing  
18          requirements for such implementation; requiring the  
19          department to provide specified grants to certain  
20          school districts and charter schools for specified  
21          purposes; amending s. 1012.22, F.S.; providing  
22          requirements for school districts relating to salary  
23          structures and schedules; requiring that performance  
24          salary schedules include step-based salary increases  
25          and compression relief supplements; providing  
26          requirements for such increases and supplements;  
27          providing that certain duties qualify as additional  
28          academic responsibilities; providing an effective  
29          date.

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

Section 1. This act may be cited as the "Save Our Teachers Act."

Section 2. Subsection (14) of section 1011.62, Florida Statutes, is amended to read:

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

(14) CLASSROOM TEACHER AND OTHER INSTRUCTIONAL PERSONNEL SALARY INCREASE.—

(a) The Legislature shall annually apportion an amount of funds provided in the Florida Education Finance Program to:

1. Assist school districts and charter schools in their compliance with the requirement that the minimum base salary for full-time classroom teachers, as defined in s. 1012.01(2)(a), and certified prekindergarten teachers funded in the Florida Education Finance Program is at least \$65,000 ~~\$47,500~~ or to provide salary increases to instructional personnel, as defined in s. 1012.01(2)(a)-(d), in a manner that best meets the needs of the school district or charter school.

2. Assist with school districts and charter schools in addressing salary compression pursuant to this subsection and s. 1012.22(1)(c).

3. Provide funding for an annual cost-of-living adjustment

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59 and longevity pay for experienced teachers.

60 (b) This subsection does not apply to substitute teachers.  
61 The amount and distribution methodology for the funding shall be  
62 specified in the General Appropriations Act, including a  
63 methodology that accounts for the number of experienced teachers  
64 and their years of service. The allocation must be sufficient to  
65 adjust the entire salary schedule.

66 (c) ~~(a)~~ The term "minimum base salary" means the lowest  
67 annual base salary reported on the salary schedule for a full-  
68 time classroom teacher, with additional considerations for  
69 regional economic conditions and salary progression for  
70 experienced classroom teachers. A full-time classroom teacher  
71 may not receive a salary less than the minimum base salary as  
72 adjusted by this subsection.

73 (d) ~~(b)~~ A school district or charter school shall maintain  
74 the minimum base salary achieved for classroom teachers provided  
75 in the prior fiscal year and may not reduce the salary increases  
76 in any subsequent fiscal year.

77 (e) ~~(c)~~ Before distributing any additional funds received  
78 over the prior fiscal year, each school district and each  
79 charter school shall develop a salary distribution plan that  
80 clearly delineates the planned distribution of funds in  
81 accordance with modified salary schedules, as necessary, for the  
82 implementation of this subsection.

83 1. Each school district superintendent and each charter  
84 school administrator must submit its proposed salary  
85 distribution plan to the district school board or the charter  
86 school governing body, as appropriate, for approval.

87 2. Each school district shall submit the approved district

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88 salary distribution plan and the approved salary distribution  
89 plan for each charter school in the district to the department  
90 by October 1 of each fiscal year.

91 (f)1.~~(d)~~ Beginning August 1, 2026 ~~2024~~, and each year  
92 thereafter, in a format specified by the department, each school  
93 district shall provide a report to the department that includes  
94 a detailed summary explaining the school district's prior year's  
95 expenditures pursuant to this subsection. The report must  
96 include:

97 a. The amount of the increase to the minimum base salary  
98 for classroom teachers and the school district's salary schedule  
99 for the prior fiscal year and the fiscal year in which the base  
100 salary is increased.

101 b. The use of supplemental funds from state teacher  
102 compensation grants established under paragraph (i), if  
103 applicable, and the outcomes of efforts to address pay  
104 compression.

105 c. District-specific progress as determined under the  
106 department's phased implementation plan pursuant to paragraph  
107 (h).

108 2. Each charter school governing board shall submit the  
109 information required under this subparagraph to the district  
110 school board for inclusion in the school district's report to  
111 the department.

112 (g)~~(e)~~ Although district school boards and charter school  
113 governing boards are not precluded from bargaining over wages,  
114 the classroom teacher and other instructional personnel salary  
115 increase must be used solely to comply with the requirements of  
116 this subsection. A district school board or charter school

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117 governing board that is unable to meet the reporting  
118 requirements in paragraph (f) ~~(d)~~ due to a collective bargaining  
119 impasse must provide written notification to the department or  
120 the district school board, as applicable, detailing the reasons  
121 for the impasse with a proposed timeline and details for a  
122 resolution.

123 (h)1. Beginning August 1, 2026, and each year thereafter,  
124 in a format prescribed by the department, each school district  
125 shall provide to the department a localized salary adjustment  
126 plan to address pay compression and provide equitable  
127 compensation to experienced teachers while considering the  
128 unique economic condition and fiscal capacity of the school  
129 district. The plan must include the following:

130 a. The step-based salary increases included in the school  
131 district's performance-based salary schedule.

132 b. An analysis of the school district's economic conditions  
133 and the district's plan to adjust salary schedules and salary  
134 increases accordingly to reflect differences in the local cost  
135 of living, property tax revenue, and state funding allocations.

136 c. Any state-level support provided to the district to help  
137 address pay compression.

138 2. Each charter school governing board shall submit to the  
139 district school board the information required under  
140 subparagraph 1. for inclusion in the school district's plan.

141 3. The department shall establish and oversee a phased  
142 implementation of the requirements of this paragraph and  
143 paragraph (i). The phased implementation must:

144 a. Prioritize smaller school districts and charter schools  
145 and those with the greatest financial need or teacher retention

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146 challenges in the initial phase.

147 b. Establish a timeline to phase in the requirements of  
148 this paragraph to larger school districts.

149 c. Ensure that the requirements of this paragraph are fully  
150 implemented by the 2030-2031 school year.

151 d. Include an annual needs assessment for each school  
152 district and charter school to determine funding priorities and  
153 adjust the phased timeline as necessary.

154 e. Notwithstanding any other provision of law to the  
155 contrary, coordinate the integration of funding sources to meet  
156 the requirements of this subsection and s. 1012.22(1)(c),  
157 including:

158 (I) Redirected lottery revenue.

159 (II) Public-private partnerships.

160 (III) Administrative efficiency savings.

161 (IV) Grants and tourism-linked revenue.

162 4. The department shall require school districts and  
163 charter schools to report annually on the impacts of the plan  
164 under subparagraph 1. and use the data from such reports to  
165 refine its implementation strategy.

166 (i) The department shall provide state teacher compensation  
167 grants to smaller school districts and charter schools with  
168 limited financial resources to supplement local budgets to help  
169 school districts and charter schools meet pay differential goals  
170 without compromising other essential services.

171 Section 3. Paragraph (c) of subsection (1) and paragraph  
172 (b) of subsection (3) of section 1012.22, Florida Statutes, are  
173 amended to read:

174 1012.22 Public school personnel; powers and duties of the

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175 district school board.—The district school board shall:

176 (1) Designate positions to be filled, prescribe  
177 qualifications for those positions, and provide for the  
178 appointment, compensation, promotion, suspension, and dismissal  
179 of employees as follows, subject to the requirements of this  
180 chapter:

181 (c) *Compensation and salary schedules.*—

182 1. Definitions.—As used in this paragraph:

183 a. “Adjustment” means an addition to the base salary  
184 schedule that is not a bonus and becomes part of the employee’s  
185 permanent base salary and shall be considered compensation under  
186 s. 121.021(22).

187 b. “Grandfathered salary schedule” means the salary  
188 schedule or schedules adopted by a district school board before  
189 July 1, 2014, pursuant to subparagraph 4.

190 c. “Instructional personnel” means instructional personnel  
191 as defined in s. 1012.01(2)(a)-(d), excluding substitute  
192 teachers.

193 d. “Performance salary schedule” means the salary schedule  
194 or schedules adopted by a district school board pursuant to  
195 subparagraph 5.

196 e. “Salary schedule” means the schedule or schedules used  
197 to provide the base salary for district school board personnel.

198 f. “School administrator” means a school administrator as  
199 defined in s. 1012.01(3)(c).

200 g. “Supplement” means an annual addition to the base salary  
201 for the term of the negotiated supplement as long as the  
202 employee continues his or her employment for the purpose of the  
203 supplement. A supplement does not become part of the employee’s

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204 continuing base salary but shall be considered compensation  
205 under s. 121.021(22).

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

208 a. Does not discriminate among comparable classes of  
209 employees based upon the salary schedule under which they are  
210 compensated.

211 b. Does not exceed 50 percent of the annual adjustment  
212 provided to instructional personnel rated as effective.

213 3. Advanced degrees.—A district school board may use  
214 advanced degrees in setting a salary schedule for instructional  
215 personnel or school administrators if the advanced degree is  
216 held in the individual's area of certification.

217 4. Grandfathered salary schedule.—

218 a. The district school board shall adopt a salary schedule  
219 or salary schedules to be used as the basis for paying all  
220 school employees hired before July 1, 2014. Instructional  
221 personnel on annual contract as of July 1, 2014, shall be placed  
222 on the performance salary schedule adopted under subparagraph 5.  
223 Instructional personnel on continuing contract or professional  
224 service contract may opt into the performance salary schedule if  
225 the employee relinquishes such contract and agrees to be  
226 employed on an annual contract under s. 1012.335. Such an  
227 employee shall be placed on the performance salary schedule and  
228 may not return to continuing contract or professional service  
229 contract status. Any employee who opts into the performance  
230 salary schedule may not return to the grandfathered salary  
231 schedule.

232 b. In determining the grandfathered salary schedule for



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233 instructional personnel, a district school board must base a  
234 portion of each employee's compensation upon performance  
235 demonstrated under s. 1012.34 and shall provide differentiated  
236 pay for both instructional personnel and school administrators  
237 based upon district-determined factors, including, but not  
238 limited to, additional responsibilities, school demographics,  
239 critical shortage areas, and level of job performance  
240 difficulties.

241 5. Performance salary schedule.—By July 1, 2014, the  
242 district school board shall adopt a performance salary schedule  
243 that provides annual salary adjustments for instructional  
244 personnel and school administrators based upon performance  
245 determined under s. 1012.34. Employees hired on or after July 1,  
246 2014, or employees who choose to move from the grandfathered  
247 salary schedule to the performance salary schedule shall be  
248 compensated pursuant to the performance salary schedule once  
249 they have received the appropriate performance evaluation for  
250 this purpose. Each school district shall ensure that salary  
251 structures promote fairness and livable wages while adapting to  
252 local economic factors. Each school district shall collaborate  
253 with local stakeholders, including classroom teachers and  
254 community representatives, to ensure the performance salary  
255 schedule addresses regional disparities and teacher retention. A  
256 school district may not unilaterally implement changes to the  
257 performance salary schedule which exacerbate salary inequities  
258 for instructional personnel or school administrators and shall,  
259 during any collective bargaining negotiations of salary  
260 schedules, tailor solutions to the needs of instructional  
261 personnel and school administrators.

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262 a. Base salary.—The base salary shall be established as  
263 follows:

264 (I) The base salary for instructional personnel or school  
265 administrators who opt into the performance salary schedule  
266 shall be the salary paid in the prior year, including  
267 adjustments only.

268 (II) Instructional personnel or school administrators new  
269 to the district, returning to the district after a break in  
270 service without an authorized leave of absence, or appointed for  
271 the first time to a position in the district in the capacity of  
272 instructional personnel or school administrator shall be placed  
273 on the performance salary schedule.

274 b. Step-based salary increases.—Step-based salary increases  
275 shall be established within the performance-based salary  
276 schedule to offer consistent and predictable salary increases  
277 based on the years of experience of instructional personnel or  
278 school administrators. Such increases must be higher for the  
279 instructional personnel and school administrators with more  
280 years of experience and must align with the school district's  
281 fiscal capacity, cost of living, and teacher retention needs and  
282 meet the following minimum requirements:

283 (I) For instructional personnel or school administrators  
284 with at least 5 years of experience but not more than 10 years  
285 of experience with the school district, a minimum pay increase  
286 of \$1,500 per year.

287 (II) For instructional personnel or school administrators  
288 with at least 10 years of experience but not more than 20 years  
289 of experience with the school district, a minimum pay increase  
290 of \$2,000 per year.

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291 (III) For instructional personnel or school administrators  
292 with at least 20 years of experience with the school district, a  
293 minimum pay increase of \$3,000 per year.

294 ~~c.b.~~ Salary adjustments.—Salary adjustments for highly  
295 effective or effective performance shall be established as  
296 follows:

297 (I) The annual salary adjustment under the performance  
298 salary schedule for an employee rated as highly effective must  
299 be at least 25 percent greater than the highest annual salary  
300 adjustment available to an employee of the same classification  
301 through any other salary schedule adopted by the district.

302 (II) The annual salary adjustment under the performance  
303 salary schedule for an employee rated as effective must be equal  
304 to at least 50 percent and no more than 75 percent of the annual  
305 adjustment provided for a highly effective employee of the same  
306 classification.

307 (III) A salary schedule shall not provide an annual salary  
308 adjustment for an employee who receives a rating other than  
309 highly effective or effective for the year.

310 ~~d.e.~~ Salary supplements.—In addition to the salary  
311 adjustments, each district school board shall provide for salary  
312 supplements for activities that must include, but are not  
313 limited to:

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

315 (II) Assignment to a school that earned a grade of "F" or  
316 three consecutive grades of "D" pursuant to s. 1008.34 such that  
317 the supplement remains in force for at least 1 year following  
318 improved performance in that school.

319 (III) Certification and teaching in critical teacher

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320 shortage areas. Statewide critical teacher shortage areas shall  
321 be identified by the State Board of Education under s. 1012.07.  
322 However, the district school board may identify other areas of  
323 critical shortage within the school district for purposes of  
324 this sub-sub-subparagraph and may remove areas identified by the  
325 state board which do not apply within the school district.

326 (IV) Assignment of additional academic responsibilities,  
327 including as a department chair, an instructional coach, or a  
328 mentor to instructional personnel.

329 e. Compression relief supplements.-

330 (I) In addition to the salary adjustments and step-based  
331 salary increases, each district school board shall provide for a  
332 compression relief supplement for experienced instructional  
333 personnel and school administrators. Such supplements may be a  
334 one-time supplement that occurs when instructional personnel or  
335 school administrators reach a specified number of years of  
336 employment with the school district or may be recurring  
337 increases for instructional personnel and school administrators  
338 who reach specified years of employment with the school  
339 district.

340 (II) The Department of Education shall provide school  
341 districts with guidelines for the equitable implementation of  
342 compression relief supplements. Each school district shall  
343 annually conduct an audit of its performance salary schedule to  
344 identify and address salary compression issues.

345 f. Retention incentives for experienced instructional  
346 personnel.-Each district school board shall provide a retention  
347 incentive for instructional personnel with significant years of  
348 service with the district. Such incentives must be awarded as

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349 follows:

350 (I) Instructional personnel who have at least 10 years of  
351 service but less than 20 years of service shall be awarded an  
352 incentive of \$5,000.

353 (II) Instructional personnel who have at least 20 years of  
354 service with the school district shall be awarded an incentive  
355 of \$10,000.

356

357 If budget constraints in any given year limit a district school  
358 board's ability to fully fund all adopted salary schedules, the  
359 performance salary schedule shall not be reduced on the basis of  
360 total cost or the value of individual awards in a manner that is  
361 proportionally greater than reductions to any other salary  
362 schedules adopted by the district. Any compensation for  
363 longevity of service awarded to instructional personnel who are  
364 on any other salary schedule must be included in calculating the  
365 salary adjustments required by sub-subparagraph b.

366 (3)

367 (b) *Appearances before the board.*—If a district school  
368 superintendent appears before the state board to provide an  
369 update under s. 1011.62(14)(g) ~~s. 1011.62(14)(e)~~, the state  
370 board must require that the president of the collective  
371 bargaining unit that represents the school district also must  
372 appear.

373 Section 4. This act shall take effect July 1, 2025.